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AREA B: Bloemfontein, East London, Kimberley, Klerksdorp, Oendaalsrus, Paarl, Pietermaritzburg, Potchefstroom, Strand, Somerset West, Stellenbosch, Virginia, Welkom, Wellington and Witbank.

AREA C: In all other areas (excluding in respect of container section, the municipal area of Estcourt)

AREA D: The municipal area of Estcourt (container section)

MWU plea to entrench whites

25/1/83. Star

(177)

Chief Reporter

After a plea today by the Mineworkers' Union chief to entrench the position of white mineworkers, the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, said changes were essential

The exchange of views occurred at the opening of

the MWU congress in Johannesburg, where the all-white union's president, Mr Cor de Jager, said "We just want to retain that which we have fought for all these years, namely the blasting certificate"

He called on the Minister to do everything he possibly could to allow white mineworkers to "retain that which belongs to us"

Mr de Jager, who stood for the Herstigte Nasionale Party in the last General Election, said black pay was increasing at a rate higher than inflation while white pay was increasing more slowly

He predicted a further increase in black strikes this year and attacked integration on mines

In his speech, Mr du Plessis said adjustments had to be made to suit new realities

South Africa could not afford to lose its prime position as an exporter of minerals because of instability

Referring to complaints about integration at a mine in Rustenburg, Mr du Plessis said the matter was receiving attention. He assured miners he would strive to keep them content

This was subject of a contract...
 evidence in the matter who may be called...
 member of the...
 the State Attorney...

RT LIQUIDATION
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PE man on porn charges

Court Reporter

A NORTH END man ap-
 peared briefly in the Port
 Elizabeth Regional Court
 today on charges of pos-
 sessing pornographic mate-
 rial.

Mr Andre Harding 25 of
 Sebastiar Street North
 End was not asked to
 plead.

The State alleges that
 pornographic material was
 found in Mr Harding's flat
 and at Constantia Snacks
 Mair Street on March 18,
 1985.

Four video cassettes,
 photographs, one copy of
 Whitehouse magazine and
 some pictures — all of a
 pornographic nature —
 were found.

The case has been post-
 poned until February 10,
 1985.

Mr F J Botha was of the
 Bench. Miss A de Jager appeared
 for the State. Mr W van der Linde
 appeared for Mr Harding.

Minister backs change despite union's plea

JOHANNESBURG — After
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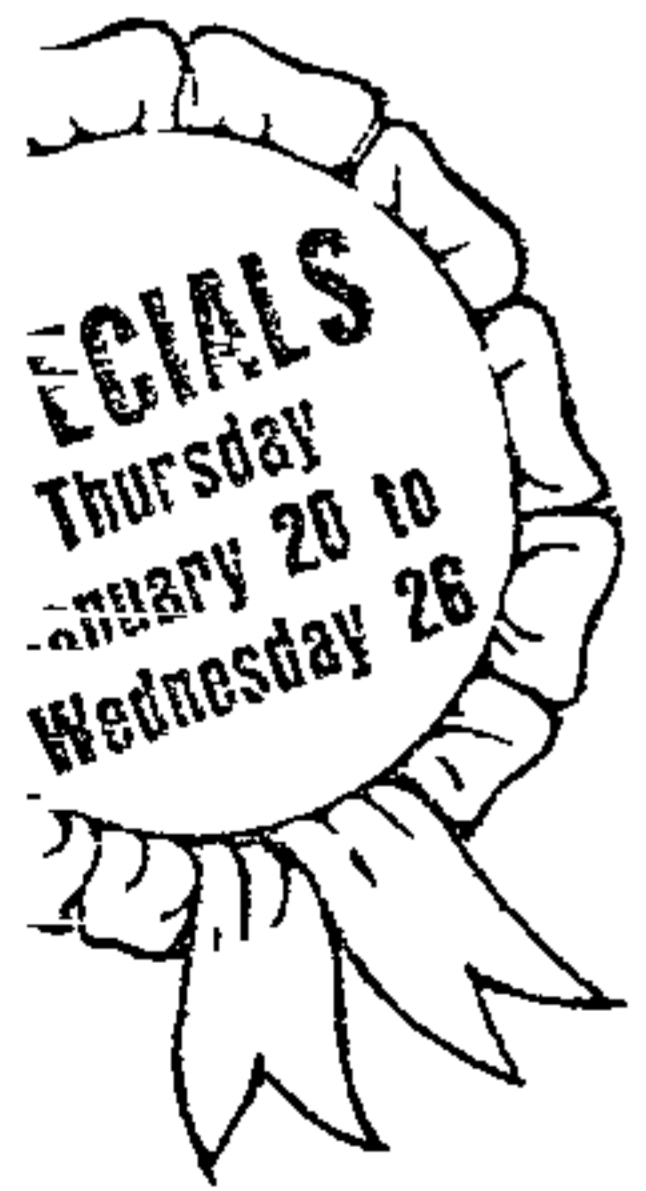
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 was receiving his full atten-
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He assured the congress
 that you are my people
 and he would strive to keep
 them content — Sapa

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SPECIAL REPORT BY BERT VAN HEES

Black labour: Policy on "illegal" workers

ALGUS 23/2/83

MANY householders fear gardeners or chars working for them might be arrested or that they themselves might be prosecuted, if they make inquiries about whether these workers are in the area "legally"

But Argus Action has been told by the Western Cape Administration Board's chief labour officer, Mr G N Lawrence, following queries from readers, that this will not happen

He said "There is no need to fear arrest or prosecution if, after making inquiries, it turns out that a gardener or char is in the area illegally. Neither the employer nor the worker will be prosecuted, and the board gives an unequivocal guarantee about this. If it turns out that a gardener or char is in the area illegally, he or she will be advised by the Local Labour Bureau in Langa what to do

Casually

"The Peninsula has a policy of coloured labour preference

"A black person who works casually for a householder for longer than three consecutive days in a given week becomes an 'employee', and anyone wanting to employ a black person for longer than three consecutive days a week must first obtain a certificate from the Department of Manpower, at the Thomas Boydell Building in Cape Town, to the effect that there is no suitable coloured worker available

"Before a black gardener or char is employed, it is important to establish that the person is in the area legally. This can be established from an en-

endorsement in the person's identity document. If there is no such endorsement, make inquiries at the labour bureau

Complaint

"Black people who are arrested are those who are found during routine inspections to be in the area illegally, or against whom the administration board has received a complaint

"Black people illegally in the area who are found on private premises will either be arrested, or given a notice to appear in court. Chars will not be arrested if this leaves no one to look after a house," he said

Here are the fines applicable to black people not legally entitled to be in the Western Cape, as well as to householders who employ them

● Black workers

1 Without an identity document, or unable to produce it. Between R10 to R15 per count

2 In the area illegally from R50 to R75 per count

● Employers.

1 First offenders. The Act provides for a maximum fine of R500 or 60 days, but first offenders are given an opportunity to pay an admission of guilt of R100 or to appear in court to argue their case

2 For a second offence within two years, the maximum fine of R500 or 60 days becomes the minimum

Greetings — Sash style

on the year's ac-
to delegates at the
nal conference of
Black Sash at the
nd

Christmas cards
people to remem-

Families of those of
bed in detention

Those in resettle-
camps

● Those who been ren-
dered landless and with-
out work

● Those 8 500 000
South Africans who have
had citizenship taken
away from them

● Those who are mi-
grant workers and the
families from whom they
are separated

The Transvaal region

also reported that they
sent a letter inviting the
West Indies cricketers to
the advice office With
the invitations they in-
cluded the Sash maga-
zine which contained re-
settlement information

"The letter was not ac-
knowledged by the crick-
eters", Mrs Coleman's re-
port said

l-up'

ew, "there should
need for a massive
y establishment"

conscripted army
then necessary, it
be because of fail-
respond to the de-
of South African

ther resolution
ned the Progress-
ederal Party for
ing the recent
raid into Maseru

Death in detention: Laws come under fire

Staff Reporter

THE death in detention
of Mr Thembeuse Simon
Mndawe had once again
exposed the brutality of
the security laws, said
Mrs Audrey Coleman,
chairman of the Trans-
vaal region of the Black
Sash

Mrs Coleman was pro-

posing a motion at the
national conference of
the Black Sash held in
Cape Town over the
weekend

The motion, which was
unanimously adopted,
called for the abolition of
all security laws and the
unconditional release of
detainees

Silent minute for deaths in detention

Staff Reporter

A MINUTE of silence for
people who have died in
detention in South Africa
was observed at the
opening of the Black
Sash national conference
in Cape Town

Fifty-four black sash
members filed on to a
platform each wearing
the name of one of the
dead on their sashes

Opening the confer-
ence yesterday, Dr Allan
Boesak, president of the
World Alliance of Re-
formed Churches, said
the eighties had brought
the slow but sure evolu-
ment of South Africa into
a national security State

HUMAN RIGHTS

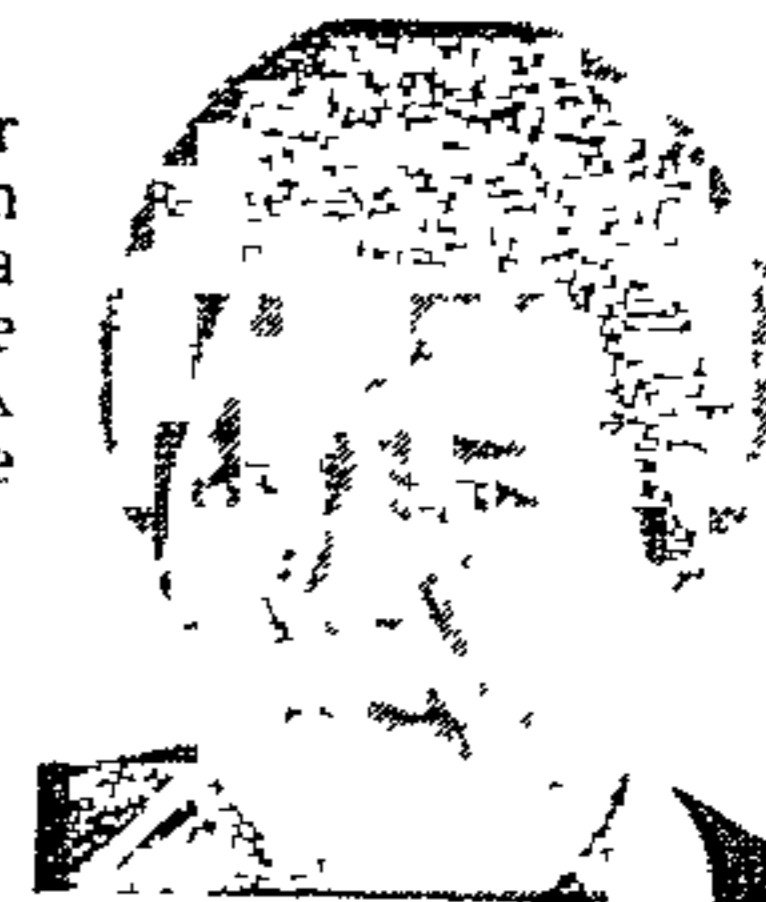
"At almost every level
we are taught to accept
the security of the State
is supreme All other
things — human rights,
freedom and democracy
are of secondary impor-
tance

"Even worse, some
give the impression that
to hold on to these values
is in itself a dangerously
subversive activity which
the State dare not toler-
ate

"In the national securi-
ty State there is a com-
pulsive desire to control
all of life and to make as
much as possible in soci-
ety subject to the dic-
tates of the dominant
ideology"

Mrs Sheena Duncan,
national president of the
Black Sash, said the past
year had brought them
face to face with the
harsh realities of the na-
tional security State

"The shape of the total
strategy has become
clear as the concept of a
total onslaught is created
for us, requiring also the
creation of the image of
an enemy"



Dr Allan Boesak

**Black nurses
'rejected'**
*ARGUS
14/3/83
177*

Labour Reporter

IT WAS impossible for
African women to train
as nurses in the Western
Cape, said Mrs Di Bishop,
Progressive Federal Par-
ty MPC for Gardens and
delegate to the national
conference of the Black
Sash

Addressing delegates
on the effects of the col-
oured labour preference
policy in the Western
Cape, she said that de-
spite the shortage of
nurses in the Cape, there
had been a "sustained re-
fusal" to admit African
women for training in
Cape Town, even if they
had residential rights

165 REJECTED

Of the 165 African resi-
dents who applied for
training as nurses at
Cape Provincial hospitals
in the first half of 1982,
none was accepted

● Dr Margaret Nash,
of the Western Cape re-
gion of the Black Sash,
said economic stagnation
in the Western Cape was
forcing skilled coloured
workers to seek jobs
elsewhere



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feet up — and save



Problems facing black nurses

177

GP

C. Times 11/4/83

Labour Reporter

IN SPITE OF an acute shortage of African nurses, it was impossible for Africans to train as nurses in the City, Mrs Di Bishop told the Black Sash national conference held in Cape Town this weekend.

Mrs Bishop, a Cape delegate to the conference and MPC for Gardens, said that not only were African women prevented from training as nurses in the area, but the number of posts available had been severely restricted.

This discrimination against African nurses was based on the official coloured labour preference policy in the Western Cape.

"At the same time, official hospital policy is that each population group must nurse members of her own population group."

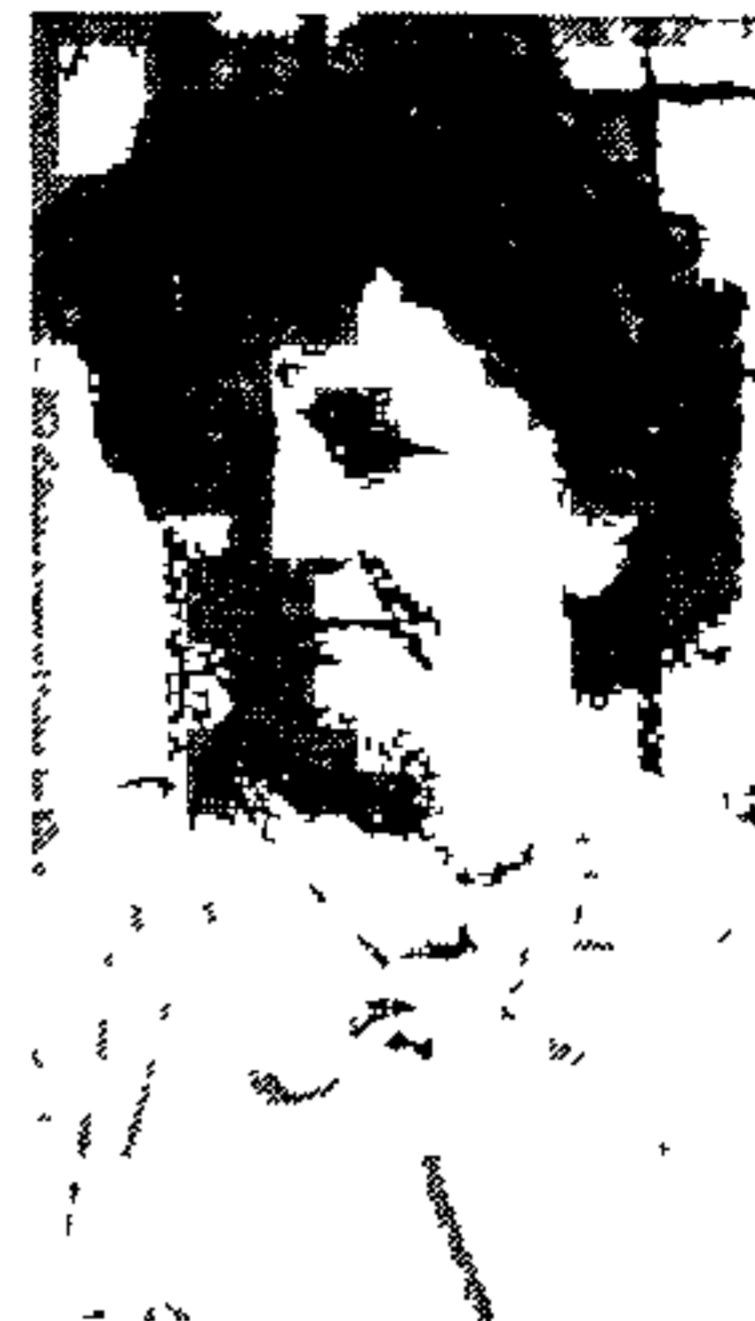
Mrs Bishop said that in 1980, 24 317 African in-patients and 357 607 out-patients were treated at seven large hospitals in the City.

At the same seven hospitals, there were 39 full-time African nurses and 38 nursing assistants, with no black clerical assistants.

"These hospitals do not



Mrs Di Bishop



Mrs Sheena Duncan

employ translators. Use is commonly made of domestic staff as translators," she said.

African women from Cape Town wanting to train as nurses had to apply to other hospitals in the Cape, where preference was given to training local residents.

"In the first half of 1982, 165 African residents of Cape Town applied for training as nurses at Cape Provincial hospitals."

Of the total number of such applications received in 1982, none were accepted.

"At present it would seem possible for applicants from Cape Town to gain admission only at the Cecilia Makiwane Hospital in Mdantsane, Ciskei.

"Many African residents of Cape Town choose not to take out the required Ciskeian citizenship in order to qualify for admission there."

Mrs Bishop said that while the coloured labour preference policy was being rigidly implemented, thousands of whites from SWA/Namibia and Zimbabwe were settling in the Cape without restriction.

(177) C. Times
No work for
3 022 blacks
19/3/83

Labour Reporter

CITY employers were officially prevented from employing 3 022 blacks last year because of the coloured labour preference policy, according to figures released by Mr N J Hechter, the divisional inspector of labour

However, in the rural areas of the Western Cape, not a single application to employ blacks was turned down

In terms of the coloured labour preference policy, employers in the Western Cape cannot employ blacks unless there is no coloured labour available

Mr Hechter said that with the recession causing an increase in the number of unemployed coloured people, the policy was being even more strictly applied

Employers made 5 155 applications to employ 52 635 blacks in the Peninsula last year. Of these 505 applications for 3 022 posts were turned down

23 MARCH 1983

778

The MINISTER OF COMMUNITY DEVELOPMENT

No.

(a) and (b) Falls away

(177) PWV area: factories
Q Col. 778
Hansard 23/3/83
494 Mr T I B VAN ZYL asked the
Minister of Industries, Commerce and Tourism

- (1) Whether it is his policy to enforce section 3 of the Physical Planning Act, No 88 of 1967 if not why not if so
- (2) whether any applications in terms of the said section in respect of the construction and extension of factories were received by his Department from the PWV area in the 1982 calendar year if so (a) how many applications and (b) in respect of how many workers were such applications (i) made and (ii) granted

LABOUR

SATS avoids mixing

FM 25/3/83

The recession is biting into employment in the SA Transport Services (SATS) Workers who leave are not being replaced and the organisation is having to juggle shifts and appointments to avoid "mixed working"

How far this has affected black advancement, and employment, in the service is a moot point. An instruction issued by the chief mechanical engineer's office indicates that some posts temporarily filled by blacks may revert to whites. However, those replaced would probably be found jobs elsewhere in SATS.

Wallie Grobler, general secretary of the Artisan Staff Association (ASA) says "People in these positions would not summarily be replaced by whites as there simply are not sufficient whites to man these posts"

He adds "SATS are obviously in a situation where there is some redundancy, but not a single member of the ASA has yet been replaced. Redundancy procedures are being countered by non-replacement"



Black railwayman .. not permanent or temporary

For example, between June and December last year more than 21 000 jobs held by people of all race groups were scrapped as a result of natural attrition. A SATS spokesman emphasised that no permanent staff

have been retrenched.

Graham Mackintosh PFP spokesman on transport affairs says "Of course no permanent, or even temporary, staff have been retrenched at this stage because no coloureds, Indians or blacks are classified as permanent or temporary staff. They are all classified as casual or regular employees. For example, there are 52 394 black casual employees and 64 316 regular black employees. Casual and regular staff have little protection compared with permanent employees."

According to SATS public relations officer Dirk Beukes "Staff becoming redundant due to reduced work loading are provided for to the best advantage of the organisation. If an artisan or semi-skilled worker cannot be placed in a post commensurate with his rate of pay, he is placed in a lower post retaining his salary and, where applicable, his bonus. This could involve moving an employee to a lower grade to accommodate the higher grade employee. This principle applies to all sections of staff regardless of race."

However, the instruction issued by the mechanical engineer stipulates that "groups are to be replaced as a whole to avoid mixed working." Grobler explains "We don't have mixed working. It can only lead to friction. However, we have individual cases where we allow non-whites to do work traditionally done by whites through

negotiation between individuals and employers

"Now the whole group will be placed on alternate shifts to avoid friction. Alternative employment must be found for a whole group rather than integrate the group. It's all very wasteful."

Grobler adds "When you've got your back to the wall, you have to accept all measures and these have been fully discussed. It's preferable to have people working, than being on the streets."

Martin Matloha, general secretary of SATS Black Staff Association refused to comment.

206 201 Cape Herald 9/4/83 (177) ~~201~~

Western Cape labour policy is not working

By Barry Streek

ONCE upon a time a cabinet minister told the country that by 1978 the number of Africans in the cities would be on the decrease. Well, figures and estimates released by the President's Council a week or two ago make absolute nonsense of that statement.

In 1980 Africans formed 11,2 percent of the population of the Western Cape. In 17 years time they will be 15,1 percent, and by the year 2050 they will constitute between 22,7 percent and 33 percent of the Cape Peninsula's population according to the findings of the science committee of the President's Council.

These projections

alone directly contradict the intentions of Government policy in the Western Cape and read together with the figures provided by Minister Piet Koornhof last week, the percentages of Africans in the Western Cape will be even higher than now forecast by the Council's committee.

For instance the committee's estimate is

that there would be 241 000 Africans in Cape Town by 1985 but Dr Koornhof says there are already 266 224 in the Cape Peninsula.

In effect the Government has been told that its coloured labour preference policies for the Western Cape are failing — all this despite ever-continuing pass law raids.

At present, no African can be employed in the Western Cape unless there is no "coloured" person available for the job, although Dr Koornhof said 54 107 men and 1 446 women were legally employed in the area.

Nor can Africans obtain 99-year leases for property in the Western Cape, even if they have permanent residence rights.

Dr Koornhof also said 154 224 of the Africans in the Western Cape were "legally" present in the area.

This means that 112 000, or 42,1 percent, of the Africans were "illegally" in the Cape Peninsula.

WHITE

The science committee's projections also show that the proportion of people classified as white in the Cape Peninsula will decline.

In 1980, the 570 000 whites constituted 31,9 percent of the population in the area. By the turn of the century they will form between 28,3 percent and 17,3 percent.

Fifty years later, the science committee estimates, whites will be below 20 percent of the Western Cape population — between 19,9 percent and 17,3 percent.

TE MUST enter in order of each question number in which it has two columns (2) and

External
(3)

On the other hand, those classified as coloured, who totalled 1 001 000 in 1980 and formed 56,1 percent of the population, will form between 55,9 percent and 53,7 percent by the turn of the century — and about half in 2050.

GROWTH RATE

The science committee based its projections on an estimated growth rate of 0,8 percent for "whites" and "Asians," 1,5 percent for "coloureds" and between 2,5 and 3,2 percent for "Africans."

Whichever way one looks at it, these facts and estimates show that the government's coloured labour preference policies are not working.

The science committee's also show that somewhere between 2000 and 2010, "coloureds" and "Indians" will outnumber "whites" — and that has interesting implications for the government's constitutional reforms, if they survive that long.

This all goes to show that the facts of population growth are undermining official policies on a number of levels. The government can delay facing up to those implications, but for how long?

leaving the exam-

(to be copied from the heading on the Examination Paper)

Paper No

(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

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

WARNING

1. No books may be used.
2. Candidates must not discuss the examination with other candidates.
3. No part of the examination may be taken away.
4. All answers must be written in the examination book(s).

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

Emerging challenge

177

The closed shop has in the past been an academic issue, rather than a practical problem, for many SA employers. There are signs, however, that an increasing number may soon have to contend with conflict arising from this practice, which compels an employee to belong to a union.

Trouble, the *FM* learns, may be brewing in a number of industries where disputes over the closed shop are likely to result from growing inter-union rivalry. It may be premature to predict that this practice will be one of the burning labour issues in 1983. But it seems likely that employers in some industries where established unions have negotiated closed shop agreements in the past will face renewed pressures from emerging unions for these agreements to be modified or scrapped.

Industries where the closed shop appears to be becoming an increasingly controversial issue include the textile industry, large sections of the motor industry, the packing, printing and publishing industries.

It is not surprising that the closed shop is a thorny issue. Some managements view it as a restriction on freedom of association, while emerging unions have argued that established unions have used it to gain a large, and possibly unwilling black membership, with a minimum of effort. Many established unions claim the practice promotes labour peace and stronger union adherence to agreements.

In recent years government has adopted an erratic approach. After agreeing with the minority opinion of the Wiehahn Commission that the practice should be suspended, it decided that existing agreements could continue but that no new ones should be allowed. It later reversed this decision, but imposed a post-entry clause, which would allow newly-recruited workers 90 days in which to join a union. This, it was felt, would prevent unions from using the closed shop to keep blacks out of skilled jobs.

The closed shop is also being investigated by the National Manpower Commission (NMC). NMC chairman Hennie Reynders has said that although there are strong philosophical and practical objections to the practice, on balance its retention will probably have more advantages than disadvantages.

The NMC's approach is that the closed shop should continue to exist, but that certain additional safeguards are needed. The commission is, for example, investigating

whether there should be a secret ballot among workers to establish whether they want a closed shop, if a significant proportion of workers ask for such a poll. It is also considering whether closed shop agreements concluded outside the ambit of the Labour Relations Act should also be subject to safeguards contained in the Act.

Meanwhile, some emerging unions are quietly rethinking their attitude towards the closed shop. Only a few years ago, many were strongly opposed to it, but some are beginning to realise that it does have advantages. However, they are critical of the practice in its present form and are proposing that closed shops should not be applied at industry level, but at plant, or company level. They also favour ballots among workers at plant level to determine support for closed shop agreements.

Despite its fairly cautious approach to the issue, the NMC probe is causing concern among certain established unions. One of the most recent defences of the closed shop is contained in an angry editorial in the latest edition of the SA Typographical Union's magazine. "We notice with concern and alarm that the NMC has seen fit to once again start tampering with the principle of the closed shop," it says. "One might well ask respectfully whether the commission has nothing better to do than to interfere with the practice that has worked so well."

CLOSED SHOP FM 27/5/83

Grafton's battle

Grafton Everest's battle against the closed shop in the Natal furniture industry shows what a difficult issue this is becoming in labour relations in SA

A provision in an agreement negotiated at the Industrial Council for the Furniture Industry (Natal) stipulates that workers in the industry must belong to the National Union of Furniture and Allied Workers, an affiliate of the Trade Union Council of SA (Tucsa)

Grafton tried last year to obtain an Industrial Court declaration that the provision was an unfair labour practice. It approached the court after three of its employees refused to join the Tucsa union, and the industrial council declined to grant the company further exemptions from the closed shop provision. Such a refusal meant that Grafton would have had to dismiss the workers (who had worked for it for 16, 25 and 28 years respectively) if they persisted in their refusal to join the Tucsa union.

The court however, took the view that Grafton had not followed the procedure laid down by the Labour Relations Act (LRA). This stipulated that the company should have referred the matter first to the industrial council. The next step that Grafton could have taken, if it disagreed with the council's decision, was to appeal to the Minister of Manpower.

Not surprisingly Grafton was unhappy with this ruling. The company's legal representative had argued that it was inappropriate for the council to deal with the dispute because it was the very body whose competence was being questioned.

Grafton nevertheless decided to take the matter to the council. However, it appealed to the Minister after the council was not able to resolve the matter to the company's satisfaction.

A decision by the Minister may have then settled the matter. But just to make things more complicated, an amendment to the LRA earlier this year removed the Minister's power to grant exemptions from industrial council decisions — including those governing the closed shop. The authority to grant such exemptions was transferred to the Industrial Court.

continued on P1031

A difference of opinion now exists over whether the Minister still has the authority to grant exemptions on matters referred to him before the amendment to the LRA came into effect on May 1. Grafton made its appeal to him before this date.

Some senior government men believe the Minister has the power to decide on issues referred to him before the LRA amendment, but the industrial council disagrees. It is seeking a Supreme Court declaratory order prohibiting the Minister from making a decision — not on the Grafton appeal — but on an appeal by another company falling within its jurisdiction for an exemption totally unrelated to the closed shop.

However, the effect of this legal challenge is that efforts to get the Minister to make a ruling on the Grafton appeal have been stalled. It now appears that a decision by the Minister on the Grafton appeal will have to be delayed pending the outcome of the Supreme Court hearing on the other case.

There is a singular irony attached to this protracted process. If the Supreme Court prohibits the Minister from making a decision on matters referred to him before the LRA amendment, Grafton will be steered back in the direction of the Industrial Court — something that the industrial council resisted so fiercely in the first place.

~~UNIONS~~

FM 17/6/83

177

Closed shop victory

The Paper, Wood and Allied Workers' Union (PWAU) has won a significant victory against the closed shop — the practice which compels workers to belong to a particular union

Black workers at three Industria plants of the Nampak group have been granted an exemption from the closed shop by the in-

dustrial council for the industry. In terms of a council agreement they had to be members of the SA Typographical Union (Satu), an affiliate of the Trade Union Council of SA (Tucsa). However, they wanted to be members of PWAU, an affiliate of the Federation of SA Trade Unions (Fosatu).

The closed shop is becoming an increasingly thorny issue in SA labour as emerging unions challenge closed shop agreements concluded between employers and established unions. Some of these agreements were concluded many years ago and have, in recent years, been extended to cover black workers. The Grafton case (*Current Affairs*, May 27) demonstrates just how difficult it can be to obtain an exemption from such an agreement.

A statement by PWAU says the workers claimed they had only one meeting with SATU — when they joined it — and that the union had done nothing for them. SATU officials have so far declined to comment on these and other complaints made by the workers.

A spokesman for Nampak says that when a majority of employees in a group company indicate a desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for them to be exempted from a closed shop clause if one existed.

Job reservation system finally comes to an end

177 ROM 29/6/83

Labour Correspondent
THE country's last remaining job reservation order — which covered the mines — has been abolished

This means the system whereby the Government could, in terms of the Labour Relations Act, reserve certain jobs for whites has finally come to an end

But significant legal bars on black job advancement on the mines still remain because the Mines and Works Act still prevents blacks doing skilled work by not allowing them to qualify for "blasting certificates"

In 1979 the Government accepted the Wiehahn Commission's recommendation that the form of job reservation in the Labour Relations Act be scrapped

But at the same time it allowed the five job reservation orders which were still in force to continue until the employers and white workers affected by them had reached agreement that the job reservation order be scrapped

Until late last week Job Reservation Determination

27, which allowed whites only to become samplers, surveyors, and ventilation officials on the mines, was the only one of the five still on the statute book

A notice in last Friday's Government Gazette announced however, that Determination 27 had been scrapped

The Director-General of Manpower, Dr Piet van der Merwe, confirmed yesterday that this meant the job reservation clause in the Labour Relations Act had now ceased to function

The scrapping of the determination is the culmination of protracted negotiations between the Chamber of Mines and the Underground Officials' Association, whose white members are affected by the determination

The union insisted on certain "safeguards" before it agreed to the determination's scrapping

Its general secretary, Mr Doc Coertze, said yesterday the scrapping of the determination formed part of an agreement with the chamber

allowing blacks to do officials' work

A key aspect, he said, was a stipulation that black officials would be forced to become members of the UOA.

They would also receive exactly the same pay as white UOA members, and be subject to the same pension, accident and sick leave provisions

Mr Coertze said he expected an "initial spurt" of blacks acquiring officials' status because "there have been shortages in these jobs for some time and employers have been employing blacks on an exemption basis already".

"There were, therefore, some "semi-trained blacks" who could become full officials within a week". But Mr Coertze added that there was "no prospect of our members being swamped"

In his address to the chamber's annual meeting yesterday, its outgoing president, Mr Wille Malan, said the protection white officials would enjoy in terms of the agreement "exceed (that) afforded by Determination 27"

Correspondent
TOWN — Mr Dol
the Cape trainer
Rothmans July Handi-
Stella Maris, was
from the race on
has been recom-
for a fine of R1 000
his horse unatten-
week



Braamfontein, has
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vided South Africa A
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proposals"

Mr John Kane Be-
journalist, will open
conference with a
some of the implicat-
the proposals

The Rev Alan Hen-
leader of the Labour
ty, which has
participate in the new
stitution, will then
point of view

On Friday the conf-
will hear the views
Frederik van Zyl
of the Progressive
Party, Mr P Camay
Council of Unions of
the PC's Governder

Reformed Church
Africa, Mr Gibson T
Inkatha, Dr Farouk
of the Natal Indian
gress, Mr Steve K
the Urban Council A-
tation of SA

Another journalist, Mr
Krause, will give the
of the National Party

Desiré makes US big-time

NEW YORK — Desiré Wilson's racing career — with the "fast lady" of South African motor sport currently riding the crest of a wave — took another turn for the better this week

The Kreepy Krauly works driver has been nominated to replace former Williams Formula One star Derek Daly in the Wysard racing March 83C in the remaining nine races of the Cart Indy Championship series in the United States

Her first outing in the March will be at Cleveland on Sunday

"It's too good to be true," said a delighted Mrs Wilson, who regards this as the turning point in her career

"After years of trying to establish myself in world motor racing, suddenly everything has fallen into place" — Sapa

German tour for Kekana

Mail Reporter

MEMBERS of Hotline said yesterday after they arrived back from their three-week European promotional visit that Steve Kekana and the band would return to Germany in September for a series of live concerts

The duo of P J Powers and Steve Kekana, along with Hotline, did three television shows in Germany, Italy and Holland as well as a radio interview with the BBC World Service

Scores

By ANTON

SCORES of banned indr-
ing to know if the Govern-
pose new restrictions
their banning orders
on Saturday

All banning orders
curity laws will automa-
July 2 in terms of the
Security Act.

According to legal ex-
ter of Law and Order will
whether to impose fresh
under the new Act Such
probably be issued towa-
this week.

Of the more than 60
only one — Dr Beyers
head of the Christian Inst-

WINDMILL CITY STORE

See you more on:

CAMEO



SA impo
ready-m

Discrimination the next target ^{at 1/87 jaw} (17) (18)

South Africa's black mineworkers fresh from negotiating wage increases with their employers for the first time, are now preparing to fight racial discrimination in the mines — the last redoubt of legal job reservation for whites

Last month a black trade union the National Union of Mineworkers (Num) sat down with the Chamber of Mines for the first time to work out a wage agreement

Although attempting to win a 30 percent pay hike they settled for rises ranging from nine percent for unskilled labourers to 15 percent for semi-skilled workers

Previously the Chamber had unilaterally set

black wage increases
The Num also won a commitment to do away with racial discrimination in the mines, an emotive issue for South Africa's 77 000 white miners

Job reservation for white miners dates from 1922, when an unlikely coalition of communists and Afrikaner nationalists struck to defend their right to perform certain skilled tasks in the country's gold mines

Over 60 years later, possession of the blasting certificate — essential for skilled work — is still restricted to whites, and although the Government has moved to abolish job reservation in other areas it is unwilling to

confront the white miners, traditional supporters of the National Party for fear they be driven into the arms of Right-wing parties opposed to any dilution of apartheid

While Chamber policy in recent years has been to narrow the wage gap between white miners and the mainly unskilled black workers, Government figures show a novice white miner receives R1 332 compared with R247 for a newly-recruited black worker

Of about 448 000 blacks working in South Africa's gold mines, the vast majority come from either neighbouring black states or the Republic's tribal homelands

Many are illiterate — one mining executive has estimated the figure may be as high as 90 per cent — and are often employed on short-term contracts of one to two years

Despite these problems the Num has succeeded in unionising around 30 000 mineworkers in the nine months it has been allowed to recruit members in the mines according to Num general secretary Mr Cyril Ramaphosa

And while the Num's immediate aim is to fight discrimination, Mr Ramaphosa is well aware some issues such as black workers not being

allowed to bring their families with them, form deliberate planks of government policy

Mr Ramaphosa has no illusions about the problems his union faces in the coming months

" Union policy is to do all we can to make labour forces more stable — workers coming in on longer contracts or on a permanent basis, with total freedom to bring their families with them" he told one interviewer

"The barriers at the moment are all political, but we intend to chip away until they are removed" — Reuter

DUMMY, A011R-R201/RUD, CHARL, 5, 20

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DATA DESCRIPTION AND DATA MANAGEMENT

COMPUTER MATHEMATICS

CALIFORNIA, LOS ANGELES, CA 90024

UCLA USA

JUNE 1981

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981 RECENTS OF UNIVERSITY OF CALIFORNIA

AT 08:17:37

AND A SUMMARY OF NEW FEATURES FOR
STAFF NEWS. IN THE PRINT PARAGRAPH.

INFORMATION

INDUSTEX POPT ELIZABETH.

BYSNUS, FEVPRC, FEVDIF.

FEVDIF.

FEVDIF, 100/FEVPRC.

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FEVDIF.

FEVDIF, MALE.

FEVDIF, I.

FEVDIF, YES.

FEVDIF, PRESENT.

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FEVDIF, INDIAN.

JOB RESERVATION GOES

EM 8/7/83

(177)

Government has scrapped SA's last remaining job reservation determination, ending the system whereby it could reserve certain jobs for whites in terms of the Labour Relations Act

Job Reservation Determination 27 applies to the mining industry where it has allowed only whites to become surveyors, samplers and ventilation officials. However, formidable barriers to black job advancement still remain in the industry. In terms of the Mines and Works Act, for example blacks are prohibited from doing certain skilled jobs and may not qualify for blasting certificates and some other certificates of competency.

But there is obviously a certain symbolic significance attached to the fact that the last remaining job reservation determination has now been abolished. Government accepted the Wiehahn Commission recommendation that such determinations be scrapped, but allowed them to remain in force until employers and white workers affected by them could agree on how they should be eliminated.

Determination 27 has been abolished after lengthy discussions between the Chamber of Mines and the Underground Officials' Association. In terms of an agreement reached between them, black officials will have to become members of the association and will receive the same pay and pension, accident and sick-leave benefits as the association's white members.

177 ^{LAACII} Hayward 19/8/83
Work Reservation Determination No. 27
Q. Co 1. 1926
*27 Mr F J LE ROUX asked the Minister of Manpower †

- (1) Whether he recently took any action in respect of Work Reservation Determination No 27, if so, what action,
- (2) whether he consulted any persons or bodies before taking such action, if so (a) what persons or bodies and (b) what was the reaction of such persons or bodies
- (3) whether he will make a statement on the matter?

†The MINISTER OF MANPOWER

- (1) Yes Work Reservation Determination No 27 was cancelled by Government Notice R 1317 of 24 June 1983
- (2) Yes
 - (a) The Chamber of Mines and the Underground Officials Associa-



tion which represents the workers concerned

- (b) The two parties requested the cancellation of the measure in writing after in-depth negotiations between them and after they had reached agreement on the conditions of employment in respect of employees in the occupations concerned

(3) No

Murder 146
 Culpable homicide 19
 Robbery 179
 Assault 160
 Rape 80

These prisoners apparently have little to lose and are continually clashing with or undermining authority which makes it extremely difficult to control them. When conflict arises amongst them or with personnel they do not hesitate to resort to serious violence.

They will for example, apparently without reason, attack the nearest person whether it be a fellow prisoner or warder with anything they can lay their hands on. Special security and other measures therefore have to be taken in their case.

Of course, many of these problems also arise as a result of gang activities and although everything is done to identify leaders and to neutralize their activities it is not possible to completely prevent the forming of gangs. It is of interest to note that prison gangs in South Africa originated in the beginning of this century. Clashes amongst themselves and with personnel also sometimes take place in groups, further adversely affecting control and increasing the element of danger. The Government has taken such a serious view of the activities of gangs in prison that it is now the subject of a scientific research project by the HSRC.

In order to control this type of prisoner as far as possible and to effectively counteract the formation of gangs it would be ideal to detain each one in a single cell and to let them work on their own. The cost of erect-

ing a single cell is R1 144 per unit whilst the cost per unit for communal detention facilities is R728. Thus it would cost R509 080 to make provision for single cell accommodation at the maximum prison at Barberton Town. Although a manpower shortage and youthfulness of personnel are features we have to bear with, it is nevertheless ensured that the personnel position at this specific prison is kept on a sound basis and if at all possible, the 83 posts there are filled by experienced personnel. Despite this, several incidents involving violence have taken place at this prison during this year. On three of these occasions members of the Prisons Service were injured whilst trying to restore order. On one occasion the head of the Prison was assaulted with a hammer and had to be treated in hospital for a considerable period of time. On the 20 June 1983 four very dangerous prisoners in an attempt to escape, could only be halted by being fired at. In another incident on 1 July 1983, night duty personnel were overpowered by ten prisoners during an escape out of the prison.

From the above it is obvious that high demands regarding the maintenance of order and discipline are made on the personnel of this institution.

Annexure to (1)(a) and (b)

(1)(a) and (b) There are 6 prisons at Barberton and the approved accommodation as well as the actual number of prisoners who were in custody at each of these prisons as at 31 July 1983 and the daily average number of prisoners in custody during July 1983 are given below —

Prison	Approved Accommodation	In Custody on 31 07 83	Daily Average July 1983	
			July 1983	Daily Average
Maximum (Town)	383	445	453,6	
Medium (Town)	144	378	433,6	
Female (Town)	141	59	52,7	
Minimum security (Farm)	167	326	320,8	
Medium (Farm)	609	736	720,6	
Maximum (Farm)	709	925	948,0	

Non-White nurses at hospitals for Whites
 *10 Dr W J SNYMAN asked the Minister of Health and Welfare †

(1) Whether it is the Government's policy to employ Non-White nurses at hospitals and other institutions for Whites which fall under his Department, if so, what provision is or will be made for such nurses in respect of (a) conditions of service and (b) eating, toilet and accommodation facilities,

(2) whether his Department intends providing separate facilities for Whites, Coloured persons and Indians at the proposed community health centres, if not, why not, if so, what will be the nature of such facilities?

†The DEPUTY MINISTER OF WELFARE

(1) Departmental hospitals employ Non-White nurses for White patients only if no White personnel can be recruited. The nurses are only employed on a temporary basis.

(a) conditions of service as applicable for all public servants in temporary employ

(b) eating, toilet and accommodation facilities are provided for the relevant population groups

(2) community health centres are planned for a specific community, separate facilities are provided for patients and personnel

*11 Mr F J LE ROUX —Transport Affairs †—[Withdrawn]

Gainsborough Court, Durban
 *12 Mr W V RAW asked the Minister of Community Development

(1) Whether Gainsborough Court in Durban is subject to rent control, if so, what were the dates of the (a)

latest and (b) previous rent determinations by the Rent Board in respect of this property,

(2) whether the tenants were notified of the latest rent determination, if not, why not, if so, (a) when and (b) on what date did it become effective,

(3) what was the latest average increase in rentals determined for flats in this building,

(4) whether a differential in rental was applied in respect of reconditioned and unimproved flats, if not, why not, if so, what differential,

(5) whether officials of his Department have carried out an inspection of all the flats in this building, if not, (a) why not and (b) which flats were inspected, if so, with what result

The DEPUTY MINISTER OF COMMUNITY DEVELOPMENT

(1) Yes

(a) 28 July 1983

(b) 16 August 1979

(2) Yes

(a) 3 August 1983

(b) 28 June 1983

(3) R99,45

(4) No, because the renovation and improvements to the flats occurred either with the view to the sale of individual units or after the sale of such units by the purchaser himself. Only eight of the 26 flats in the building are being let

(5) Yes, all the flats except numbers 27, 24, 23, 18, 17, 16, 14, 10 and 4 to which access could not be obtained, were inspected by the Rent Board

Mr W V RAW Mr Speaker, arising

Reserved jobs end nears

177
16/9/83
Times

By JANE ARBOUS
Political Reporter

THE last vestige of job reservation in South Africa — existing in the mining industry — was expected to go soon, the chairman of the National Manpower Commission, Dr Hennie Reynders, told the President's Council yesterday.

Giving evidence to the Science Committee in its study on the lack of informal and non-formal education, Dr Reynders said the government had indicated to the mining employers and employees that it wanted job reservation covering blasting activities to be scrapped.

However, the government wanted this to be done by internal negotiation, he said.

Impact

The phasing out of job reservation in the past few years had had considerable impact on specific trades, although much less on the general labour scene, he added.

Much of Dr Reynders's evidence was given behind closed doors because it centred on a classified report on labour training.

Questioned in the open session, Dr Reynders said several investigations were un-

derway. One was looking into the system of tax concessions to firms providing in-service training and another — being undertaken by the Human Sciences Research Council — was studying the language and subsequent communication problems in the training of black workers.

Mobile units

He supported the idea of mobile training units for workers in the agriculture sector as a short and medium-term solution. This was being done by the sugar industry in Natal.

The committee chairman, Professor E Marais, said he found it "incredible" that with the dearth of teachers and trainers in the country, no use was made of powerful education aids. Massive investment was needed to develop new educational processes.

Research

Commenting on this aspect, Dr Reynders said research was being done into computer-assisted training.

The question of using television as a means of training had been put to SATV "a long time ago". "We would like to see some results some time," he said.

(Report by Jane Arbous,
77 Burg St, Cape Town)

ROOM 2/11/85

Racism in mining comes under fire

By **SIMON WILLSON**
Industrial Editor

THE mining industry was an embarrassment to South Africa and to potential investors because its work force still laboured under racial discrimination, Professor Nic Wiehahn said yesterday.

Parliament would have to act soon to bring the industry into line with others in which job reservation no longer existed.

The Government would have to outlaw discrimination on the basis of race, colour or sex in the labour market and make it criminally punishable.

Prof Wiehahn, of Unisa's School of Business Leadership and chairman of the Wiehahn Commission, which reported in 1979 on labour legislation, was speaking at the Unisa business conference in Johannesburg.

He said the Government had accepted his commission's recommendation that the principle of job reservation be removed from industry.

Some years had passed since the Government's acceptance of the recommendation.

"I would be the last person to expect the legislature to do the impossible as I am fully aware of the sensitivity of this

matter in the mining industry and of the political vulnerability of the Government.

"But I do think that at some stage in the near future the legislature will have to take further initiatives to bring that industry into line with the other industries where statutory job reservation no longer exists."

The mining industry exposed an area in which SA was still heavily criticised by the international community.

"It remains an embarrassment to have to admit to investors and other interested persons that, despite the progress we have made, this form of discrimination still exists in our legislation.

"Its very existence puts a question mark over the officially stated policy that we are against discrimination on the basis of race or colour in the labour market"

Other problem areas of the economy offered the Government the opportunity to improve on its record.

Vertical job advancement for blacks was still limited by the Group Areas Act. A major component of the labour market was still unable to bargain collectively on conditions of service.

Fire Department may opt for recruitment of blacks

By CHRIS STEYN

A SIGNIFICANT change in the Fire Department's employment policy — the recruitment of black firemen — could follow this week's decision by the Johannesburg City Council concerning accommodation at fire stations.

According to informed sources, several of Johannesburg's 11 fire stations — exclusively manned by whites — could in future be manned by multi-racial teams. Another factor which could lead to an increasing number of blacks being recruited and trained as firemen, is the department's decision to halt overseas recruitment.

This decision coincided with that of the city council on Tuesday night, which precludes provision for family or single quarters in future planning and construction of fire stations in Johannesburg.

The council's decision followed an overseas study tour

of fire stations in the United Kingdom. A notable difference to local stations was the absence of live-in accommodation.

The council's decision may alter its previous policy of opposition to blacks being employed at Johannesburg fire stations.

The council based its resistance to black firemen on the grounds that they could not be accommodated at fire stations in the city because of Group Areas Act restrictions.

The Progressive Federal Party strongly opposed this policy as well as the department's overseas recruitment attempts on the grounds that readily available black manpower was being ignored

The leader of the PFP in the city council, Mr Sam Moss, said yesterday an increase in the number of blacks employed by the department was "inevitable" in view of the new accommodation policies, it would only be logical for the department to increase its number of black staff, he added.

The spokesman for the department, however, believes the new policy would lead to more whites joining the service. He said yesterday the department was "thrilled" with the policy change and believed "it will make our men very happy".

Although there were certain "disadvantages", on which he did not want to

elaborate, the department believed that the new measures would curb the high staff turnover.

Despite the present accommodation being of a reasonable standard, the department believed that the high turnover of fire fighting staff could be attributed to the fact that the firemen's families were not prepared to accept the "compound" situation at fire stations.

No immediate change in the accommodation situation of firemen at existing fire stations is foreseen. The fire-fighters are to remain at the stations until the proposed fire stations have been completed in "the next couple of years".

The new fire stations will provide single quarter 24-hour facilities for firemen on duty.

So far, four new fire stations are on the cards. These will be built in Lenasia, Lougherini, Eldorado, and in Newtown. Newtown fire station will probably replace the existing Brixton Fire Station.

Uncertainty has, however, arisen over a multi-million rand fire station with accommodation planned for Soweto.

It is not clear whether this week's council decision will lead to a change in the planning of the station or whether the accommodation facilities could remain part of the original plan.

177
RDM 3/12/83

Council policy in balance on black firemen

By JEANETTE MINNIE
Municipal Correspondent

THE Johannesburg City Council has no immediate plans to change its recruiting policy for black firemen

The council's housing and utilities committee chairman — he is also deputy chairman of the management committee — Mr Carel Venter, said yesterday that council decisions taken last week would have to be studied, and it would take time for details to emerge

The council has approved a decision, in principle, that in future firemen will not be accommodated at new fire stations. This led to speculation that black firemen could find jobs at city fire stations

Until now, the council has not employed black firemen at white stations because Group Areas Act restrictions prevented them living at the stations

The Progressive Federal Party's council opposition has attacked the policy on numerous occasions. Last week the PFP leader in the council, Mr Sam Moss, said the live-out decision would lead to the recruiting of more blacks

And Mr Venter said yesterday that overseas recruitment had stopped because it was costly and more firemen were not needed at the moment

This did not mean black firemen would automatically be recruited to white fire stations, he said. It was not practical for firemen to live far away — such as in Soweto

The council was investigating the recruitment of reservists for the fire brigade, based on overseas examples.

"Such reservists would be fully trained as firemen, would be paid during their training period, and would also be paid for their shift work as reservists"

"But, at the moment, everything is in the melting pot. It will take time before we know just how the fire and emergency services department will be affected in practical terms," he added

LONDON

Scrap law barring blacks, says Anglo

(177) RDM

21/12/83

By STEVEN FRIEDMAN
Labour Correspondent

ALL four chairmen of Anglo American's Free State gold mines have called on the Government to ignore the demands of white mine unions and to scrap the law which prevents blacks doing skilled mine work

Were the Government to act on this by amending the Mines and Works Act, it would prompt a confrontation with the Rightwing Mineworkers' Union, which has vowed to strike if blacks are granted the right to hold "blasting certificates" — the passport to performing skilled mine work

Blacks are not allowed to become "scheduled persons" in terms of the Act, which means they may not hold blasting certificates

The call was made in Anglo's Free State gold mine reports yesterday by the four chairmen Mr Dennis Etheredge, Mr Nicholas Oppenheimer, Mr Gerald Langton and Mr Peter Gush

It comes after the mines have spent two years negotiating with white mine unions, in particular the MWU, on an end to the racial bars in the Act, which prevent blacks doing skilled work

The call reflects mounting frustration within Anglo American at the lack of progress in these talks

The talks were initiated after the Govern-

ment, in reaction to the sixth Wiehahn report, accepted that the bar on blacks becoming "scheduled persons" should end, but left this to the mines and mine unions to negotiate

However, in a White Paper responding to the Wiehahn report, the Government also said it would intervene if mine employers and white unions could not settle the issue within a "reasonable period of time"

The four chairmen say talks on the scrapping of the racial bar in the Act had made "very little progress"

"Negotiations began some two years ago and as yet there has been no significant advance on this issue," they say

The "reasonable period of time" set by the Government must, therefore, "be running out", they added

"It would now seem appropriate, therefore, to remove this discrimination by legislation"

The bar on blacks becoming "scheduled persons" effectively prevented their promotion beyond a "relatively low level" on the mines and "is the last legal obstacle to overcome before there is equal opportunity in the industry," the four chairmen said

Mr Oppenheimer also noted that some Anglo gold mines had begun indenturing their first apprentices this year

Only 18 blacks had been indentured, but this, he said, "represents an important advance"

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211

Gold mines aim to cut job reservation

DURBAN — South Africa's gold mining industry is committed to abolishing racial discrimination in jobs in the industry

And for the first time representatives of black workers participated in the annual wage determination process, according to the annual reviews by the chairmen of some of the country's top gold mining companies, controlled by the giant Anglo American Corporation

The minimum increases in black miners' wages agreed between the Federated Mining Union and the National Union of Mineworkers and the Chamber of Mines amounted to 14,4 percent of the minimum "surface wage" and 14 percent of the minimum "underground wage"

White miners and offi-

cial received an effective increase of nine percent on their basic salaries

A major step forward in industrial relations was the agreement with the Underground Officials Association (UOA) to the scrapping of Job Reservation Determination No 27

"This legislation, which reserved jobs falling within the ambit of the UOA for whites only, has been withdrawn by the Minister of Manpower and trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis," the report said

On the other hand little progress had been made in the negotiations between the Chamber of Mines and the white unions to remove the racially discriminating definition of "scheduled

person" from the Mines and Works Act

"This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the industry," the report said

The government's White Paper following the Wiehahn Commission report recommended that the parties involved agree on guarantees in regard to the job security of white employees before replacing the definition of "scheduled person" with the non-differentiating definition of "competent person" in the Act

"Negotiations to this end began some two years ago and as yet there has been no significant advance on this issue

"It would now seem appropriate, therefore, to remove this discrimination by legislation since the "reasonable period of time" as specified in the White Paper must be running out

The report said there was notable achievements in labour and industrial relations in the mining industry during the past year. The most significant was the recognition by the Chamber of Mines of two black trade unions, the Federated Mining Union and the National Union of Mineworkers

"Although representing only a small proportion of the total workforce, these unions are now actively engaged in discussions with the chamber on a variety of issues," the report stated — DDC

Sacking after racist job ad

177
C. Herald 12/1/84
THE giant Dairybelle Corporation has fired a woman employee who last week placed a racist job advertisement on behalf of the company, in a daily newspaper.

The advertisement, which invited "mature European ladies" to apply for a post of telesales lady at the Corporation's head office, was condemned by Western Cape Traders' Association chairman Dawood Khan

"If the company continues with this kind of filthy discrimination, there will be no alternative, but to call for a black consumer boycott of their products," Mr Khan said

Earlier, the woman who placed the advertisement — a Mrs Coates — had told Cape Herald "It is company policy to employ only whites in the head office I don't know the reason for this, but those were my instructions and I just followed them"

But this week, Mr Martin Henning, general manager of Dairybelle's Western Cape operation said "Mrs Coates was talking nonsense She had only been with the company for a few months and perhaps she didn't know But it is not Dairybelle's policy to discriminate on the grounds of race, colour or creed

TERMINATED

"She acted on her own and when I found out what she had done, I gave instructions for her employment to be terminated immediately

"In the first place, she had no right to place the advertisement It should have been done by the manager"

Mr Henning said more than 60 percent of his company's workforce consisted of blacks

"And not all of them are labourers," he said

"We have black managers, clerks, secretaries, fitters, dairymen and mechanics When it comes to work, the only thing which matters to me is ability"

Mr Henning added that he was "upset" that Mr Khan had seen fit to lash out at the corporation

"He is well aware of our employment practices His attack on us is nothing more than an attempt to further his own political aims

"But I would like to challenge him to state openly how many members of other ethnic groups — whites — his organisation employs I'm prepared to bet that the answer will be none"

MINING INDUSTRY

An explosive issue



In the first decade of this century, the government of the Transvaal, in its wisdom, decided that only white miners could hold blasting certificates. Key tasks at the rockface had traditionally been performed by whites but by then various factors combined to entrench the practice. There had been the experience of Chinese indentured labour, and white miners' uncertainty over their future, for example.

So, as one of the first legislative acts of the Union government, the "scheduled person" definition came into being — with a few minor exceptions only whites were deemed competent for skilled mining tasks. Today, this discriminatory legislation remains in force, though there are signs that government itself wants a change. The time is right for this to happen.

The majority of regulations favouring whites on the mines have been scrapped. Last year, for example, Job Reservation Determination 27 — which prevented blacks from becoming surveyors, samplers and ventilation officials — was expunged from the statute book. This was hailed by almost everyone except the white Mine Workers Union (MWU) as a major advance — and rightly so. Few practices in the SA workplace have been as incompatible with free enterprise and, ultimately, as economically unsound, as the use of legislation to erect barriers against black advancement.

Protection of one form or another has been a built-in characteristic of SA's labour scene almost since the start of industrialisation a century ago. And the mines, because of their unique position in the economy, have given concrete expression to this fact.

It is not hard to see why. Apart from the mines' contribution to GDP, the white min-

The mining industry, with its legal provisions protecting white miners, is a major battleground in the fight for black worker advancement.

ers have always been an important and volatile political pressure group. The mines have been the battleground for entrenched white power.

Provisions in the Mines and Works Act rule out the very possibility of blacks attaining the status of "scheduled persons". They therefore cannot obtain certificates of competency to do skilled work at a time when, historically, skills are in extremely short supply.

Until this is changed, the era of reform ushered in by the Wiehahn Commission of Inquiry into labour legislation will not have been fully translated into reality. And SA's labour dispensation will be stigmatised as still containing relics from the 19th century.

Transvaal precedent

It is worth examining the history of the issue. In 1907 an ordinance was passed reserving skilled jobs on the Transvaal mines for whites. In 1911 the concept was written into law. The "scheduled person" principle was retained in the 1926 and 1956 revisions of the Mines and Works Act which still applies today.

The Act is clear, if bizarre. A "scheduled person" can only be a white, a Cape coloured or Malay, a Mauritian Creole, or a Saint Helenan (or descendants born in SA). There are not many of the latter categories around today.

No less than 11 certificates of competency are reserved for "scheduled persons". These range from the level of mine manager down to locomotive driver. However, as rockbreaking is the primary operation in mining, the key certificate, when it comes to the advancement of black miners, is the famous blasting certificate. The highest level blacks can reach in terms of the law is just below this — the job of team leader.

The Wiehahn Commission's report on the mining industry was felt to be the most sensitive of all. Released late in 1981, though signed in 1980, it recommended that the "scheduled person" definition be replaced by a non-discriminatory one — that of a "competent person". However, mindful of the potential for trouble among white miners that such a move could spark, the report specified that certain preconditions had to be fulfilled before the change could come about. In essence, white miners' job security had to be protected.

Government accepted this. But Pretoria guarded its back by making it clear that it would not interfere in the process of phasing out job reservation. The Chamber of Mines and the trade unions in the mining industry were instructed to thrash the matter out between themselves within a "reasonable time". This caution undoubtedly reflected government's desire to avoid a head-on collision with the white miners, who are stalwarts of the rightwing.

In the two years which have passed since the publication of the White Paper on the mining industry there has been some negotiation on the preconditions. Yet nothing significant has been achieved.

There appear to be two main problems inhibiting change.

177

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143

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- Finding methods of protecting white miners, as recommended by Wiehahn, and
- Finding a suitable industrial relations and collective bargaining system for the revamped mining industry

On the face of it, the establishment of an industrial council in the mining sector, which Wiehahn recommended, could go a long way towards providing the answer. There has never been such a council. However, it seems that in negotiations on the issue, both the established unions and the employers have had difficulty in reaching consensus on the precise manner in which an industrial council, or a council-like body, should be constituted.

Slow process

But it is denied that there is an impasse on the issue. "It is just a very slow process to meet the pre-conditions to make it possible to cancel the 'scheduled person' definition," a Chamber source told the FM.

Considering the highly conservative nature of the established mining industry unions, this is not surprising. Their job, after all, is to protect their members. MWU general secretary Arrie Paulus, though refusing to comment at length before the MWU congress later this month, points a finger directly at the employers. "The key question is what have they done up until now," he says.

But, on the employer side, it is also clear that not all the mining houses are of one mind about what should be done. It is well known that some are more willing to accept change than others. Anglo American Corporation's decision to break ranks with the other mining houses, when it made a

statement late last year on the urgency of the issue, underscores this. Commenting on the lack of progress the four chairmen of the corporation's Free State gold mines said "It would now seem appropriate to remove this discrimination by legislation since the 'reasonable period of time,' as specified in the White Paper, must be running out."

Despite this forthright declaration, FM inquiries have revealed that government is still unwilling to step into the fray. According to Director General of Mineral and Energy Affairs, Sarel du Plessis, in response to a question last week "The government believes that as long as negotiations between employers and employees in the mining industry are possible — and it believes this still to be the case — the government will not unduly interfere."

Up to a point, this position is understandable. Labour relations in the industry have frequently been stormy. White miners have been most jealous of their position, and have on occasion taken drastic action to protect themselves. The trauma of the 1922 Rand Revolt still reverberates.

But there are equally good reasons why government should not be so timid. Although the white miners' vote has been seen as crucial to the National Party's power base, the referendum showed that the NP can muster counter-balancing support in other sectors of society, when it comes to reform.

Furthermore, black trade unions are now a fact of life in the mining industry. The National Union of Mineworkers (NUM), with a membership of 55 000, still represents a mere fraction of the estimated

500 000 blacks in the industry. But when it is considered that it achieved this membership in little over two years, it is an impressive figure. Other black unions on the mines have been less successful — though no doubt, in the coming years, they too will grow.

Finally, any political capital government used to gain by protecting whites from *swaart gevaar* has been superseded by economic reality. All SA industries are short of skilled workers and, like it or not, blacks will have to fill those posts.

The Wiehahn commission noted that as far back as 1964 there was a shortage of skilled workers on the mines. In fact, as everybody is willing to concede off the record, black miners for many years have been carrying out some of the work of "scheduled persons."

Thus the Wiehahn commission stated that "contraventions allowing non-scheduled persons to undertake 'scheduled work' were already resorted to in 1964." An annexure to the commission contains a list of activities for which the Chief Inspector of Mines can grant partial exemptions to non-scheduled miners. These include preparation of explosive charges, safety examinations of areas in which blasting has taken place, marking and drilling of blast holes, and the driving of locomotives.

Agreement on exemptions

These exemptions could not have come about without the agreement of the white trade unions. Even the ultra-conservative MWU has apparently gone along.

The exemptions serve the Chamber of Mines well enough. As NUM general secretary Cyril Ramaphosa points out, black miners doing exempted work are paid less than whites doing the same thing. NUM attempts to have this anomaly changed have proved fruitless.

The fact that blacks are doing some scheduled work by exemption (or partial exemption) is, however, still a long way from a *de jure* alteration of the "scheduled person" definition.

If indications from the NUM are anything to go by, the issue has the potential to magnify into a problem of major proportions. Ramaphosa says his union is alerting large numbers of black miners to the situation. He warns that they could become angry once they realise the degree to which they are discriminated against. Meanwhile the established unions and the employers could stall indefinitely on changing the definition.

All this is clearly unsatisfactory — and could lead to damaging confrontations on the mines. Pretoria must therefore cease washing its hands of the matter. Since it was government which created the concept of a "scheduled person" in the first place, it must act quickly and with courage. There is no reason why it should not. When job reservation in secondary industry was scrapped the sky did not fall in.



Laying a charge ... still a white man's 'right'

(b) 1 101

(c) 400

(d) 1 485,

as at 1983-12-31

- (2) only as far as White, Coloured and Asian postmen are concerned. Although the wage gap between the aforementioned groups and Blacks is narrowed from time to time it is unfortunately not possible at this juncture to furnish a date on which full parity is likely to be reached. The applicable salary scales are as follows:

Whites Coloureds and Asians

Witwatersrand, Pretoria and Durban = R4 446 × 312 - 5 070 × 429 - 7 644 (Plus 12%)

All other centres = R3 822 × 312 - 5 070 × 429 - 7 644 (Plus 12%)

Blacks (all centres) = R2 985 × 243 - 3 957 × 336 - 5 973 (Plus 12%)

Telephones

184 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

How many applications for telephones were outstanding in (a) each departmental region (b) Johannesburg (c) Cape Town (d) Durban (e) Port Elizabeth (f) East London (g) Pretoria and (h) Soweto as at 31 December 1983?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) Western Cape	28 366
Eastern Cape	12 292
Transvaal (excluding the Witwatersrand)	45 710
Witwatersrand (including Soweto)	84 021
Orange Free State	10 489
Northern Cape	2 612
Natal	47 910

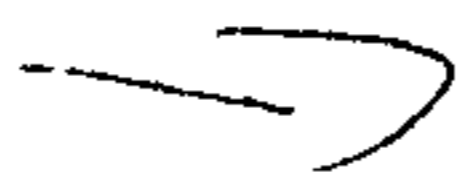
(177) R468,98
 Howard O. G. 1
 Postmen
 16/2/84 217

182 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

- (1) How many (a) White, (b) Coloured (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available
- (2) whether the salary parity programme has yet reached the stage where the rate of pay is the same for postmen of all population groups, if not, (a) why not and (b) when is it anticipated that parity will be reached, if so, what are the respective rates?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) 2 012



(177) (181) (184)

Rightwing miners bow to Tswana move on job laws

By PATRICK LAURENCE
Political Editor

THE Rightwing Mine Workers' Union has accepted it will be prevented from operating in mines in Bophuthatswana and that skilled mine work will be opened to black miners in the territory

This was disclosed to the Rand Daily Mail by Mr Rowan Cronje, Bophuthatswana's Minister of Labour and Manpower

The MWU — whose general secretary, Mr Arrie Paulus, is a self-proclaimed champion of white workers — has fought a long rear-guard battle to preserve the privileged position of white miners in the rich platinum mines

These are either on the Bophuthatswana-South Africa border or wholly in Bophuthatswana

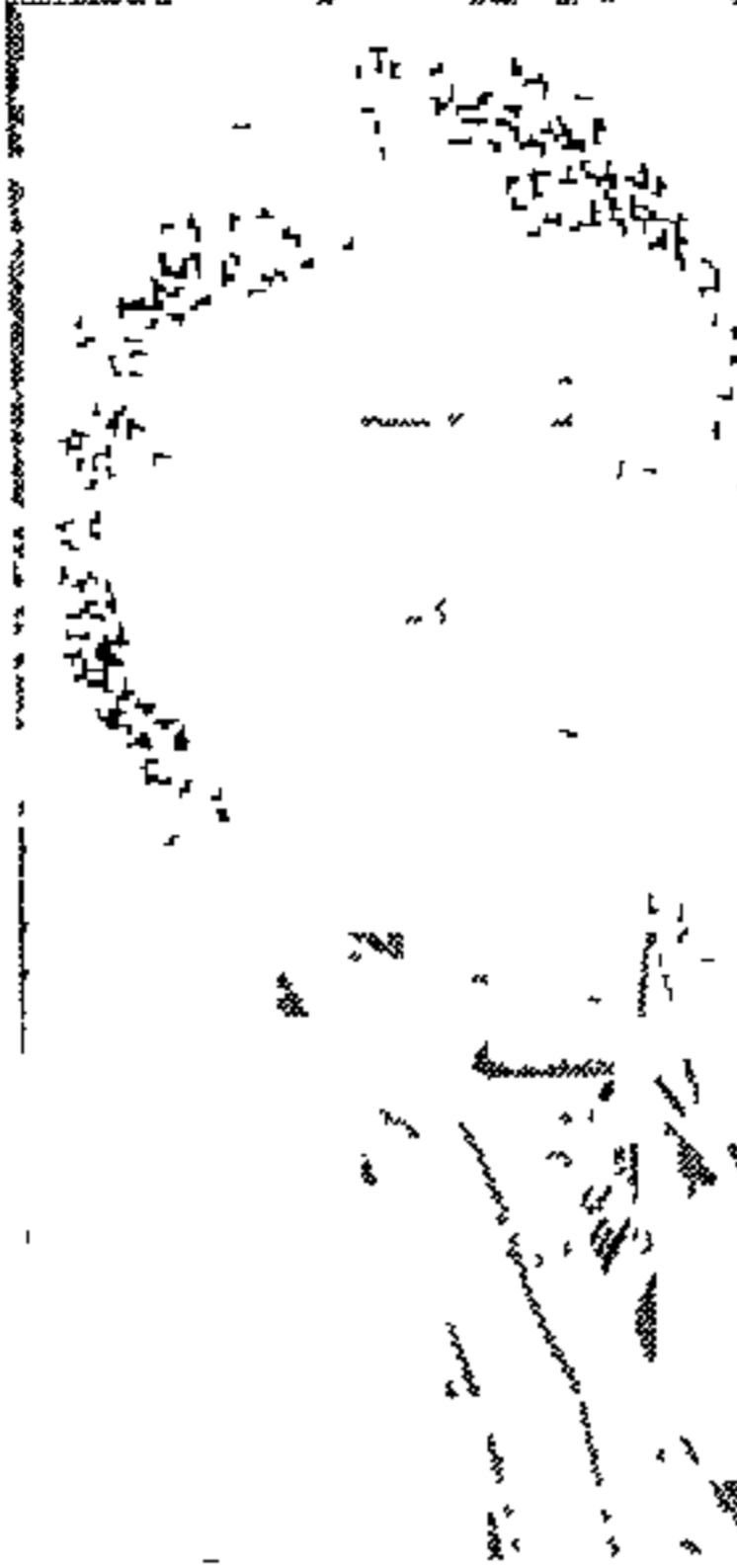
But, Mr Cronje said, an accord has been reached between the Bophuthatswana authorities and the MWU on Bophuthatswana's pending new labour law, under which

- South African-based trade unions will be barred from operating in the territory

- Racial discrimination will be prohibited in mining, industry and commerce

To be known as the Industrial Conciliation Act, the proposed new law will be tabled in the Bophuthatswana National Assembly on February 27 and should be enacted by March

Three meetings were held with MWU leaders in the past year and after "amicable discussions" the union accepted the position, said Mr Cronje,



MR. ROWAN CRONJE disclosures to the Mail

a former Minister of Labour in the Rhodesian Cabinet of Mr Ian Smith

The MWU is understood to have agreed to train black miners for skilled work in Bophuthatswana, including blasting

Blacks are barred from qualifying as blasters in South Africa under the Mines and Works Act

Bophuthatswana is the most mineral-rich and industrialised of South Africa's black "homelands"

Its mines employ between 25 000 and 30 000 miners

The decision to ban South Africa-based trade unions has aroused the ire of South

Africa's emerging black unions, including the rapidly-growing National Union of Mineworkers (NUM) led by Mr Cyril Ramaphosa

The NUM is one of three emerging black unions to receive a letter from the Bophuthatswana authorities, formally informing them they will not be allowed to operate in Bophuthatswana when the new law is passed

Mr Cronje defended the proposed banning of SA-based unions as consistent with international labour practice, arguing that no country would allow foreign-based unions to operate within its territory

Whether black union leaders recognised the sovereignty of Bophuthatswana or not, it was a de facto state and would enforce its laws, Mr Cronje added

But he was quite willing to talk to South African black union leaders and explain the position to them, as he had done to Mr Arrie Paulus

He repudiated allegations that the Bophuthatswana authorities wished to exclude SA-based unions to ensure their control of small and fledgling local unions

If Bophuthatswana really wished to have a docile labour force, it would not introduce legislation providing specifically for recognition of trade unions but would leave the situation as it was, Mr Cronje said

South Africa's Labour Relations Act, which extends recognition to black unions, does not apply in Bophuthatswana

PE hospital posts demarcated by race

Post Correspondent

CAPE TOWN — With the exception of medical staff, all 5 293 posts at Dora Nginza Hospital, Livingstone Hospital and Provincial Hospital in Port Elizabeth are reserved for people of a specific race group

This was the reply of Mr Piet Loubser, MEC in charge of hospital services, to questions in the Provincial Council by Mrs Molly Blackburn (PFP, Walmer). Mr Loubser said there were 683 posts at Dora Nginza, 2 600 posts at Livingstone and 2 010 posts at the Provincial Hospital

Apart from medical staff, all were reserved for a specific race group

Posts in hospital services were divided into six divisions comprising various ranks in respect of each race group — administrative, professional, technical, general, nursing and non-classified (labourer and domestic) posts

Mrs Blackburn also asked about bed occupancy in the surgical and orthopaedic wards of Provincial and Livingstone hospitals for the eight-week period from August 1 to September 30, 1983

For orthopaedic wards, bed occupancy

was 75% at Provincial and 87% at Livingstone

For surgical wards, bed occupancy was 51% at Provincial and 105% at Livingstone

Mr Loubser said the large differences in the salaries paid to reception officers, porters and control officers at Cape hospitals were based on the race of the person appointed

White reception officers and control officers, who required a Junior Certificate, received a minimum of R4 878, rising by R276 a year to a maximum of R6 846

Coloured or Indian people received a minimum of R4 380, rising by R249 a year to R5 154

A black person received a minimum of R2 886, rising by R249 a year to R4 629

This meant that the minimum salary of a white reception officer or control officer was higher than the maximum scale for a black officer

For porters, requiring a Standard 6 certificate, the minimum and maximum salary scales were white R3 135 to R6 846, coloured and Indian R2 106 to R4 131, and black R1 674 to R3 633

(177) (151) (39) (206) 12/3/84
Physical Planning Act

Hammond Q. 61 597
489 Mr R W HARDINGHAM asked the
Minister of Mineral and Energy Affairs

- (1) Whether any persons were prosecuted under section 6B of the Physical Planning Act, No 88 of 1967, in 1982 and 1983, respectively, if so, (a) how many in each such year and (b) what was the nature of the prosecution in each case.



MARCH 1984

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- (2) whether any other prosecutions are pending, if so, (a) how many and (b) what is the nature of these prosecutions?

The MINISTER OF MINERAL AND
ENERGY AFFAIRS

(1) No (a) and (b) Fall away

(2) No (a) and (b) Fall away

Tswanas ban white only jobs on mines

By Eugene Saldama

The Bophuthatswana Parliament has passed a law which abolishes job reservation for white miners employed in the territory

The new Industrial Conciliation Act, which scraps racial discrimination on the mines, had its third reading last week and will be implemented retrospectively to July 1 last year

Mr Rowan Cronje, the territory's Minister of Manpower, said the Act was based on standards acceptable to the International Labour Organisation (ILO).

The move means that black mineworkers — who previously could not hold certain jobs because they were prevented from gaining certificates to do skilled work — may now gain blasting certificates to do skilled mining work.

Mr Cronje said the exclusively white Mine Workers' Union (MWU) had accepted the new situation in a "constructive, amicable spirit"

But the secretary of the black National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, has said the MWU's preparedness to train black miners showed its motives were "political, and not merely the protection of white miners' interests, as it wants everyone to believe"

NUM, which has called on the South African Government to scrap all job reservation in the mining industry, will not be able to organise black miners in Bophuthatswana.

Mr Cronje said membership of either union had no effect in Bophuthatswana

RAM 16/3/84 (177)

Job protection for white union ends

Labour Correspondent

A KEY industrial court ruling appears to have ended an 8-year battle by a white diamond cutters' union to maintain its members' sole right to do skilled work in the face of competition from coloured and Asian semi-skilled workers.

The effect of the judgment is that diamond cutting employers may use any worker to cut any size of stone.

The dispute between the union, the SA Diamond Workers Union, and employers led to a ten-week work stoppage by white diamond workers in 1976.

The strike was prompted by an employer attempt to introduce mainly coloured and Asian semi-skilled workers into the industry for the first time.

At issue was a "demarcation" agreement between the union and employers allowing only union members to

work on stones above a certain size.

The union argues that, without this, artisans will be replaced by cheap, semi-skilled labour.

But in 1982, a demarcation lapsed and the union took industrial court action, arguing that its absence was an "unfair labour practice" which had cost its members jobs and lowered their living standards.

This week, the member of the court who heard the case, Mr Dr van Schalkwyk, found that the absence of a demarcation was not "unfair".

Employers are jubilant about the decision, because it means they can use any worker they wish to cut stones. Coloured and Asian workers will not have to become artisans in order to do skilled work in the trade.

The union is to meet next week to consider the ruling's implications.

Mines may now end job reservation

20/3/84 Sfa
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By Eugene Saldanha

In a move that could lead to the scrapping of job reservation on the mines, the Chamber of Mines and nine trade unions have begun talks on the future of industrial relations structures in the mining industry

The talks are aimed at abolishing job reservation and setting up a single bargaining structure — possibly an industrial council — in the industry.

The first talks, held yesterday, were attended by nine key unions, including the all-white Mine Workers' Union (MWU). However, the black National Union of Mineworkers (NUM), the only unregistered union in the industry, has not been invited to the talks.

According to the chamber, the 65 000-strong NUM was advised that discussions with other

unions were to take place and that the chamber would discuss its proposals on the future industrial relations structure of the industry with the NUM "as soon as possible"

In a joint statement the chamber and the unions said they had commenced discussions on "the replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person' "

SECURITY

At present only a white miner can be a scheduled person — enabling him to hold a blasting certificate to do skilled mining work

The chamber would also discuss a "comprehensive security of employment" agreement with the unions. The agreement is aimed at assuring white miners

that their employment would not be endangered by the scrapping of job reservation

The secretary of NUM, Mr Cyril Ramaphosa, said his union was disappointed that it was not invited to the talks, "where the future of our members is being discussed"

"We are thrilled that job reservation may be removed. It is time the mines did this, because it is a very sensitive issue among our members," he said

Mr Ramaphosa said he was concerned that changes to the Act would be purely cosmetic

"There would be no point in changing the definitions of words if other forms of discrimination is going to be retained. We have told the chamber we will not consider joining an industrial council until all job reservation is scrapped on the mines," he said

Chamber of Mines and 9 unions discuss job reservation removal

JOB RESERVATION REMOVAL

WANT TO GET RID OF JOB RESERVATION

By JOE THOLOLOE

THE CHAMBER OF Mines and nine unions in the mining industry yesterday started talks on getting rid of job reservation in the industry while ensuring that the jobs of white miners are safe.

Among the unions engaged in the talks is the conservative Mine Workers' Union (MWU) led by Arrie Paulus

The unregistered National Union of Mineworkers (Num) has been excluded from the talks, but the Chamber says the union "was advised by the Chamber that discussions with the other unions were to take place and that the Chamber would discuss its propo-

sals on the future industrial relations structure of the industry with Num as soon as possible"

In a joint statement the Chamber and the unions yesterday said they had commenced discussions in Johannesburg on "Replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person', a comprehensive security of employment agreement, and the future industrial relations structure in the mining industry"

At present only a white can be a scheduled person — a person who can hold a blasting cert-

To Page 3

Chamber, unions in high level talks

From Page 1

ificate and do skilled work on the mine

While the Chamber wants to do away with job reservation, it also wants to re-assure the white miners that their jobs are not in danger, and that is why the Chamber and the unions are discussing a "security of employment" agreement.

The 65 000 member-strong Num estimates

that there are about 15 000 black miners who are ready to move into the whites-only category of work

Observers believe that the Chamber is also trying to get the unions to accept an industrial council

The secretary of Num, Mr Cyril Ramaphosa, yesterday said his union had received a letter from the Chamber telling them about the

talks *Sweeten 20/3/84* only "

"But we are disappointed that the future of our members is being discussed in their absence," he said "It is the old paternalistic attitude Our major concern, however, is that the white worker will be re-assured at our expense

"We might end up with job reservation off the statute book, but continue to have the jobs handled by whites

Num has in the past told the Chamber that it will not be part of an industrial council for as long as there is job reservation in the industry And once job reservation was removed, Num would then think about first registering as a trade union and then joining the council.

"Only a national congress of our members can decide on that," Mr Ramaphosa said.

Race counts least for employers

By BARRY STREEK
HOUSE OF ASSEMBLY.
— Race is ranked the least-important criterion used by employers in selecting people for jobs, a National Manpower Commission study has found

Sex was found to be the next least-important criterion, the study of in-service training in South Africa in 1980-81 found

The study findings, tabled in Parliament yesterday, show that work experience, intelligence, specific expertise and basic educational levels were the highest-ranked criteria

The study, conducted among 2 194 organizations representing 43 percent of the labour force in sectors involved, also found that although unemployed people were one of the largest pools available for recruitment, they were not used as the largest source of employment by these organizations

It found that although whites constituted 20 percent of the economically-active population, they formed 30 percent of the labour force, while blacks, who constituted

become so in the future. The survey, conducted by the National Productivity Institute on behalf of the National Manpower Commission, found that subjective methods

skilled was rated as more adequate than the education of other population groups

But the percentage of organizations which rated the education of black people as poor or fair was more than twice as large as the number which rated it as good and very good.

It also found that the labour turnover of unskilled employees was more than three times as high as that of highly-skilled employees

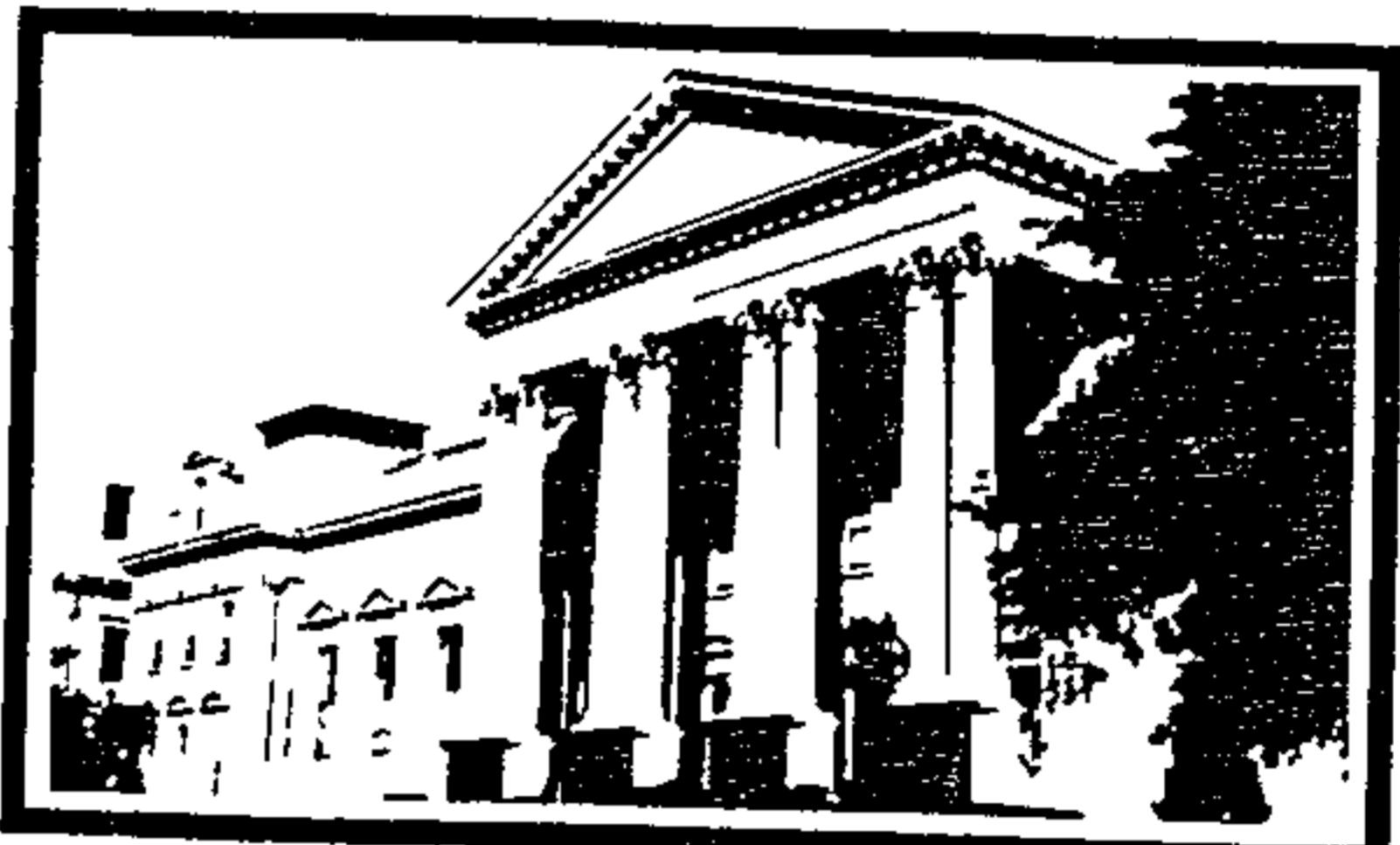
The survey showed that 6,8 percent of the organizations felt they had "many" black workers capable of being trained as artisans, 26,7 percent felt "some" black workers were capable of being trained as artisans, 32,6 percent felt "few" of their black workers were capable of being trained as artisans while 17,5 percent felt "none" were capable of being trained.

68 percent of the economically-active population, held only 59 percent of the jobs.

Although people completing their military service were not yet numerically an important source of recruitment for organizations, they could

such as recommendation by a supervisor were much more common than more objective methods that might lead to more realistic levels of selection for training.

The education of whites working at all skill levels except un-



MINING INDUSTRY TALKS

Two resonant absences

FM 23/3/84

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Mineworkers' Union (MWU) general secretary Arrie Paulus and his black counterpart at the National Union of Mineworkers (NUM), Cyril Ramaphosa, have little in common. But they found themselves in the same boat this week. Both were absent from the crucial meeting between the Chamber of Mines and nine mining industry trade unions to discuss eliminating job



MWU's Paulus ... invited, but unable to attend

reservation on the mines

Their absence reduces the impact of the joint announcement by the chamber and the unions that talks on the issue have at last begun in earnest. There have been some attempts at negotiation in the past but they were unsuccessful because of discord about measures to protect white miners.

The talks started two years after government accepted the Wiehahn Commission's recommendation that the definition of "scheduled person" in the Mines and Works Act be replaced with a non-racial one of "competent person". Having said that, Pretoria left it to the industry to decide on the means of implementation.

The existing, racially based, definition prevents blacks from obtaining certificates of competency in 11 categories of skilled work. The best-known of these is the possession of a blasting certificate.

At the heart of government's reluctance to impose its will was its recognition that the issue is politically explosive. White miners have demonstrated a readiness to strike to protect themselves from what they see as attempts to undermine their job security in the industry through the use of cheap black labour.

This week's talks included exploring what the chamber terms "a comprehensive security of employment agreement" and "the future industrial relations structure in the mining industry". This indicates that a chamber plan exists to assure the traditional unions that there will be adequate measures to protect the jobs of white miners. The statement also points to the possibility



NUM's Ramaphosa ... not invited, will be talked to soon

of establishing an industrial council for the mining industry.

Unions attending the meeting were the SA Boilermakers' Society, the Underground Officials' Association of SA, the Mine Surface Officials' Association of SA, the SA Engine Drivers', Firemen's and Operators' Association, the Amalgamated Engineering Union of SA, the SA Electrical Workers' Association, the Amalgamated Society of Woodworkers of SA, the Amalgamated Union of Building Trade Workers, and the Iron Moulders Society of SA.

The SA Technical Officials' Association was absent but general secretary Harry Mallet-Veale says the union will attend follow-up talks scheduled to take place within the next two weeks.

The 55 000 member NUM was the only union recognised by the chamber not invited to the meeting. The chamber says the union was advised about the talks and told that proposals for the future industrial relations structure in the industry would be discussed with it "as soon as possible".

Ramaphosa now accuses the chamber and the participating unions of paternalism. "We are pleased that at least something is happening. But we are not pleased with the way it is being done. The talks are about the future and interests of our members and we maintain that we should have been at the negotiating table."

Referring to the possibility of the NUM joining a proposed industrial council for the mining industry, he says "We won't think of it until job reservation has been scrapped completely and to our satisfaction. It is all very well to change the 'scheduled person' definition but what really matters is what happens at the rockface. By not including us (in the talks) they are trying to whitewash the industry and give the impression that all is well. This will not be the case until we are participating and discussing how job reservation should be removed."

Of equal significance to the NUM's exclusion was the absence of the MWU — traditionally the union most opposed to dropping job barriers. Paulus says he received a letter from the chamber on March 6 informing him that the meeting would be taking place on Monday. Immediately he told the chamber that he could not attend "on that day as he had other obligations."

However, the chamber went ahead "The

only conclusion I can come to is that the chamber did not want the MWU to be there," Paulus claims.

Chamber industrial relations adviser Johann Liebenberg says he regrets the MWU's absence but that he arranged the meeting before he knew the MWU was involved in an Industrial Court case on the chosen day. He hopes the union will attend the next meeting. MWU members — who do not have clearly defined craft barriers to block black advancement — are the workers who would be most affected by any changes.

Paulus refuses to say whether he will attend the next meeting. Until fairly recently it was taken as gospel that the MWU would adopt a militant stand against changing the 'scheduled person' definition. But it has become increasingly difficult to predict the union's thinking. In January delegates at the MWU's annual congress, which took place largely behind closed doors, were saying they were in for "fireworks."

Paulus has hardly uttered a public word on the issue since then. Some mining officials think, optimistically, that the "fireworks" may have revolved around a change of heart. The coming weeks will show whether pragmatism has overcome decades of prejudice.

60 000 miners stand to gain as talks open on scrapping of job reservation, but . . .

CHAMBER RUNS INTO UNION FLAK

By Deon Delpont

ABOUT 60 000 black miners stand to gain from the removal of job reservation on the mines, which was brought a step closer this week as discussions in the industry started in earnest.

Strong resistance is expected from the right-wing Mine Workers Union, whose members are most likely to be affected by the stripping of reservation and the clearing of the way for blacks to get blasting certificates

The MWU would at all times protect the white worker, secretary-general Arrie Paulus said this week.

Two unions crucial to the success of the talks, the MWU and the National Union of Mineworkers, representing black miners, were absent from the talks. Both bodies have spoken of their members' being angry about this.

Although the MWU was invited, the union said it could not attend because of commitments. It now accuses the Chamber of Mines of creating the impression that the MWU was not welcome.

A sullen Arrie Paulus refused to say if the union would attend future discussions.

Equally annoyed is the secretary of the NUM, Cyril Ramaphosa, who estimates that about 15 000 of his 65 000 members would benefit immediately if job reservation were scrapped.

His union was not invited to the talks.

"We believe we should have been included in the talks and to us this shows the paternalism of the chamber and the white unions who believe they know best for black workers," he said.

The chamber told the NUM about the talks and that proposals for future industrial relations structures in the industry would be discussed with it as soon as possible

Mr Ramaphosa said the NUM only represents about 10 percent of the black miners. He estimated that about 60 000 blacks could benefit from the scrapping of 11 categories of skilled work designated for a "scheduled person". More trouble could lie ahead for the chamber in its dealings with the NUM as this week's talks also focused on the establishment of an industrial council. Mr Ramaphosa said the NUM was opposed to the question of an industrial council being discussed before the removal of job reservation.

Job colour bar talks unlikely to succeed

If the talks are aimed at prompting Government action to scrap the job bars, they are unlikely to succeed. Word is that the Government, having lost the Soutspanberg by-election, is unwilling to anger white miners now.

LABOUR WEEK

ADM 26/3/84 (17)

THE Chamber of Mines and nine unions last week began talks on scrapping the job colour bar and hammering out a new bargaining structure for the mines. But at this stage, the talks do not appear all that new — or likely to succeed.

The first aim is to negotiate the removal of the clause in the Mines and Works Act preventing blacks from holding blasting certificates, and thus doing skilled underground work.

This would be replaced by an agreement guaranteeing the job security of existing white workers.

But talks between the Chamber and white unions on this issue have been taking place sporadically since a Government white paper following the Wiehahn mines report left it to the two sides to negotiate an end to job bars.

They have made little progress — which led the chairmen of Anglo American Free State gold mines to call on the Government to scrap the racial bars in the Act regardless of white unions' reaction.

The union which has stood in the way of agreement is the Mine Workers' Union, which has threatened to strike if blacks receive blasting certificates.

BY STEVE FRIEDMAN

But it did not even arrive at last week's meeting and there is no concrete evidence that it has changed its stance.

If the talks are aimed at prompting Government action to scrap the bars, they are unlikely to succeed. Word is that the Government, having lost the Soutspanberg by-election, is unwilling to anger white miners right now.

More puzzling is the Chamber's decision to initiate talks on a bargaining system without inviting the biggest mine union, the National Union of Mineworkers.

The new bargaining structure favoured by the unions who attended the talks is an industrial council NUM says it will not take part in one — at least until all job colour bars on the mines go. Previously, senior Chamber men have recognised that no new bargaining system can work unless NUM is included.

Excluding it from the first round of talks seems to be an odd way of trying to win its agreement. While NUM says it might consider joining a council if job bars go, its exclusion from the first talks may itself prove a setback to attempts to hammer out a new bargaining structure.



Motlana ... 'no gifts and no hand-outs'

the form of loans. No gifts, no hand-outs, no philanthropy — simply loans which must be repaid. For our dignity and respect, it is necessary that they be repaid, so that that money can be used elsewhere on similar projects," says Motlana.

Funds for the projects amount to R3,5m of which R2,3m will be used to build the clinic and the balance spent on equipment and facilities.

Says Motlana: "Over the last 20 years many young black doctors have acquired specialist skills in disciplines like orthopaedics, neurosurgery, general surgery and so on. All of them are living and working overseas because there are no facilities where they can practise their profession here."

JOB RESERVATION Mine talks continue

The Chamber of Mines and several mining unions are continuing negotiations for scrapping job reservation on the mines.

Following talks held in March, the parties met again last week to discuss de-racialising the definition of "scheduled person" in the Mines and Works Act. The existing definition bars blacks from doing a range of skilled jobs, most notably from acquiring blasting certificates.

The issue is highly emotive. Coming after several years of delay, the talks flow from a recommendation in the Wiehahn Commission's sixth report and government's subsequent directive to the chamber and

mining unions to negotiate a solution within a reasonable period of time.

Until now matters have been bogged down by failure to agree on another facet of government's directive measures to protect the job security of white miners.

Mineworkers Union general secretary Arrie Paulus — a notable absentee from the March meeting as he was attending an Industrial Court hearing — was present last week. However Paulus, at his own request, was only an observer and not a participant. He refused to tell the *FM* why he chose observer status but he is on record as being violently opposed to any move to change the current definition of a "scheduled person."

The MWU and the black National Union of Mineworkers (NUM) will be most affected by change. Paulus' reticence on the subject, his failure to attend the talks as a full participant, and the chamber's decision not to invite the NUM at all are indicative of the difficulties to be overcome. The NUM is known to be extremely unhappy at its exclusion from the negotiations.

Despite this, the chamber and the other unions appear to be firmly set on negotiating a solution. Whether they can come up with a formula to meet the conflicting demands of the MWU and the NUM remains to be seen.

BLACK HOUSING Progress in Natal

Problems that delayed progress on Natal's black housing shortage appear to have been overcome.

Co-operation and Development Minister Piet Koornhof has announced that the St Wendolins squatter settlement at Mariannhill is to become a new black town, the townships of Lamontville and Hambanati are to be incorporated into KwaZulu and a planning council is to be established to guide future housing development in the region.

The news that St Wendolins, where residents have been under threat of removal for 18 years, is to be accorded township status with full freehold rights, was greeted with delight. The Mariannhill Monastery, which owns a large part of the land, immediately pledged R20m towards an upgrading project. The money is being contributed by the West German government and the redevelopment will be done in conjunction with the department of Co-operation and Development (CAD).

Paddy Kearny, a member of the St Wendolin's anti-removal committee, maintains that residents have suspected for some time that they would be allowed to stay. He says he finds the timing of the announcement, on the eve of the PM's departure for Bonn, "interesting." West German consular officials have recently been asking questions about the area.

St Wendolins might have been a popular decision but details of the fate of Lamontville and Hambanati were not nearly as well received. The two Durban townships are inside the white urban area and many residents oppose incorporation into KwaZulu. They fear incorporation will mean the end of their Section 10 rights. That fear, to some extent, was dispelled by Koornhof who says their status will not be affected.

Doubts persist about the legality of the move. According to Kearny, the law determines that residents automatically lose their Section 10 rights if they live in a homeland. "It could require an amendment to the Act to get that situation undone," he says.

In addition, the issue has been politicised by United Democratic Front (UDF) and Inkatha elements. The UDF opposes incorporation while Inkatha, which is led by KwaZulu Chief Minister Gatsha Buthelezi, favours it. The two organisations have clashed before over incorporation. Chairman of the Joint Rents Action Committee Richard Gumede, says he will try every legal avenue to resist incorporation, but he fears violence could result. "Frankly, I'm worried," he says. "People have already died over this issue."

Koornhof's proposed planning council could find its time taken up more with peace keeping than planning. Though it is still to be formally constituted, the council is expected to supersede the Rive and Hankinson commission appointed last year. Chairman of the commission, Alan Hankinson, says his report is in the final stages of preparation. It will be sent to the Minister shortly.



Koornhof ... Natal township receives recognition

Paulos at mine indaba

THE whites-only Mine-workers Union led by Mr Arrie Paulos has joined talks aimed at scrapping job reservation on the mines.

Last week Mr Paulos attended the second round of talks — but requested observer status.

But the black National Union of Mine-workers is still excluded from the talks. The talks have been arranged by the Chamber of Mines and several mining unions.

A chamber spokesman yesterday said that following talks in March the parties met again and discussed several issues in an attempt to deracialise the definition of "scheduled person" in the Mines and Works Act.

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We're open to talks on scrapping of race barriers — white miners

By PHILIP VAN NIEKERK

THE all-white Mine Workers' Union (MWU), says it is prepared to consider proposals from the Chamber of Mines for the scrapping of racial job reservation in the industry — if they guarantee the "future of white miners"

But the Rightwing MWU has not changed its standpoint that they will not negotiate with the chamber to dismantle mining apartheid — and still argues against the need for the removal of these barriers

The MWU has spelt out its position in a report in "Die Mynwerker", the official mouthpiece of the union, written by the union's general secretary, Mr Arrie Paulus

In April, the Chamber of



MR ARRIE PAULUS wants guarantees

Mines initiated talks with the nine mining unions aimed at scrapping the "scheduled persons" definition in the Mines and Works Act — the

last major preserve of white worker privilege in the South African economy

The talks aimed at replacing this definition with the nonracial definition of a "competent person", as recommended by the sixth report of the Wiehahn Commission

At the talks, the chamber also proposed a comprehensive security of employment agreement, to allay the fears of white mineworkers whose jobs could be threatened by the removal of racial barriers

The MWU did not attend the first talks, but has since attended the follow-up talks as observers

In the "Die Mynwerker" report, Mr Paulus says "Our approach has all the time

been that we are not prepared to negotiate with the chamber

"If, however, the chamber has something to offer us, we are prepared to look into the matter

"The facts are simply that the MWU is quite prepared to leave matters as they are. We are also convinced that there are more than enough mineworkers to man the industry fully

"And if the white miners resident in the black states, for instance Bophuthatswana, are withdrawn, there will not be sufficient jobs for them in South Africa

"For what reason must the white miners in the Republic share the jobs in the mining industry in South Africa with black guest labourers from neighbouring states?"

(A) (S) (177)

SA TRANSPORT SERVICES

Unequal by law (S)

In an era which has been marked by labour reform, the largest single employer in this country — SA Transport Services (SATS) — is something of an anachronism

An examination of the law governing working conditions in SATS reveals that compared to the private sector the 241 000 SATS employees have far fewer legal rights than other workers. Although SATS does not dispute this, it argues that this is necessary because it is an essential service, and also part of the public sector.

SATS workers, like all other members of the giant SA civil service, are excluded from the provisions of the Labour Relations Act (LRA) Instead, their working life is governed by the Conditions of Employment (SA Transport Services) Act of 1983 (Cesatsa)

Cesatsa is a formidable piece of legislation. It is the legal basis for employment in SATS which, thanks to its exclusion from the provisions of the LRA, has developed into a self-sufficient sub-section of society with its own internal rules and regulations.

In terms of Cesatsa, SATS is sealed off from having to have any dealings with unions it is not prepared to recognise. And unions it has recognised are denied some basic rights enjoyed by those operating in terms of the LRA In addition, the Act discriminates against black, coloured and Indian workers by denying them significant rights which are accorded to whites

Cesatsa allows the Minister of Transport, Hendrik Schoeman, to decide which unions will be recognised So far these have all been in-house ones — composed of members who perform similar work, based on the principle of "identity of interests"

Of the 11 recognised unions three are multiracial — the Footplate Staff Association, Artisan Staff Association, and Police Staff Association There are four exclusively white unions Salaried Staff Association; Running and Operating Staff Association, the Employee's Union, and the Spoorbond And then there are the Black Staff Association, Indian Staff Association, Coloured Staff Association (South section) and Coloured Staff Association (North section)

Conflict is inherent in the labour-management relationship. The LRA contains special provisions to deal with conflict when collective bargaining ends in deadlock. These are conciliation boards and arbitration In most circumstances the Industrial Court usually has final say in disputes — although the Minister of Manpower has, in some circumstances, the power to stop an issue reaching the court.

Collective bargaining, as the term is generally accepted, does not occur in SATS. Unions work with SATS management to determine point values for jobs but it is management's prerogative to attach a monetary value to those points If a dispute

is declared by one of the SATS unions about wages or any other matter, the Cesatsa does contain provisions which amount to the equivalent of conciliation boards and arbitration. But unlike outside unions, the SATS unions do not have right of access to the Industrial Court — an institution which is playing an increasingly important role in determining the balance of power between managements and labour.

And when it comes to the crunch, SATS unions are prohibited from striking — usually the ultimate weapon open to outside unions. The LRA recognises striking as a right, provided the warring parties have gone through a process of conciliation. However, Section 26 of the Cesatsa totally prohibits strikes.

The rationale behind this is that SATS is regarded as an essential service. But even if that consideration is accepted, SATS unions lack a powerful weapon which would substitute for a strike to use in the trade-offs which are integral to the bargaining process.

A further failing of the Cesatsa's conciliation and arbitration provisions is that these forms of relief can only deal with disputes involving SATS-recognised unions. This factor had major ramifications in 1982 in the labour row which broke out when SATS refused to recognise an outside union, the unregistered General Workers Union (GWU). GWU claimed it had organised the majority of the services' workers at the docks in Port Elizabeth and East London. SATS resolutely refused to deal with it.

GWU members fired

In all, 423 GWU members were fired in go-slows which occurred in protest against the refusal. The machinery of the Cesatsa kept the GWU out and the union was denied access to either conciliation or arbitration procedures.

The ban on the GWU and other outside unions remains. In this respect Cesatsa goes against the tenor of the LRA and developing labour law which indicates that employers should bargain with representative unions and which gives unregistered unions access to conciliation boards and arbitration procedures. The LRA also allows the Industrial Court to judge on matters like unfair labour practices — something not found in the Cesatsa.

Even more contentious aspects of the Cesatsa are its provisions barring black, coloured and Indian workers from enjoying the same protections and security of tenure as white workers. At present SATS employs 241 000 workers: whites 110 000, coloureds 18 000, Indians 2 000, and blacks 111 000.

They are divided up into five categories of staff:

- Permanent Whites who have completed two years' service,
- Temporary Whites with less than two years' service who become permanent thereafter provided they are medically fit,
- Casual Coloureds, Indians and blacks



White and black SATS' workers ... some more equal than others

(including foreign blacks and homeland contract workers) who are not members of the SATS pension fund. Medically unfit whites also fall into this category;

- Regular Coloureds, Indians and blacks (homeland contract workers) who become members of the pension fund after two years' service provided they are medically fit, and
- Contract workers — who get none of the benefits of the other categories.

SATS was only able to supply the FM with figures for regular, casual and contract workers. According to SATS assistant GM (personnel), Dame Butler, the figure he has supplied for regular workers includes both temporary and permanent white employees. The total of 184 000 regulars includes 108 000 whites, 14 000 coloureds, 2 000 Indians and 60 000 blacks.

The number of workers falling into the casual category, which covers 21 000 workers, are whites 700, coloureds 5 100, Indians 100; and blacks 15 100. There are 36 000 contract workers.

Although the Cesatsa makes no mention of race, it is littered with the word "perma-

nent" — and it is only these white workers who get protection from the Act. Thus, permanent workers cannot lose their jobs before retirement "other than for a reason laid down in this Act." Reasons for retirement include "inefficiency," "reduction or reorganisation of staff," physical and mental disability, and "mutual agreement."

There are no similar provisions relating to black workers. On the contrary, the Act says employment of casuals and regulars "shall be regulated exclusively by such conditions as may be agreed upon at the time of his employment, as well as by such conditions as may be from time to time laid down or made by the General Manager."

In all fairness SATS must be commended for embarking on a four-year, five-phase, R40m programme to bring the conditions of employment of workers who are not white into line with those of their white counterparts. Phase one, in which the salaries of six top black, coloured and Indian grades have been made equivalent to those of whites, has already been implemented.

But for the present there are other advantages reserved in the Act for permanent employees only:

- No permanent worker can be dismissed or reduced in rank for an alleged disciplinary infringement without an inquiry being held into the incident in which the worker can cross-examine witnesses and call his or her own witnesses,
- Only permanents can appeal against a punishment for disciplinary infringement, and
- Only permanents can be represented by a union representative at inquiries and appeals.

SATS says that the same protection conditions apply to blacks, coloureds and Indians "in practice."

Parliament and Politics

PEP hits at job reservation

Political Staff

HOUSE OF ASSEMBLY — It was high time the government introduced legislation to remove all job reservation and race discrimination in the mining industry, the Official Opposition's spokesman on manpower, Dr Alex Boraine, said yesterday.

Speaking during the manpower budget vote, he said the government rightly took pride in its movement away from job reservation, but the Mines and Works Act — which affected thousands of workers in South Africa — "continues to enshrine basic race discrimination".

He said that no fewer than 11 certificates of competency were still reserved for "scheduled persons", ranging from the level of mine man-



Dr Alex Boraine

ager down to locomotive driver. The best-known form of discrimination was that affecting the blasting certificate.

The Wiehahn Commission had recommended that the Chamber of Mines and the relevant unions should be given a reasonable amount of time to phase out this discrimination and to substitute "competent

person" for "scheduled person".

"But there has been no real progress whatsoever," he charged.

At a recent meeting between the Chamber of Mines and some of the unions, neither the Mine Workers' Union (MWU) nor the National Union of Mine Workers (Num) were represented.

"There is no way that this problem will be resolved without negotiation with these two unions," he said.

"Unless this discrimination is rooted out, there is a distinct possibility of a head-on confrontation between either the chamber and the Num or between the Mine Workers' Union and the Num, which could cause untold damage to a vital industry in our country."

Business Day/CHAMBER OF MINES

Job-reservation on the mines under fire

By **BRENDAN RYAN**
Mining Editor

CONTINUED Job-reservation on the mines was heavily criticised in two hard-hitting speeches at the Chamber of Mines' annual meeting in Johannesburg yesterday.

The outgoing president, Mr Colin Fenton, said in his address that it was essential the last remaining racially discriminatory provision be removed from labour legislation.

The Chamber had submitted to all the registered employee organisations concerned comprehensive written proposals designed to guarantee security of employment for their members and to consider the possible introduction of an industrial council system in the mining industry.

"Thus far a number of meetings have been held between the Chamber and the employee organisations and it is clear that these negotiations are going to be protracted and difficult."

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"Negotiations with the Federation of Mining Unions, on the rationalisation of the manner in which labour is utilised in mechanical and electrical engineering departments, are also progressing," he said

Mr Fenton said the importance of reaching agreement with the unions on these matters was crucial, the endemic shortage of skilled labour in the mining industry was expected to reach serious proportions when the economy moved into a stronger growth phase

"During boom conditions employees are attracted away to work in secondary industries, where costs can be passed on to the consumers, and in times of recession they flow back to the mining sector," Mr Fenton said

"It is significant that at the worst of the current recession, in about mid-1983, the industry was 3% short of its requirement of artisans and holders of blasting certificates while, by the end of the first quarter

of this year, the shortage of artisans had grown to 5% and holders of blasting certificates to almost 4%

"On the training side it is becoming increasingly difficult to recruit sufficient suitable candidates to satisfy the industry's requirements of miners and winding engine drivers

"The high wastage or turnover among such trainees has also been an aggravating factor at both the Chamber of Mines Training College, which trains miners and winding engine drivers for the gold mines, and at the Colliery Training College, which trains artisans and miners."

The situation regarding the recruitment and training of miners for the collieries was perhaps most disquieting, Mr Fenton said.

"Despite recruiting drives, only 228 trainee miners were engaged by the Colliery Training College in 1983 compared with 325 in 1982.

"The number of trainees qualifying also dropped sharply, with only

100 qualifying in 1983 compared with 170 in 1982."

Rand Mines chairman, Mr D T "Dammie" Watt, said industry had to play its part in protecting the free enterprise system

One of the most effective ways of doing this was by ensuring there were no restraints on any individual, regardless of racial classification, aspiring to any job he was capable of doing

"Most of us are now involved with programmes designed to equip black employees to fill positions of increased responsibility

"It is essential, if we are to retain credibility, that we should be in a position to advance these employees as and when they successfully complete their bridging programmes

"But let there be no illusion on our part as to the difficulty of negotiating this change in regulations with the white trade unions.

"They require and deserve guarantees They have served our industry well and we cannot ever countenance giving them the impression

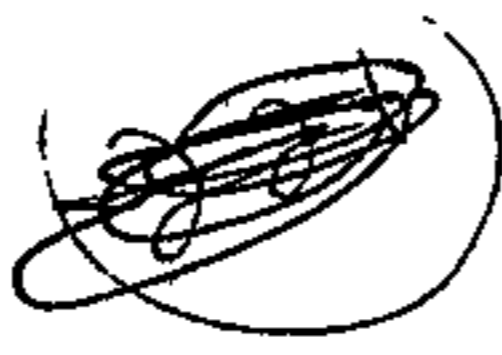
that they will not be fairly treated," Mr Watt said

In the ultimate analysis, their greatest security must derive from a combination of skills they had acquired over many years, and from a fundamental concept of the free enterprise system which specified that the most effective worker would always be preferred for any job opportunity

Mr Watt said industry had encountered indecision and confusion from government departments over labour legislation and industrial relations

"While one appreciates that the legislature is involved with far-reaching constitutional changes, it is inflationary and counter-productive that the confusion I refer to should continue to exist, especially at this very sensitive time when unionisation of black labour is at such an important evolutionary stage of development.

"I trust that our industry will continue to strive actively for sensible resolution of these problems," he said



OVERMINING EXTENT

A report entitled *Factorised production ore reserves*, sent to the GM of CDM in February 1979, compares the average total remaining reserves of the Oranjemund mine in carats per cubic metre with the actual mined grade be-

tween 1971 and 1982. In 1971 diamonds were mined at a rate consistent with the economic exploitation of the calculated remaining reserves. The document estimated the degree of overmining that took place in subsequent years.

Year	Total mine grade (Average total mine reserve in carats per cubic metre)	Actual mined grade	Overmining %
1971	0,260	0,260	
1972	0,240	0,270	32
1973	0,217	0,286	32
1974	0,193	0,287	49
1975	0,174	0,269	55
1976	0,159	0,300	89
1977	0,138	0,295	114
1978	0,123	0,239	94

volume from 19m cubic metres per year in 1968 to 47m cubic metres in 1978. Current levels of stripping will at least remain right until the end of operations and planning indicates that it could peak at a high level toward the end of operations.

"This revenue curve (given in the document) reflects no change in our present

strategy, that is maximum contribution right to the end.

"To me this is best described as a power dive and unless we have a conscious change in strategy, effective some time in the future, we will power the mine into the ground and we will be unable to conduct the reclamation and cleaning operation

DE BEERS REPLIES

This accusation is as old as it is unfounded. CDM has consistently followed a sound long-run mining policy in accordance with the Halbscheid agreement. At no stage has CDM's mining policy ever resulted in payable ground being rendered unpayable.

The allegations are apparently based on documents which were prepared for internal mine planning purposes only and are highly misleading when quoted out of context, as indeed they have been. It is important to understand the technical sense in which the term "overmining" is used in those documents. The term "overmining" describes the grade actually mined in relation to the average grade of the whole area containing diamonds whether all of such areas are payable or not. Clearly no mine mines blocks of unpayable ground. Equally, subject to not making any payable area unpayable, mines do mine their better grades first, which is in the interest of both the State and the shareholders.

Further, diamond mines do adapt their mining policy to the needs of the market from time to time with a view to maintaining stability in the diamond business as a whole. Indeed, from the late Sixties when eventually the free terrace that could be treated in the field screening plants was largely worked out, in order to maintain production it was necessary to embark on major capital expenditure to erect, ultimately, four large conglomerate treatment plants to be able to treat the higher pro-

portion of harder conglomerate ore in the remaining reserves. In addition, CDM officials developed a method to mine below the mean sea level along the foreshore, resulting in substantial volumes of ore previously considered unpayable being brought into reserves.

The policy of CDM has to cater for the costs flowing from high inflation and inexorably rising costs as the mine gets older, overburden deeper and distances from plants greater.

It will be recalled that since 1982 as a result of reduced diamond sales CDM with the full agreement of government, has closed one of its four main operating plants and ceased production from its screening plants. The purpose was to reduce operating costs and so increase taxable profits and the effect is of course, to stockpile diamonds in the ground. This hardly suggests a policy of "ending the life of the mine before Namibian independence."

CDM's mining policy has nothing to do with CDM's attitude towards independence for Namibia. The company's policy towards the political evolution of the country has been frequently stated in speeches by its chairman and directors, and the company's actions speak for themselves. It would hardly have opened a new building in Windhoek in 1982 at a cost of R13m and moved its Head Office there or be continuing with major prospecting activity of the order of R10m/year if its intention was to end the life of the mine before the political dispensation changed.

which could extend the life of the mine by three or four years. What is required is a sturdy production platform from which costs, both direct and indirect, and infrastructure can be critically managed."

In the report of the GMs of all De Beers' diamond mines in January 1978, CDM GM John Richards reported an "overmining recovery" of 92% and an "overmining depletion" of 150%.

What happens to the diamonds CDM has taken out of Oranjemund? The answer seems to be that those which are not sold are stockpiled. On March 18 1983 CDM Director Hoffe then president of the Chamber of Mines of Namibia, said in his president's report: "The Central Selling Organisation (CSO) which markets CDM's and indeed approximately 80% of the world production, therefore continued its policy of withholding from sale those qualities that are not in immediate demand."

JOB RESERVATION

Mine talks resume

Negotiations between the Chamber of Mines and mining unions aimed at scrapping job reservation on the mines resumed this week after a four-month break. The talks, which will have a crucial effect on the mining industry, revolve around three main issues:

□ Deracialising the definition of the "scheduled person" in the Mines and Works Act which prevents blacks from obtaining certificates of competence to certain types of skilled work.

□ Creating a security of employment agreement. In essence, this would ensure the job security of white miners after the job reservation provision is scrapped and

□ The future industrial relations structure of the mining industry. This is expected to result in the creation of a mining industry industrial council.

The talks result from the Wiehahn Commission's recommendation that the "scheduled person" definition should be replaced with a non-racial "competent person" provision. Government accepted the recommendation and instructed the industry to negotiate its implementation.

Chamber industrial relations advisor Johann Liebenberg says the reason the talks have been delayed since April 12 is because the participants have been involved in wage negotiations. Now that the wage talks are over, despite disputes arising from them, Liebenberg says the scheduled person talks should take place on a more regular basis.

He says the subject of this week's meeting was the future industrial relations structure of the mining industry. Arrie Paulus, general secretary of the whites-only Mineworkers Union, is taking part. Paulus, whose members would be most affected by an alteration of the "scheduled



MWU's Paulus protecting the 'white' miner person" definition, is vehemently opposed to the proposed change

At a previous meeting he declared he would not participate but would observe. As this week's talks are not specifically about the scheduled person clause his participation is not indicative of a change of heart.

The National Union of Mineworkers (NUM) — the only chamber-recognised union representing black miners — has not been invited to the discussions. The chamber has indicated that negotiations will be held with the NUM after resolution has been reached with the other unions.

□ Meanwhile, the NUM has declared a dispute with the chamber in negotiations for wages and working conditions at the Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa (Teba). Teba is the chamber's black recruiting arm. Applications have been made to the Minister of Manpower to appoint conciliation boards to settle the disputes.

The NUM has also declared disputes with Rand Mines after deadlocking in negotiations for the Duva and Rietspruit collieries near Witbank — both are non-chamber mines. Conciliation boards have been appointed. The NUM is also in deadlock with the Anglo American Corporation in negotiations for the East Rand Gold and Uranium Company (Ergo). No dispute has yet been declared.

These developments come in the wake of disputes declared by the NUM over negotiations with the chamber over wages and conditions on gold and coal mines. In all its talks with the chamber the NUM has demanded a 25% minimum wage increase. The chamber is offering an average of 14%.

On July 19 the Minister of Manpower appointed conciliation boards which will attempt to settle the coal and gold disputes. If they fail within 30 days, the NUM will be entitled to embark on a legal strike.

REGIONAL AFFAIRS

SADCC's troubles

FM 27/7/84

Leaders of the Southern African Development Co-ordination Conference (SADCC), the nine-member grouping of black African states, had a firm answer last week to those who wondered whether recent events in southern Africa might have blown it off course.

Speaking at the end of a three-day conference in London, Botswana's Lebang Mpotokwane, the SADCC technocrat who chairs its standing committee, said the Nkomati and Lusaka accords between SA, Mozambique and Angola "do not and cannot alter the basic nature of the priorities of SADCC."

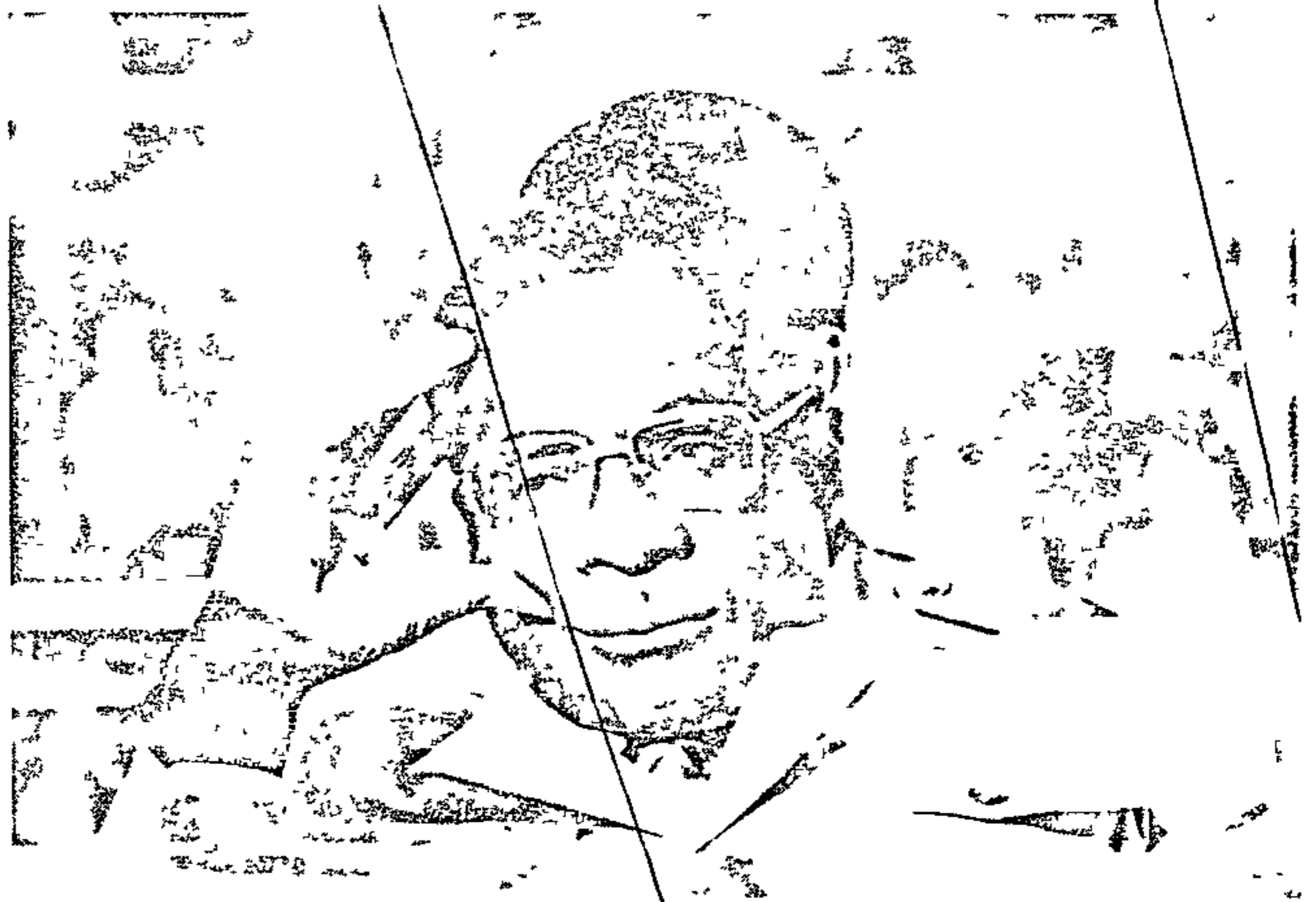
Expressions of determination, however, did little to hide the disastrous nature of the grouping's economic performance since its foundation in 1980.

Mpotokwane emphasised that the SADCC was following a long-term, systematic strategy towards its goals of regional integration and the reduction of economic dependence on SA. Reduction of dependence was vital to the development of the SADCC economies. "This was true in 1980 before the rise of SA economic destabilisation and armed aggression," he said. "It will remain true even if the destabilisation and aggression are wound down as we hope they will be. Indeed, the costs of that aggression and destabilisation underline how urgent it is for us to get on with reducing dependence."

In that perspective he added Nkomati and Lusaka could help speed up progress on certain key SADCC projects — if SA lived up to its promises.

Earlier, the question was asked whether the SADCC would still want to reduce its links with a SA ruled by Nelson Mandela. The answer was that, in that case, SA would be a welcome member of the organisation, and the role of the organisation would then be to promote balanced development in the region.

Opening the conference Zimbabwe PM Robert Mugabe said he hoped Western governments would not be misled by P W Botha's recent European trip into thinking that SA was now ready to work for genuine peace and meaningful change in SA. He observed that the visit was seen as "a diplomatic triumph" for Botha's supporters. But tension in the region would only end with the dismantling of apartheid — an immoral system which "cannot be transformed into morality by virtue of a mere visit to European capitals by its arch apostles."



Mugabe ... against apartheid's 'apostles'

ROM 8/10/84 □ □ □ (177) (217) (186)

SCRAPPING of the Cape coloured and white labour preference policy means that one of the last bastions of racial job reservation has fallen.

The last major one is the scheduled persons classification in the Mines and Works Act

Six months ago, when talks started between the Chamber of Mines and mining unions aimed at finding a formula to scrap job apartheid, the then president of the chamber, Mr Colin Fenton, said he

hoped agreement could be reached within six months.

Little progress seems to have been made.

Indeed, such is the strength of feeling against any deracialisation of the industry that the Council of Mining Unions has gone into dispute with the chamber over attempts to racially integrate the mine employees' pension fund

The chamber has made this demand as part of a wide-ranging rationalisation of the pension and provident funds

The issue of pensions is emotive, says Mr Arrie Paulus, chairman of the CMU, who sees this as an attempt to force integration in the mining industry.

Mr Johan Liebenberg, industrial relations adviser to the chamber, on the other hand, believes the CMU is being grossly unfair to withhold from black apprentices the same conditions of employment that apply to white workers.

The change would anyway only apply to the few hundred black, coloured and Indian apprentices now on the mines.

It is something of a milestone, however, that the first black artisans to serve their apprenticeships on the mines qualify next month.

RAM 8/10/84 □□□ (177) ~~27~~
MANPOWER chief Dr Piet van der Merwe must be pleased that his officials are now free from applying what he once referred to as a discriminatory measure — the coloured labour preference policy

LABOUR WEEK

In a remarkably outspoken criticism of what was then strict government policy Dr Van der Merwe hit out at the preference policy in evidence to the President's Council's economic affairs committee in October 1982

Apart from calling it a discriminatory measure — which was not exactly in line with his department's philosophy of deracialising labour legislation — Dr Van der Merwe pointed out that it wasn't even enforced

The month before, he told the committee, that permits to employ black workers were granted in 94% of the applications

"It would appear that the measure — in spite of the large amount of work that goes into it and its limiting influence on the free market economy — is not even applied much," he said

So, one of the most important effects of the government's decision to scrap the preference policy is that it cuts down on a huge amount of bureaucratic work. Another step to overcoming the Department of Manpower's manpower shortage?

(35 marks - 42 minutes)
(FQE - 1975)

to draw up in concise form, a system of internal control for the computation and payment of wages at the site.

YOU ARE REQUIRED:

You are the auditor of a contracting company where large sums of wages are computed at the site office and paid out on contract sites.

MINE JOB BARS

Discord threatens talks

~~138~~ ~~142~~ (177) ~~145~~

Talks aimed at scrapping the last remaining job reservation determination on the mines are threatened by discord between the Chamber of Mines and the industry's registered trade unions. At issue is the chamber's insistence on admitting the black National Union of Mineworkers to a proposed mining industry industrial council.

The proposal for an industrial council forms part of the talks to change the present racially based definition of the "scheduled person" in the Mines and Works Act. This effectively bars blacks from obtaining certificates to do skilled work on the mines. The bar applies to 11 certificates of which the blasting certificate is seen as the one most crucial for black advancement.

In 1982 government accepted a Wiehahn Commission recommendation to deracialise the definition by changing the word "scheduled" to "competent". It asked the chamber, the unions and the mining industry officials associations to come to agreement on the issue within a "reasonable time". However, mindful that it is a deeply divisive issue, government added that measures should be taken to ensure the job security of white workers in the mining industry.

As a result, the two other crucial issues in the talks are

- A security of employment agreement for white mine workers, and
- The future industrial relations structure in the mining industry. In essence, this involves establishing an industrial council.

After several years of hold-ups the talks began in earnest in March. Until now, much of what has taken place in the meetings has been shrouded in secrecy as the chamber and the unions agreed not to speak to the press. But the *FM* understands that most of the negotiation so far has centred on the creation of an industrial council.

Unregistered unions

It is clear that most of the unions favour a council and the *FM* understands that parties have virtually agreed on a constitution. But a dispute has arisen over the chamber's attempt to include unregistered unions in the proposed council. According to one source, the chamber's initial proposal that unregistered unions should become members of an industrial council was rejected. It then compromised, proposing that unregistered unions should at least be able to be party to council agreements.

At present, the National Union of Mineworkers (NUM) is the only unregistered union the chamber recognises, but

others could be recognised in the future.

The most overt objection to the chamber's proposals comes from the Mine-workers' Union (MWU). Several other unions are also opposed to the move. The *FM* understands from impeccable sources that the chamber has told the unions that if they do not agree to a package deal to settle all three elements in the talks, it will



MWU's Paulus ... predicting the chamber may somersault.

not do anything about the second most important element — measures to secure the employment of white workers.

The union's main objection is that the Labour Relations Act stipulates that only registered trade unions may become members of industrial councils and that the chamber's proposals boil down to a contravention of the Act.

MWU general secretary Arrie Paulus says the chamber may have confidential information about possible changes to the Act at its disposal which the union does not have. But he predicts "We must not be surprised if the chamber makes a *bolle-makisie* (somersault) in the not-too-distant future."

Another trade unionist told the *FM* "We want an agreement in which the security of employment becomes part of an agreement which can be monitored and implemented by the chamber. This is something we are going to have to construct. There is no way we will change the scheduled person definition without that guarantee. The chamber has authority to enter into agreements with the unions and associations. But it does not have authority to monitor and implement them. And now the chamber has said that unless we agree to a package deal it is not

going to implement the industrial council or do anything about the security of employment."

Chamber industrial relations adviser Johann Liebenberg confirms that the major difference between the chamber and the unions has been the issue of admitting unregistered trade unions to a proposed industrial council.

Says Liebenberg "At no stage did the chamber propose that unregistered unions should be full members of an industrial council. We fully realise that it is not permissible in terms of the Labour Relations Act. At the very beginning of our talks we proposed to the unions that unregistered unions be accommodated informally in an industrial council in one form or another, if it is established. That stance has not changed in all our discussions. Now we have to decide whether we are going to change that stance."

"If the industrial relations structure in the mining industry is to be revised drastically to cater for the challenges of the Eighties and beyond, the revision must provide for a unitary industrial relations system, not one system for registered trade unions representing mainly white workers and another system for unregistered trade unions representing black workers."

He weighs up the chamber's options "If we insist on unregistered trade unions being catered for in some form or another in an industrial council we may be seriously jeopardising this opportunity of achieving fundamental revision of the present industrial relations system. On the other hand, if we do not insist now on the unregistered trade unions being accommodated in one way or another in the industrial council, we will have to continue with the dualistic system until such time as the unregistered unions decide to register."

NAMIBIA

An internal option

~~138~~
FM 5/12/84

With negotiations on a Cuban withdrawal from Angola at least temporarily bogged down, the push for an internal Namibian solution through a fully-fledged interim government is gaining momentum.

Optimism that a breakthrough on the Angolan-Namibian question could be obtained on the basis of new proposals from the MPLA government faded when the Joint Monitoring Commission (JMC) of SA and Angolan troops failed to agree on a final SA withdrawal from Angola two weeks ago. SA Foreign Minister Pik Botha's angry

(77) 177

'Don't reserve DET posts for whites only' 4/1/85

Top positions in the Department of Education and Training should not be the sole preserve of whites, the president of the African Teachers' Association of South Africa (Atasa), Mr R L Peteni, has said

Speaking at the organisation's 63rd annual conference early this week, Mr Peteni said top officials at the DET's head office, in the circuit offices and in the universities were invariably white.

"We believe we have the men and women with the education, the experience and the ability to fill these positions," he said

The rationale behind not giving top official positions to blacks has been that blacks are not ready for these posts

"If blacks are not ready after 36 years since apartheid came into being there must be something wrong with the training system," said Mr Peteni

"There will be hope for justice if blacks are appointed as understudies to planners and directors of the educational system," said Mr Peteni

FM 18/1/85

~~LABOUR PREFERENCE~~

LABOUR PREFERENCE
Coloureds rule, OK? (177)

The outdated and unworkable coloured labour preference policy is still being officially enforced in the western Cape — nearly four months after President PW Botha announced its demise at the Cape congress of the National Party

The problem appears to be one of bureaucratic lethargy rather than weak political will. Botha's proposal to scrap the policy was passed unanimously by the congress. But officialdom has to date failed to axe the policy.

Timo Bezuidenhout, the Department of Co-operation and Development's chief commissioner in the Cape, tells the FM that he is still awaiting a directive from Pretoria. Until that arrives, the coloured preference rule remains policy and is being implemented. In effect, this means that black work-seekers are being discriminated against in favour of coloureds.

Leasehold system

The announcement by Botha at the same congress that the 99-year leasehold system is to be extended to the new "super-township" of Khayelitsha outside Cape Town and "certain other areas" in the western Cape has also not been officially implemented. But here Bezuidenhout points out that legislation must first be amended by Parliament to incorporate the western Cape in the enabling Act. He anticipates this early in the new session, which starts on January 25. Ending the coloured preference policy does not require parliamentary sanction, as it is a purely administrative measure.

At the same time, Bezuidenhout tells the



Coloured worker ... still first in line

FM, he expects to be told which are the "certain other areas" to which 99-year leasehold will be extended. There are strong hopes that government will accept the permanence of the established black townships of Nyanga, Langa and Guguletu by granting leasehold there. This, it is hoped, would also mean an end to government's freeze on development in these areas.

But the possibility remains that government is determined to push ahead with the plan to consolidate all Cape Peninsula blacks in Khayelitsha. The existing black townships would then be made coloured areas to help overcome that community's housing shortage.

But such a step would be hotly opposed by political leaders in both the coloured and black communities around Cape Town. Already Khayelitsha has been turned into a protest symbol, mainly because of the fear that residents of the existing townships and squatter camps such as Crossroads will be moved there without choice.

It appears that the planned sale of 10 500 houses to tenants in coloured communities around Cape Town has flopped. Only a few have been sold and interest is flagging in the face of the economic crunch, a weak sales drive and opposition from civic organisations.

Figures from the Divisional Council of the Cape (Divco), which is handling the project in terms of the Department of Community Development's housing sales campaign, show that only 55 houses were sold in June last year, 20 in August and 25 in September — despite a fairly high level of initial interest. The inability of many tenants to raise the required R300 deposit is regarded as the major factor, and Divco is now seeking permission from the National Housing Fund to allow prospective buyers to spread deposit payments over two years.

The campaign was announced at the beginning of the year when some 10 500 of the 24 500 houses built by Divco were identified as suitable for sale, and tenants were invited to buy them.

In last year's strike, 272 workers were dismissed after demanding higher wages and recognition for Mawu Vetsak later re-employed the majority but refused to re-hire 61. A subsequent attempt by Mawu lawyers to get the Industrial Court to reinstate the 61, on the grounds that selective reinstatement is an unfair labour practice, failed. But the lawyers are still fighting.

Expectations are that a case in which the court will be asked to determine whether the dismissal of 16 of the workers constitutes an unfair labour practice will be heard within the next two months. The remaining 45 workers do not have this recourse to the court as, unlike the 16, they are not covered by an industrial council agreement and the Minister of Manpower has refused their application for a conciliation board to consider their dispute with Vetsak.

The anomalies in this situation have caused an outcry among unions and labour lawyers, and is likely to raise further protests in the event of the 16 winning their case.

211 #3 177

NUM set for battle over job reservation

By PHILLIP VAN NIEKERK

THE 110 000-strong National Union of Mineworkers is preparing for a major battle against job reservation in the mining industry, which protects white workers and blocks black advancement

In a move which could bring it sharply into conflict with the Chamber of Mines and white unions, the NUM has resolved to put mining apartheid on the bargaining table this year

This was one of several key policy decisions taken at this weekend's NUM annual congress at Welkom, attended by 350 delegates and more than 3 000 members

The NUM, which has grown into the country's largest union, resolved to register in terms of the Labour Relations Act.

The decision was taken because, delegates said, the union's paid-up membership was being prevented from achieving maximum growth by delays in the granting of stop-orders by the Minister of Manpower

In addition, the NUM has resolved to organise mineworkers in Namibia and to apply for registration there as well, if necessary

The resolution on job reservation on the mines is significant as this is the last major preserve of legal white worker privilege in South African industry

Mr Johannes Phathe, chairman of the NUM's Free State region, said workers were disturbed that the talks initiated by the chamber with white unions aimed at scrapping job reservation had excluded the NUM

In addition, they were disappointed

that the whole issue had taken so long to be resolved

He said the NUM would press to be included in these talks, and that failing this the whole issue would be placed on the bargaining table alongside wages and other demands for 1985

This was one of several indications at the congress that the NUM is preparing to take a tough stance in negotiations with the chamber this year

Mr Cyril Ramaphosa, general secretary of the NUM, warned the chamber that if it did not bargain in good faith from the first meeting with the union this year, workers would take action on July 1

He warned that a lot of people were asking themselves if it was worthwhile going on a legal strike, as they did in September last year, if workers were "still going to be shot down"

Cusa comes under fire

Mail Reporter

THE National Union of Mineworkers (NUM) has taken no decision to disaffiliate from the Council of Unions of South Africa (Cusa) — but NUM speakers referred to Cusa in harsh terms at their annual congress at the weekend

Speculation that the NUM might leave Cusa followed its walkout from Cusa's congress in October last year

Explaining the reasons for the walkout, Mr Cyril Ramaphosa, general secretary of the NUM, said other unions in Cusa had clubbed together to oppose the NUM and many of these unions did not practise worker control

He said Cusa had not sent fraternal greetings to the NUM congress even though several overseas and local unions, including the Federation of SA Trade Unions, had wished the NUM well

Delegates of the NUM expressed support for the dismissed Sasol workers

NUM's pledge to fight job reservation

177
21/1/85

Own Correspondent
JOHANNESBURG —
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Conflict

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22/1/85

Miners express

their doubts

By PHILLIP VAN NIEKERK

THE predominantly white Underground Officials Association (UOA) has questioned the Chamber of Mines' good faith in pressing for the abolition of job reservation in the mining industry

An editorial in the January edition of "The Underground Official", the union's official mouthpiece, says that even given the problems inherent in the issue "one still doubts the chamber's bona fides"

The editorial was in reference to talks being held between the chamber and 12 mainly-white unions, to reach an agreed formula to present to the Government for the scrapping of job reservation

The colour bar on the mines seems set to be a leading issue this year with the black National Union of Mineworkers (NUM) deciding at their annual congress at the weekend to put job reservation on the bargaining table this year

And the issue is certain to get a full airing at the all-white Mine Workers' Union (MWU) conference next week.

Mr Arrie Paulus, general secretary of the MWU, who refused to comment on the NUM's congress decision, said there were a number of resolutions on job reservation for the conference

A chamber spokesman said they were still involved in discussions with the 12 unions and could not comment on the decision of the NUM and the allegations of the UOA

BLACK MINE UNION

Num gears up

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After a tumultuous 1984 the black National Union of Mineworkers (Num) enters the fourth year of its existence determined to continue its challenge of some of the most difficult and sensitive issues in the SA mining industry

Potentially the most explosive resolution passed at Num's annual congress in Welkom last weekend committed the union to take on the Chamber of Mines and the established mining trade unions on the issue of job reservation in the industry

Unions and the chamber are currently discussing the possibility of changing the definition of the "scheduled person" in the Mines and Works Act to allow blacks to attain certificates to do skilled work Num is not party to the discussions as it was not yet formed when the chamber and the other unions were first instructed by a government White Paper on the Wiehahn Commission to set about changing the definition

Num general secretary Cyril Ramaphosa tells the FM that the union will approach the chamber very soon and demand to be involved in the talks "If we get a negative response we will put the issue on the agenda for the negotiating table and the stage will be set for conflict," he says

This threat and Ramaphosa's statement in his speech to the congress that Num is prepared to meet only once with the chamber to discuss 1985 wage increases before it will take strike action on July 1 - the date when increases are traditionally implemented - are further indications of Num's militancy

On a more practical level, the congress gave Ramaphosa a mandate to apply to the Department of Manpower for Num to be registered The reason for this is the problems Num has been experiencing in getting stop order facilities As an unregistered union it has had to have permission from the Minister of Manpower and there have been grumbles that this procedure has been too slow

Another issue discussed was Num's relationship with Cusa This is clearly problematic. No decision on affiliation was taken

Financial Mail January 25 1985

ments with seven more in the pipeline and stop order facilities at 23 mines no doubt contribute to Ramaphosa's confidence

confrontation with the chamber by staging what are generally regarded as one day demonstration stoppages But this year it seems poised to make a far more concerted challenge A membership of 110 000 (45 000 of them paid up), 29 recognition agree-

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~~177~~

But Ramaphosa spelt out some of the reasons why Num walked out of last year's Cusa conference He objected to the fact that

- Most of the Cusa unions do not practise worker control,
- Other Cusa unions are opposed to the new federation of emerging unions, and
- Cusa's affiliation to the International Confederation of Free Trade Unions

Speaking about other Cusa affiliates, Ramaphosa said "There was a misunderstanding between us and various Cusa affiliates We found out that our large size is bothering them so they clubbed together and opposed our union" Ramaphosa also made a point of stating that Cusa had not sent a goodwill message to the conference

For these reasons Num appears anxious to relocate itself in the union movement and there was a notable resolution calling on the participants in the talks aimed at forming the new federation to speed up the process

Num joined forces with these unions in resolving to embark on a national strike if Sasol fails to reinstate the thousands of workers it dismissed during last year's stayaway

Ramaphosa will have a difficult task to realise all the conference resolutions Last year Num won some battles and lost others and even when it struck avoided outright

TWO factors to dominate mining

Row 28 | 1 | 85
177

TWO structural issues seem set to dominate industrial relations on the mines in the coming months.

The one is the scrapping of job reservation, a subject which was heated up again last weekend with the National Union of Mineworkers resolving to put it on the bargaining table this year.

The other — the creation of a unitary bargaining system, or industrial council — is the subject of talks between the Chamber of Mines and 12 established unions.

At present the complicated and elaborate IR arrangements in the industry mean that the chamber has to negotiate three wage agreements every year with the officials' associations, with the predominantly white unions and with the black unions.

According to chamber sources, negotiations towards an industrial council have made fair progress — as an issue linked to the abolition of the colour bar.

The creation of an industrial council in the industry could mean that agreements would in future be published and monitored, overcoming a perceived lack in the present set-up.

Though the NUM and other emerging

UK miners ready to start talking

LONDON — Talks to end Britain's 10-month-old coal strike could reopen soon, according to Mr Michael Eaton, a spokesman for the state-run National Coal Board.

"The chances of a meeting are very high but it has to be on proper grounds," he added.

The two sides seemed to be on the

LABOUR WEEK By Philip Van Nickerk

unions have not been included in the talks, one assumes that the creation of an industrial council would be futile if it excluded them, because they represent the vast bulk of the workforce.

However, the NUM have denied speculation that the decision at their annual congress last weekend to register in terms of the Labour Relations Act is long-term planning for participation in an industrial council.

Registration is a prerequisite for joining an industrial council.

The reason given for the decision to register is the lengthy delays caused by having to apply, as an unregistered union, to the Minister of Manpower for stop-order facilities.

The NUM now claims a membership of about 110 000, with 29 recognition agreements. As a result of stop-order delays only about 45 000 NUM members on little more than half these mines are paid-up.

□ □ □

JOB reservation and the formation of an

verge of agreeing to fresh peace talks. Then the board announced it wanted a written guarantee that the closure of loss-making pits would be on the agenda.

President of the National Union of Mineworkers, Mr Arthur Scargill, had said earlier that he was willing to enter talks with no preconditions — Reuter.

industrial council in the industry are likely to feature high on the agenda when the all-white Mine Workers' Union holds its annual congress tomorrow.

But observers hoping to determine the political direction of the union from the opening speaker are likely to be left a little puzzled.

This year the MWU congress will be opened by Mr Jaap Marais, leader of the Herstigte Nasionale Party.

Last year when it was opened by Dr Andries Treurnicht, leader of the Conservative Party, there was some speculation that the union was moving to the left, an opinion which would now have to be revised.

In fact, last year the MWU initially asked Mr Danie Steyn, the Minister of Mineral and Energy Affairs, to open the congress — and was offended when, according to the Mynwerker, he never even had the courtesy to reply.

The matter was subsequently patched up.

Job reservation on mines hovers on the brink

PHILLIP VAN NIEKERK

THE STAGE has been set for a real life drama in the mining industry this year with South Africa's most enduring labour anachronism — racial job reservation on the mines — being challenged as never before.

The cast includes the country's largest and fastest-growing black trade union, the most hard-line white union, the Chamber of Mines and the Nationalist Government.

The 110 000-strong National Union of Mineworkers served notice on January 16 that it was preparing to put the colour bar on the bargaining table this year, and if necessary, take action on the issue.

The chief thrust of its campaign would be aimed at the Chamber of Mines, whom it has accused of dragging its feet and not being serious about its stated intention of eliminating mining apartheid.

The Chamber last year initiated talks with 12 mining unions aimed at reaching an agreed formula to present to the Government for the scrapping of statutory job reservation.

But the chief obstacle is reaching agreement with the established unions, especially the all-white Mine Workers' Union (MWU), which can see little benefit in signing away the traditional rights of its members.

Ultimately, the Government has the final say in changing the law, but has said it is not going to initiate change until there is agreement within the industry.

The origins of this contorted tale go back to the days of Paul Kruger's South African Republic, when key jobs underground were reserved for white miners. Job reservation has been entrenched by legislation since 1911 and was bolstered through the years by the political clout of white labour.

But change at last seemed imminent when the

SECTION 12 of the Mines and Works Act defines who can gain a "certificate of competency" on the mines. Those included are "Europeans, Cape coloureds or Cape Malay" and "the people known as Mauritius creoles or St Helena persons or their descendants born in the Republic." Blacks are excluded.

One has to acquire a certificate of competency before one can be employed in most key skilled jobs underground; there are a total of 13 "scheduled" persons categories. The most important of these include miners (for which one is required to obtain a blasting certificate), shift bosses, mine overseers, winding engine drivers, carting passengers, lamp-room issuers and banksmen.

sixth report of the Wiehahn Commission was tabled in Parliament in 1981.

Today, almost four years later, about 13 skilled job categories — including the crucial right to obtain an underground blasting certificate — are still reserved for "scheduled persons" who, by definition, cannot be black.

The Wiehahn Commission's basic recommendation was that the Mines and Works Act be amended to replace the racial definition of "scheduled person" with a non-racial definition of a "competent person".

In a white paper, the Government accepted the recommendations but handed the issue back to the mining industry to sort out among themselves — with the proviso that agreement be reached within "reasonable time".

Since then the lack of progress towards scrapping job reservation has been criti-

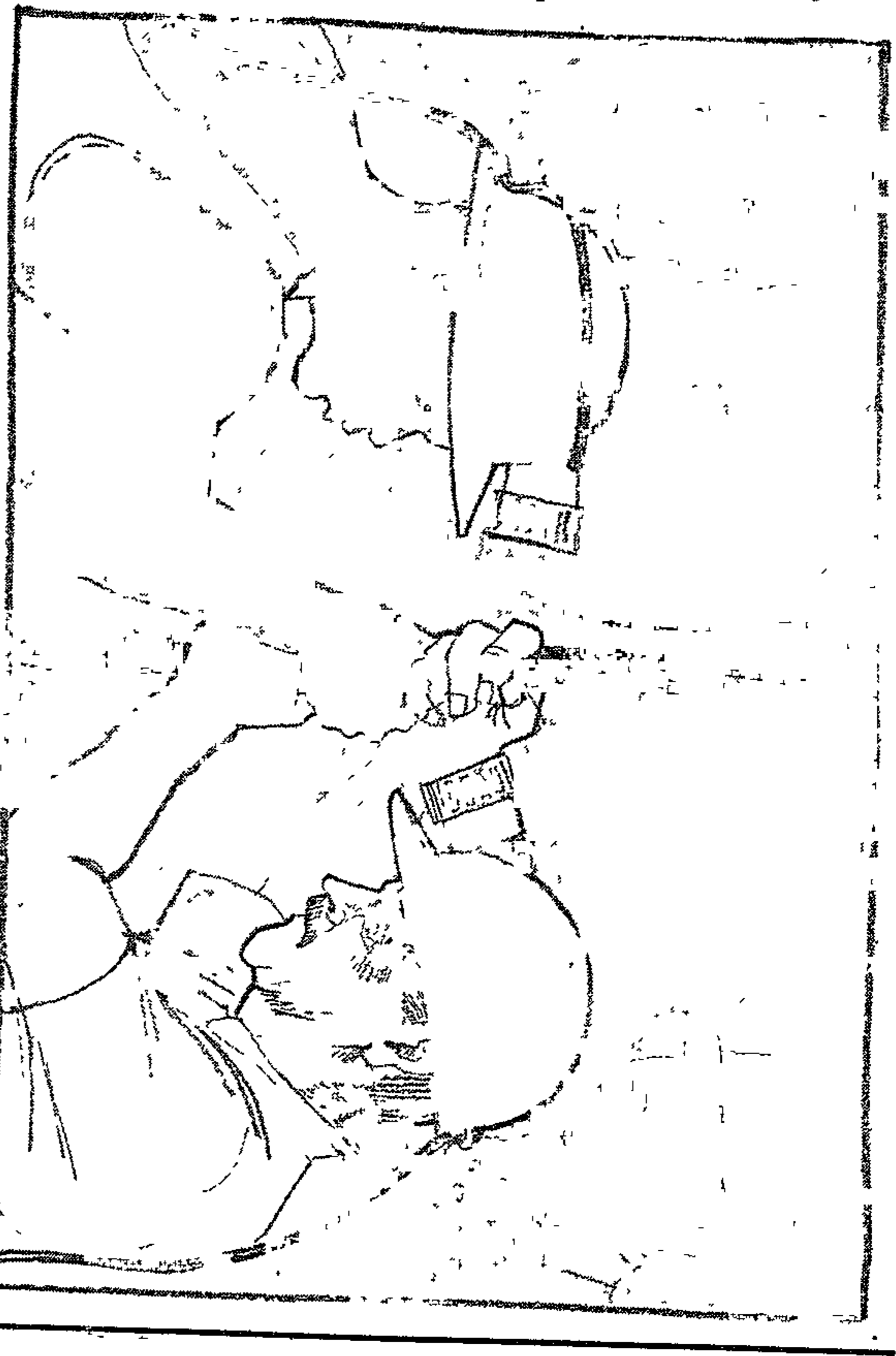
cised by sources within the mining industry, by some established unions and by Professor Nic Wiehahn himself.

In his outgoing address in June last year, Mr Colin Fenton, the Chamber's immediate past president, said it was essential that the last remaining racially discriminatory provisions be removed from labour legislation.

Last year the Chamber initiated talks with the established mining unions aimed at reaching consensus within the industry.

Mr Joe Liebenberg, labour adviser to the Chamber, says there have been seven to eight meetings so far and that progress has been fair — even though the MWU have attended only as observers.

"Our responsibility now lies in persuading the white miners that their jobs would not be in jeopardy if they agreed to the cancella-



tion of the scheduled persons definition," Mr Liebenberg said.

A security of employment agreement — which has been under discussion — would be designed to calm whites' fears about their jobs.

Mr Liebenberg believes the next three to four months are crucial in persuading the white miners.

Mr Cyril Ramaphosa, general secretary of the NUM, believes the Chamber is treading too softly in trying not to upset the white unions opposed to the scrapping of job reservation.

"What concerns us is that these unions represent a tiny proportion of the total workforce, while we represent the majority. Is the Chamber prepared to sacrifice the interests of the majority for this tiny elite?" Mr Ramaphosa can see

no benefit in a special job security arrangement for whites.

"It's the same thing that has been happening since 1911 — the protection of white workers. Whatever his race, a person should be sufficiently competent if he wishes to survive in the capitalist job market."

Mr Ramaphosa says black mineworkers are growing increasingly impatient with the stalling and that it is possible that racial tension could get very high.

The union has chosen 1985 as the year to make a stand on job reservation because, with 110 000 members and 29 recognition agreements, they believe they are for the first time in a position to take on such sensitive issues.

The NUM is also angry that it has been left out of the talks aimed at finding a

workable alternative to job reservation, though the Chamber says it is talking to the people who need to be convinced — and that doesn't include the NUM.

"There is no role the NUM can play at this stage," he said. "We're talking to the unions that have to join us in an approach to the Government. We agreed jointly with the NUM in scrapping discrimination."

Mr Liebenberg denies the Chamber has been moving too slowly and points to three major reforms in the past five years which have contributed to abolishing job reservation.

These include the 1981 agreement with the Council of Mining Unions, opening the way for black apprentices, the agreement in 1983 with the Underground Off-

icials Association leading to the scrapping of job reservation order 27, thus permitting all races to become samplers, surveyors and ventilation officers, and the opening of the mine officials pension fund last year to all races.

But the big hurdle — protection of the white miner — is only being approached now. Mr Liebenberg hopes that "substantial progress" will be made in the direction of scrapping job reservation this year.

Today when the MWU meets for its annual conference, job reservation will feature high on the agenda.

Mr Arrie Paulus, general secretary of the MWU, won't say whether any major policy changes are being contemplated.

Or whether the white miners are gearing up to make their last stand

RDM 30/1/85 (21) (36) (177)

Rightwing white union boss retires

By PHILLIP VAN NIEKERK

THE retirement of Mr Arrie Paulus, general-secretary of the Rightwing Mine Workers' Union (MWU) and implacable opponent of the Government's new labour dispensation, was announced at the union's annual congress yesterday

But soon after the announcement there were moves afoot to pressure Mr Paulus, who has been general-secretary since 1967, to reconsider

The MWU is facing its biggest-ever battle in the months ahead — with job reservation on the mines under threat as never before — and the union sees itself in need of a strongman defender of the white worker

If Mr Paulus, who is now 55 and of pensionable age in terms of the union's constitution, goes ahead with the decision, his likely successor

would be Mr P Ungerer, at present the assistant general-secretary

The MWU president, Mr P C de Jager, said the moves to scrap job reservation would be the most important issue at this year's congress, which was opened yesterday by Mr Jaap Marais, leader of the Herstigte Nasionale Party

Mr De Jager's speech set a hard-line tone against the scrapping of job reservation, but left the door slightly open for change

"The scrapping of the scheduled persons definition would open the way for white miners to work for black shift bosses, mine captains or managers," he warned

Mr De Jager said the present legislation had worked well until the "winds of change" had brought confusion in the mining industry, and there was now pressure on the MWU to betray the worker

"We must now negotiate with the Chamber of Mines to protect the white worker which is, of course, unnecessary because we are already protected by the current law"

Mr De Jager said that until the MWU received a written document, it would not be prepared to even look at the proposed amendments to the Mines and Works Act which would lead to the scrapping of job reservation

● The Star's labour reporter, Mr Langa Skosana, was hustled out of the MWU congress by an agitated Mr Paulus yesterday

Blacks are barred from attending MWU congresses

An enraged Mr Paulus spotted Mr Skosana outside the congress hall with a white reporter from the Star and ordered him to leave

THE MINISTER OF HEALTH AND WELFARE:

This question cannot be answered at this stage, because the data are not yet complete

Lung cancer

317. Dr M S BARNARD to ask the Minister of Health and Welfare

How many persons in each race group died of lung cancer during the latest specified period of 12 months for which figures are available?

	Cancer of lung
Group	162
White	121
Coloured	4
Asian	52
Black	1
Other/Unspecified	340
TOTAL	340

The period chosen is from July 1983 to June 1984 Deaths notified

THE MINISTER OF HEALTH AND WELFARE

(4) what is the total estimated cost relating to each of these commissions and committees?

THE MINISTER OF MINERAL AND ENERGY AFFAIRS.

1 None

2, 3, 4 Fall away

Commissions/departmental committees

414. Mr K M Andrew asked the Minister of Finance

(1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of the Office of the Auditor-General in 1984.

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The Minister of FINANCE

(1) (a) and (b) Nil

(2) (3) and (4) Fall away

Own Affairs.

First-year students

13. Mr K M ANDREW asked the Minister of Education and Culture

(a) How many, and (b) what percentage of the total number of, first-year students enrolled at each university administered by his Department in 1984 (1) dropped out during the year and (ii) failed their exam-

nations in all subjects at the end of the year?

THE MINISTER OF EDUCATION AND CULTURE

The information requested is not yet available. The universities are at present compiling the 1984 statistics

TUESDAY, 26 FEBRUARY 1985

Indicates translated version

For oral reply

General Affairs

Prohibition of Political Interference Act

*2. Mr D J DALLING asked the Minister of Constitutional Development and Planning

Whether the Government intends to take any steps in respect of the Prohibition of Political Interference Act, No 51 of 1968, during the current session of Parliament, if not, why not, if so, what steps are envisaged?

THE DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

Yes, action with regard to this Act is under consideration and any steps which may result from this will be announced in due course

†Mr F J LE ROUX. Mr Speaker, arising out of the hon the Deputy Minister's reply, I should like to ask him whether he is going to stop former WP sportsmen from engaging in sporting ties with Northern Transvaal. What is his reply to this?

†The DEPUTY MINISTER. Mr Speaker, my reply is that I will only stop cricketers from doing that [Interjections]

Mr D J DALLING. Mr Speaker, further arising out of the reply given by the hon the Deputy Minister, could he give us some degree of certainty regarding the urgency with which the Government regards this matter? What does he mean when he says "in due course"? Does that mean it will still be during this session of Parliament, or when will it be?

†The DEPUTY MINISTER. Mr Speaker, I can assure the hon member that we give our urgent attention to this matter, and that the results will be announced as soon as we receive them.

175 Howard Q.61.242
26/2/85
3. Mr D J DALLING asked the Minister of Mineral and Energy Affairs

(1) Whether any non-White persons are allowed to qualify for blasting certificates on the mines, if not, why not,

(2) whether it is the intention to take steps in the near future in respect of allowing non-White persons to qualify for such certificates, if not, why not, if so, (a) what steps and (b) when?

†The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Yes, certain non-White persons defined as "scheduled persons" in the Mines and Works Act, 1956 (Act 27 of 1956) and the regulations in force thereunder, namely Cape Coloureds, Cape Malays, Mauritius Creoles and St Helena persons, are entitled under this legislation to qualify for blasting certificates in the mines. Other non-White groups do not qualify for such certificates

(2) In part VI of its report, the Commission of Inquiry into Labour Legislation recommended, *inter alia*, that the definition of the term "scheduled person" in the Mines and Works Act, 1956 (Act 27 of 1956) and the attendant regulations be deleted and replaced by a non-discriminatory de-

function of "competent person" on certain conditions. In the White Paper on part VI of the said report the Government indicated that it was, in principle, in favour of adjusting the definition of "scheduled person" to a non-differentiating definition of "competent person" on condition that—

- (i) adequate measures are taken to allay possible apprehensions about their future job security on the part of White workers within the industry,
- (ii) standards of work are rigorously maintained,
- (iii) all workers are required to achieve the same level of proficiency with respect to training and experience before being appointed to a post,
- (iv) the principle of "equal remuneration of work of equal value" is maintained,
- (v) changes in work practices and conditions of employment are not introduced unilaterally by employers but rather with due regard to the process of consultation and negotiation with affected employee organizations,
- (vi) adequate job security measures are incorporated in collective agreements, and
- (vii) adequate protection against racial victimization is provided for all groups.

The Government agreed after negotiations with employers and employees that the industry will on its own initiative come to an agreement within a reasonable period of time, before the Government would determine further action or consider any amendment of the Act.

Although efforts are still being made, no agreement could as yet be reached. The matter is constantly being monitored

and the Government's standpoint will be made known in due course.

Dr A L BORAINÉ. Mr Speaker, arising out of the hon the Minister's reply, can he tell us how much longer the Government is prepared to wait for the Chamber of Mines and the Mineworkers' Union in particular to reach a satisfactory result concerning this very long overdue change?

†The MINISTER. Mr Speaker, I do not regard that as an unfair question, in fact, it is very fair, but I think that we should afford the people who are involved in the workplace daily i.e. the Chamber of Mines, and even the employer and the employee, a fair opportunity to find a solution for the problem on their own initiative. I am not satisfied that progress is going as desired and I therefore intend, if it is within our means and if we can come to an agreement, to introduce legislation in this regard next year. It will definitely not be introduced this year. Perhaps I can just mention that we have already come to an agreement with the Coloureds and with the employee organizations in the mining industry in terms of which Coloureds *per se* are now qualified persons. They are now enrolled persons, and I am also discussing it with the Indians, and soon I have an appointment with the Leader of the House of Delegates to discuss it.

Dr A L BORAINÉ. Mr Speaker, further arising out of the hon the Minister's reply, may I ask whether the Government, having decided a considerable while ago to scrap job reservation in South Africa, is prepared to wait a further year, although the recommendation from the Wiehahn Commission was made well over a year ago? How long— I want to stress this part of the question— will it be before the Government stops passing the buck?

†The MINISTER. Mr Speaker, we are not "passing the buck". I do not think the hon member listened when I read the reply to the original question. He sat thinking about other things. He was, of course, thinking about his questions. When I read the Government's conditions for acceptance, I referred specifically to Item 5, in which was set out that

Changes to labour practices and conditions of service cannot be effected unilaterally by employers alone, but rather with proper regard to the process of consultation and negotiation with employee organizations affected thereby.

That is the principle of consensus. However, now that we are working on the principle of labour arrangements in terms of consensus, the hon member—whose party is the great supporter of consensus—says that we are dragging our feet. We are not dragging our feet, we work on it day after day, and we hope that, if circumstances allow, we will be able to introduce the legislation next year. It is in any case too late to introduce such legislation this year.

Dr A L BORAINÉ. Mr Speaker, further arising out of the reply of the hon the Minister, bearing in mind that the Government on its own initiative and by its own decision allowed Blacks to enter into collective bargaining and into normal trade union activities, will he explain how it has happened that he suddenly decides that he cannot make any further decisions without the permission of a particular trade union?

The MINISTER. Mr Speaker, we did not decide suddenly.

†We decided on this the moment the Wiehahn Report was published.

Dr A L BORAINÉ. What is the date?

†The MINISTER. It does not matter what the date is. We are talking about consensus here, and I am not prepared to give the same answer on the same question.

Mr D J DALLING. Mr Speaker, further arising out of the reply of the hon the Minister, I have just one question: What steps is the Government taking at this time to try to reach consensus with the union concerned in order that this legislation may be introduced?

†The MINISTER. Mr Speaker, we have had several discussions in my time—not to mention the time of my predecessor—with the Chamber of Mines. We had discussions

with the trade unions on the matter of the Coloureds as recently as December last year. We are in discussions virtually every month, either personally or by means of correspondence, to ensure that the process advances and does not remain stagnant. We are continually in contact with the persons concerned.

*4 Mr P G SOAL asked the Minister of Justice

- (1) Whether, with reference to his reply to Question No 18 of 27 June 1984, the Attorney-General has reached a decision on the findings submitted to him by the South African Police pursuant to their investigation into the riots in Katlehong in 1983, if not, (a) why not and (b) when is it anticipated that a decision will be reached, if so, (i) what is the nature of the decision and (ii) when (aa) were the findings of the investigation first submitted to him and (bb) did he reach a decision in this regard,
- (2) whether any prosecutions will be instituted in this regard, if not, why not, if so, (a) against whom and (b) what will be the nature of the charges,
- (3) whether he will make a statement on the matter?

The MINISTER OF JUSTICE

- (1) Yes
 - (a) and (b) Fall away

(i) The Attorney-General, Johannesburg decided not to institute any prosecutions

(ii) (aa) The dockets were submitted to the Attorney-General for the first time on 18 May 1984. On 7 August 1984 the dockets were referred back to the

Labour reforms are powder-keg

By Sue Leeman, Pretoria Bureau

White tradesmen have uttered a resounding "no" to labour reforms of the Wiehahn Commission. These include the scrapping of job reservation, the same pay for the same work, and equal opportunities for advancement and training for all races.

The hardline attitude of 603 white artisans and technicians polled by the Human Sciences Research Council in the Pretoria-Brits area has indicated that Government, in trying to bring about reforms, could be sitting on a powderkeg which is waiting to explode

More than 40 percent of the blue-collar workers polled indicated that they would resort to strike action to save their jobs from black encroachment, and a staggering three-quarters said they would rather resign from their jobs than work on an equal footing with blacks

Nearly 90 percent warned that white workers would stand together on this, and said they saw (exclusively) white unions being called on to play an increasing role in protecting members

Most (82 percent) said they felt the changes left the door open for black domination in the workplace

LIVING STANDARDS

Another 17 percent said they felt the economy would suffer because of the poor quality of work done by blacks

Most respondents took a strong stand against all reforms, with nearly 72 percent indicating opposition to equal training, 66 percent opposing equal promotion opportunities, and nearly 44 percent indicating that they were against equal pay for equal work

An overwhelming 80 percent called for the reservation of certain work for whites

Nearly 61 percent predicted that increases in the number of black artisans would lead to lower salaries and living standards for whites

Supervisors inadequately trained — HSRC study

Pretoria Bureau

Supervisors employed by many South African companies are inadequately trained in staff management and therefore failing to deal effectively with conflict in the workplace, according to an HSRC study released yesterday

Researchers said that although management did not usually regard supervisors as part of management, they were of crucial importance for sound labour relations because they were at the place "where white meets black"

However, after questioning the personnel managers of 44 companies, researchers found 73 percent were dissatisfied with the way their supervisors handled prickly situations of conflict and discipline

A total of 64 percent said their supervisors were not up to scratch when it came to dealing and communicating with black workers

Researchers note that many supervisors have only a superficial training, with only 48 percent of those who took part in the survey having attended management or supervisory courses of any kind

Face reality, prof tells white artisans

Pretoria Bureau

An HSRC poll showing white blue-collar workers to be strongly opposed to labour reforms had "brought out into the open just how far removed from reality these people are", according to the head of the industrial relations unit at the University of Port Elizabeth, Professor Roux van der Merwe

He called on employers to "look beyond the rhetoric" at the reality, which was that black artisans would become increasingly commonplace.

But white workers had no reason to feel threatened, he said. Their experience and superior education made them quite able to hold their own in the market place

He said white workers had been protected from competition for too long and it was time that they stood on their own feet

177
15/3/83
Change in labour
policy on mines
seen as inevitable

JOHANNESBURG — White employee bodies should recognise the inevitable demise of the legislated "scheduled person" restriction applicable on the mines, Mr Chve Knobbs, chairman of East Rand Proprietary Mines (ERP) and Durban (Roodepoort Deep), says

In his chairman's statement in the the annual reports of the two companies for the year to December 1984, he refers to the talks being held by the Chamber of Mines with the white unions on the controversial issue of replacing the existing "scheduled person" restriction with a non-racial "competent person" definition in the Mines and Works Act

Efforts should be directed towards devising new work and employee practices, with consideration being given to allaying fears by white employees of mass retrenchments by including security of employment provisions in the agreements.

"However, these agreements must contain the fundamental concept of selection and promotion on merit, regardless of race," he says.

The country has an acute shortage of skilled

workers and for this reason that the majority of skilled white workers need not fear for their future

"However, unless opportunities are provided for suitably trained and qualified black workers to progress, the future for all could be very bleak."

Another industrial relations problem which would require particular attention this year was the day to day relationship between white and black employees which needed to be developed "more positively"

Mr Knobbs accuses the black National Union of Mineworkers (NUM) in supporting "wildcat" illegal strikes by their members before making use of local grievance procedures

"The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted"

"It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basic requirements of a 'good faith' relationship"

Sapa

South African mining industry is in the midst of a major man- power crisis which is the result of racial discrimi-

RACISM ROCKS MINES

shortage

The analysis of the country's experience personnel lack trade union- who feel that South Africa's most enduring feature is anachronism — reservation — scrapped they feel that the continuation of the phe- nomenon will result in a situation — the majority of whom are discriminated against in the mines — acting more meaningful jobs and thus cutting down on manpower

shortage

The stage has been set for a real life drama in the mining industry this year, and the cast in- cludes the country's largest and fast-testing black trade union, the most hard-line white union, the Chamber of Mines and the National- ist government

The 110 000-strong National Union of Mineworkers served notice on January 16 this year that it was prepar- ing to put the colour-bar

issue on the bargaining table during April and if necessary take industrial action

The primary thrust of its campaign would be aimed at the Chamber of Mines, whom it has accused of dragging its feet and not being se- rious about its stated in- tention of eliminating mining apartheid.

NUM's general secre- tary Mr Cyril Ramaphosa said that his union was not invited in talks between the chamber and the unions in an at- tempt to get rid of apart- heid in the mines

This, he added, was despite the fact that blacks comprised the ma- jority and most ex- ploited group in the mines. The shortage of manpower in the mines has caused concern in South Africa resulting in mine bosses recruiting striking British mine- workers

The recruitment of British miners has been condemned by most black trade unions, in- cluding the Black Allied Mining and Construc- tion Workers Union, on grounds that blacks were not utilised to get better positions and hence better pay in the mines, and yet foreign- ers were paid more.

including the crucial right to obtain an under- ground blasting certificate — are still reserved for "scheduled persons" who, by definition, can- not be black

The Wiehahn Com- mission's basic recom- mendation was that the Mines and Works Act be amended to replace the racial definition of "scheduled person" with a non-racial definition of "competent person"

The Government ac- cepted the recommen- dation, but handed the issue back to the mining industry to sort out among themselves — with the provision that agreement be reached within "reasonable time"

Since then there has been lack of progress to- wards the scrapping of job reservation in the mines

The chairman of the gold and uranium divi- sion of Rand Mines, Mr Clive Knobs, says that the country has an acute shortage of skilled work- ers, and it is for this rea- son that the majority of skilled white workers need not fear for their future

He says however, un- less opportunities are provided for suitably trained and qualified black workers to pro- gress, the future for all could be very bleak

In his latest chair- man's statement to the shareholders of East Rand Propriety Mines (ERPM) and Durban Roodepoort Deep, he says it is hoped that em- ployees can resolve this problem without Gov- ernment intervention, but if an agreement is not reached shortly, such intervention could be unavoidable

A Spokesman for Anglo American, own- ers of most gold and coal mines in South Africa, said that they were com- mitted to scrapping job reservation in all mines owned by the company

For this reason, the spokesman added, the company has embarked on a scheme of training blacks for senior posi- tions Most black miners underground do the job that's supposed to be done by whites, includ- ing preparing explosives for blasting

1985
1985
1985

Cape Times 27/3/85

Black managers in CBDs?

Political Staff

PARLIAMENT. — Amendments to the Blacks (Urban Areas) Consolidation Act are likely to be made during this session to allow non-white managers to be in charge of businesses in white areas

This was revealed yesterday by the Minister of Constitutional Development and Planning, Mr Chris Heunis, in reply to a PFP question

1985, the investigation of the inquest docket relating to the death of one Mododana Tyuka in Port Alfred Township has been concluded, if so,

- (2) whether the inquest docket has been referred to the Attorney-General, if not, why not, if so, (a) when and (b) with what result?

The MINISTER OF LAW AND ORDER

- (1) Yes
(2) Yes

(a) On 4 February 1985

(b) The Attorney-General has instructed that an inquest be held, which will now take place in the magistrates court at Port Alfred on 16 April 1985

Hansen and Q. 61 939
Black train drivers: Foot Plate Staff Association

*17 Mr D J N MALCOMESS asked the Minister of Transport Affairs

- (1) Whether Black train drivers are employed by the South African Transport Services in (a) Transkei, (b) any other specified independent Black states and (c) the Republic, if not, why not, if so,

- (2) whether these drivers are allowed to join the Foot Plate Staff Association, if not, why not,

- (3) Whether there is any union and/or staff association of which they can become members, if so, which union and/or staff association, if not, why not?

*The MINISTER OF TRANSPORT AFFAIRS

- (1) (a) Yes
(b) and (c) No, the need has not arisen yet

HOA

Hansen and Q. 61 941 9/4/85
Kwanobuhle Township: Visits to doctor
*19 Mrs H SUZMAN asked the Minister of Law and Order

- (1) With reference to his reply to Question No 6 on 12 March 1985, (a) how many members of the South African Police visited the doctor in question in Kwanobuhle Township in Uitenhage on or about 29 January 1985, (b) what was the rank of each of these policemen and (c) why was only one doctor visited.

- (2) whether this doctor was requested to (a) inform the police of treatment given to any persons with gunshot wounds, (b) refer such person to any hospital and (c) take any other specified action in regard to such persons, if so, why in each case.

- (3) whether the police (a) questioned and (b) arrested any persons (i) in any hospitals and (ii) on any doctors' premises in Kwanobuhle Township or Uitenhage in connection with incidents of public violence in 1985, if so, (aa) when, (bb) how many persons were involved and (cc) what was the nature of their injuries in each case.

- (4) whether any of the persons arrested were under 18 years of age, if so, where were they held.

- (5) whether their parents were informed of their arrest, if not, why not, if so, when,

- (6) whether any of the persons arrested have been charged, if so, what were the charges in each case?

*The MINISTER OF LAW AND ORDER

- (1) (a) Three
(b) One lieutenant and two constables
(c) Because only one doctor was available at that time

HOA

(2) (a) and (b) No

(c) Yes, to inform the police of such persons with a view to effecting their apprehension for public violence

(3) (a) (i) Yes

(ii) No

(b) (i) and (ii) No

(aa) On 29 January 1985

(bb) Three

(cc) Gunshot wounds caused by bird-shot

(4) Yes, one He was discharged from the hospital on 5 March 1985 and detained in the police cells at Uitenhage until 8 March 1985 when he was entrusted to the care of his parents

(5) Yes on 5 March 1985

(6) Yes, all three of them for public violence

Hansen and Q. 61 942
Fort Hare University: refusal to readmit certain person 9/4/85

*20 Mr E K MOORCROFT asked the Minister of Co-operation Development and Education

(1) Whether a certain person whose name has been furnished to the Minister's Department for the purpose of his reply has been refused re-admission to the Fort Hare University in this year, if so, (a) why and (b) what is the name of this person,

(2) whether any other students have been refused re-admission to this university in this year, if so, (a) how many have been refused on non-academic grounds and (b) what were the surrounding circumstances in each case?

HOA

1985, the investigation of the inquest docket relating to the death of one Mododana Tyuka in Port Alfred Township has been concluded, if so,

- (2) whether the inquest docket has been referred to the Attorney-General, if not, why not, if so, (a) when and (b) with what result?

The MINISTER OF LAW AND ORDER

- (1) Yes
- (2) Yes

(a) On 4 February 1985

(b) The Attorney-General has instructed that an inquest be held, which will now take place in the magistrates court at Port Alfred on 16 April 1985

Hansen and Q. 601 939
Assaultation
 Black train drivers, Foot Plate Staff

*17 Mr D J N MALCOMESS asked the Minister of Transport Affairs

- (1) Whether Black train drivers are employed by the South African Transport Services in (a) Transkei, (b) any other specified independent Black states and (c) the Republic, if not, why not, if so,

- (2) whether these drivers are allowed to join the Foot Plate Staff Association, if not, why not,

- (3) Whether there is any union and/or staff association of which they can become members, if so, which union and/or staff association, if not, why not?

†The MINISTER OF TRANSPORT AFFAIRS

- (1) (a) Yes
- (b) and (c) No, the need has not arisen yet

- (2) Although the constitution of the S A Footplate Staff Association provides for multiracial membership, the Labour Relations Act, 1956 (Act 28 of 1956), as amended, in accordance with which this Trade Union has been registered, is applicable in the Republic only Black employees working and residing in Transkei cannot, therefore, become members of this Trade Union However, their interests are adequately being catered for by means of self chosen workers representatives who have direct channels of representation and/or access to the Regional Manager, East London, and the Management

- (3) No, not in the Republic of South Africa for the reason given in part (2) of the reply Transport Services is not acquainted with the position in the Republic of Transkei

National Policy Transport Study

*18 Mr D J N MALCOMESS asked the Minister of Transport Affairs

What was the total cost of (a) the National Policy Transport Study as at the latest specified date for which figures are available and (b) furnishing the committee room in the Forum Building used for the purposes of the National Policy Transport Study?

The MINISTER OF TRANSPORT AFFAIRS

(a) R5 389 983,83

(b) No facilities were made available for the exclusive use of the National Transport Policy Study (NTPS) and the NTPS has not made use of the committee room of the NTC to date As the previous committee room facilities of the National Transport Commission (NTC) had become, however, totally inadequate a new committee room had to be provided for the NTC at a total cost of R123 105,00

Kwanobule Township. Visits to doctor

Hansen and Q. 61. 941 9/4/85
 *19 Mrs H SUZMAN asked the Minister of Law and Order

- (1) With reference to his reply to Question No 6 on 12 March 1985, (a) how many members of the South African Police visited the doctor in question in Kwanobule Township in Uitenhage on or about 29 January 1985, (b) what was the rank of each of these policemen and (c) why was only one doctor visited,

- (2) whether this doctor was requested to (a) inform the police of treatment given to any persons with gunshot wounds, (b) refer such person to any hospital and (c) take any other specified action in regard to such persons, if so, why in each case,

- (3) whether the police (a) questioned and (b) arrested any persons (i) in any hospitals and (ii) on any doctors' premises in Kwanobule Township or Uitenhage in connection with incidents of public violence in 1985, if so, (aa) when, (bb) how many persons were involved and (cc) what was the nature of their injuries in each case,

- (4) whether any of the persons arrested were under 18 years of age, if so, where were they held,

- (5) whether their parents were informed of their arrest, if not, why not, if so, when,

- (6) whether any of the persons arrested have been charged, if so, what were the charges in each case?

†The MINISTER OF LAW AND ORDER

- (1) (a) Three
- (b) One lieutenant and two constables
- (c) Because only one doctor was available at that time

- (2) (a) and (b) No

(c) Yes, to inform the police of such persons with a view to effecting their apprehension for public violence

- (3) (a) (i) Yes
- (ii) No

(b) (i) and (ii) No

(aa) On 29 January 1985

(bb) Three

(cc) Gunshot wounds caused by bird-shot

- (4) Yes, one He was discharged from the hospital on 5 March 1985 and detained in the police cells at Uitenhage until 8 March 1985 when he was entrusted to the care of his parents

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Hansen and Q. 61 942
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- (1) Whether a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply, has been refused re-admission to the Fort Hare University in this year, if so, (a) why and (b) what is the name of this person,

- (2) whether any other students have been refused re-admission to this university in this year, if so, (a) how many have been refused on non-academic grounds and (b) what were the surrounding circumstances in each case?

Chamber to scrap colour bar

177 By JOSHUA RABOROKO

Sowetan 11/4/85

240

THE Chamber of Mines has committed itself to scrapping job reservation — an issue the fast growing National Union of Mineworkers is to challenge at the coming round of wage talks in May.

The Chamber includes Anglo American Corporation, Gold Fields of SA, Rand Mines and the General Mining Union Corporation Ltd, who contend that unskilled and semi-skilled labour has continued to be in oversupply while shortage of skilled labour remains high because of

racial discrimination

Gencor's chairman, Mr E Pavitt, says these shortages will worsen materially when the next economic upswing takes place. He charges that one of the solutions to the problem is the phasing out of work reservation practices.

Some of the mine bosses have said that overseas recruitment could serve as a relief, but they have been criticised by the National Union of Mineworkers and the Black Mining Construction and Allied Workers Union

Mine bosses have expressed their discontent on this enduring labour anachronism by holding talks with the chamber and white unions, but the obstacle is reaching an agreement with the unions, especially the all-white Mine Workers Union (MWU), which sees little benefit in signing away their members' rights.

In all these talks, the NUM has been excluded and Mr Cyril Ramaphosa, representing over 110 000 black miners, has reiterated that they were growing impatient with the stalling and that it is possible that racial tension could get very high

The union has chosen 1985 as the year to make a stand on job reserva-

tion, with their growing membership and 29 recognition agreements, they believe they were for the first time in a position to take on such sensitive issues.

NUM was angry that it was excluded in the talks and will put this demand on the wage negotiations which start in May — failure to arrive at a conclusion may lead to industrial action, he said.

However, the chamber has said that talks on the issue will be finalised this year. The spokesman denied that there has been stalling.

Job reservation was launched by legislation since 1911 and was bolstered through the years by the political clout of white labour, but change at last seemed imminent when the sixth report of the Wiehahn Commission was tabled in Parliament in 1981

By BRENDAN RYAN

THE Government is taking initiatives to do away with racial barriers in the mining industry.

The issue revolves around the controversial legislation of who constitutes a "competent person" in the industry, and have this defined on non-racial lines

Informed sources say the Director-General of Mineral and Energy Affairs, Dr Louw Alberts, last month sent a crucial letter to the Chamber of Mines and the unions representing the various affected white workers in the mining industry

It is understood the letter asked them for their definitions of a "competent person" in various job categories

It also asked them for their definitions of job security in various job categories

It further asked the parties if they would accept the proposed Government Mining Engineer's definition of a "competent person", which is based on Canadian mining legislation and is non-

Govt moves to scrap racial bars in mining

racial

The letter was sent out early in March and asked for replies from the various parties by the end of March, which indicates a considerable degree of urgency

It is understood the Chamber of Mines has already replied to the letter but that replies from the white unions have yet to be received

The move follows a debate in Parliament on February 26 during which the Minister of Mineral and Energy Affairs, Mr Danie

Steyn, said he hoped to be able to introduce "competent person" legislation next year

If this is to happen the legislation has to be agreed in principle by the Cabinet by about August this year to allow time for the laws to be drafted and put before the various law advisors and the standing committees of the Tricameral Parliament before it is introduced

From Page 2

Govt plan to scrap race barriers

The present "scheduled person" legislation contained in the Mines and Works Act prevents black workers holding blasting certificates, which in turn effectively bars them from the top skilled jobs in the industry

The Government accepted in principle some four years ago the recommendations of the Wiehahn Commission of Inquiry into Labour Legislation that the term "scheduled person" be removed and replaced by a non-discriminatory defini-

From Page 1

tion of "competent person"

However, the Government laid down a number of requirements which had to be met

These principally involved protecting the job security of white workers, providing adequate protection against racial victimisation, rigorously maintaining standards of work and standards of training and maintaining the principle

of equal pay for work of equal value

The Government wanted these conditions to be settled by negotiation between the mining employers and the mining unions

This was accepted by the mining houses, which immediately set about initiating talks with the white unions

However, to date, nothing has been achieved because the white unions are apparently not prepared to negotiate and have been stalling



Sunrise news

Chamber may back scrapping of job curbs

13/4/85

Ston
Hines

by
Sheryl Raine

The Chamber of Mines has confirmed that it has sent a letter to the Government concerning job reservation on the mines, and it is widely believed that the Chamber is likely to support Government moves to scrap racial barriers in this crucial sector of the South African economy

Swazis face big dilemma

MBABANE — The Swaziland Government is facing a dilemma about what to do with the increasing number of Mozambican refugees entering Swaziland in search of food and work, and who the Maputo authorities refuse to accept back when they are repatriated

The Swaziland Police's public relations officer, Assistant Superintendent Solly Mkhonta, said scores of Mozambican illegal immigrants were turned back at the border every month

He said some greedy businessmen and farmers were to blame for the influx of illegal immigrants — Sapa.

A spokesman for the Chamber yesterday confirmed that a letter had been received from the Director-General of Mineral and Energy Affairs and that a reply had been sent back to the Government. The spokesman declined to reveal the contents of the letter

Key jobs underground have been reserved for white miners since the days of Paul Kruger

In 1981 when the sixth report of the Wiehahn Commission was tabled in Parliament, it was recommended that labour legislation which reserved about 13 skilled job categories for "scheduled persons" who could not be black, should be amended with a nonracial definition of a "competent person"

The Government has asked the Chamber of Mines and various unions representing black and white miners for their definition of a "competent person" in various job categories and whether the parties would accept a nonracial definition of the term

Mr Arrie Paulus of the white Mine Workers' Union said he had no comment on reports that the Government was attempting to scrap racial barriers in mining nor would he comment on accusations that white unions were not prepared to negotiate the issue and had been stalling

Argus 30/4/85

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Labour unrest spurred by political impotence

SHERYL RAINE of The Argus bureau in Johannesburg spoke to Anglo American's Bobby Godsell, head of the group's industrial relations department

BOBBY GODSELL is one of those bright young consultant/executives whose job category in the corporate scheme of things didn't feature prominently 10 years ago

He and other consultants like him have come into their own in the hurly burly of labour relations in South Africa in the 1980s

His job is to advise and assist the executives of Anglo American on the vital issues of industrial relations

This year he is talking about the economics of survival as the recession lingers on, the importance of ending job reservation on the mines, the Industrial Court, the role of management in the broader social scene in South Africa and the nature of trade unions

the recession will tend to remind both of their common interests. They are striving together to get their members the best deal possible

There are still hurdles to leap in the black-white labour forum, the most important of which is statutory job reservation on the mines. He is confident that job reservation will go and that a new industrial relations structure for the industry as a whole will be forged — but says the exact time frame of both developments is hard to predict

His concern about the Industrial Court is shared by others in the field. As an essential and widely-used institution he believes it has had an encouraging start to its life. But the role of the court in relation to the rest of the judiciary and its role in collective bargaining urgently need to be clarified

"There are three judgments from the Supreme Court which have cast doubt on the Industrial Court. Is it a court or an administrative agency? It should be integrated into the judicial process

"Clearly you can't expect a new institution to be perfect. On the other hand both unions and management need help from the state now to rectify these two problems"

The broader social conflicts of South African society, trade unions and management's role in the present

era are things about which he has thought long and hard.

In his opinion trade unions are not revolutionary in nature but reformist. Modern history has failed to reveal a successful revolution where trade unions have played a central role

In South Africa the unions have been a major vehicle for leadership emergence in black communities

So far management has been pulled into a transitional role of mediation not only with workers but with the broader black community involving a range of social issues

In modern industrial countries private enterprise inevitably becomes involved in public policy debates and contributes expertise to government. This, he believes, is growing in South Africa

But he says "There is no way that employers (in South Africa) can act as a substitute for political participation for black people. There is no doubt that the unrest we see in the townships now and other conflicts in society both have their origins in and can only be resolved within the political structures"

He believes that the country's labour dispensation is in advance of the constitutional dispensation for blacks and what industry now desperately needs is successful socio-political reform outside of the factory gate

Times are tough and he insists that the words "economics of survival" are not over-dramatic. Things will get worse before they get better. He would like to see the issue of wage demands versus unemployment higher up on the agenda of labour issues. But he believes there is another side to the recession which could have a positive spin off

"In 1985, there is so little money in the kitty (for wage increases) that the battle of white skilled workers and black industrial workers is going to be to try to preserve their purchasing power or have it eroded as little as possible," he says

There are already examples of this greater coincidence of interests — for instance, in the current metal industry wage negotiations where previously incongruous union groups

Although there are obvious areas of conflict between skilled whites and blue collar blacks, he believes

Cap. Treas 1/5/85
Executive
links blast
to firings 177

Own Correspondent

JOHANNESBURG — It was "business as usual" at the headquarters of Anglo American and Anglovaal which were rocked by limpet mines early yesterday after the companies fired more than 17 000 black workers at the weekend

The blasts caused extensive damage but no injuries

Neither police, Anglo spokesmen nor the Chamber of Mines were prepared to speculate on whether the explosions were linked to the mass firing. However, one executive source in the mining community said there seemed to be a "logical" connection between the two

The Anglo source said the explosions would in no way affect negotiations with mine workers

● Meanwhile, Anglo's Vaal Reefs mine has be-

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To page 2

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CAT TIME 11/5/85
 (12.177)
 A From page 1

gun rehiring the sacked workers, though the mine's south division is not expected to return to full production for several weeks

Anglovaal, which fired about 3 000 workers at its Hartebeesfontein mine at the weekend, has agreed to meet the National Union of Mineworkers (NUM) on Friday to discuss the dismissals

Wage talks

An Anglo spokesman said there would be no conditions on rehiring and that dismissed workers would be given preference — a process which is being monitored by the NUM

With the industry's annual wage talks for black miners due to begin next week, the dispute has highlighted an issue which is likely to be high on the agenda — racial job reservation on the mines

The NUM has said that the industrial action which led to the weekend firings was sparked by black miners refusing to do tasks reserved for white miners in the Mines and Works Act

The union is demanding the abolition of job reservation, and this is likely to be a central plank in their negotiations with the Chamber of Mines

Notices

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the mining industry was "riddled" with contraventions of the act and the NUM was now putting out notices to all members to refuse to do this work

Some mines have exemptions for blacks to do the work of white miners, but the NUM claims that there are numerous small tasks reserved for whites which are routinely being done by blacks, who are neither trained nor paid for it

The tasks mainly centre on the preparation and supervision of blasting underground

TV 1, 2 & 4 tonight

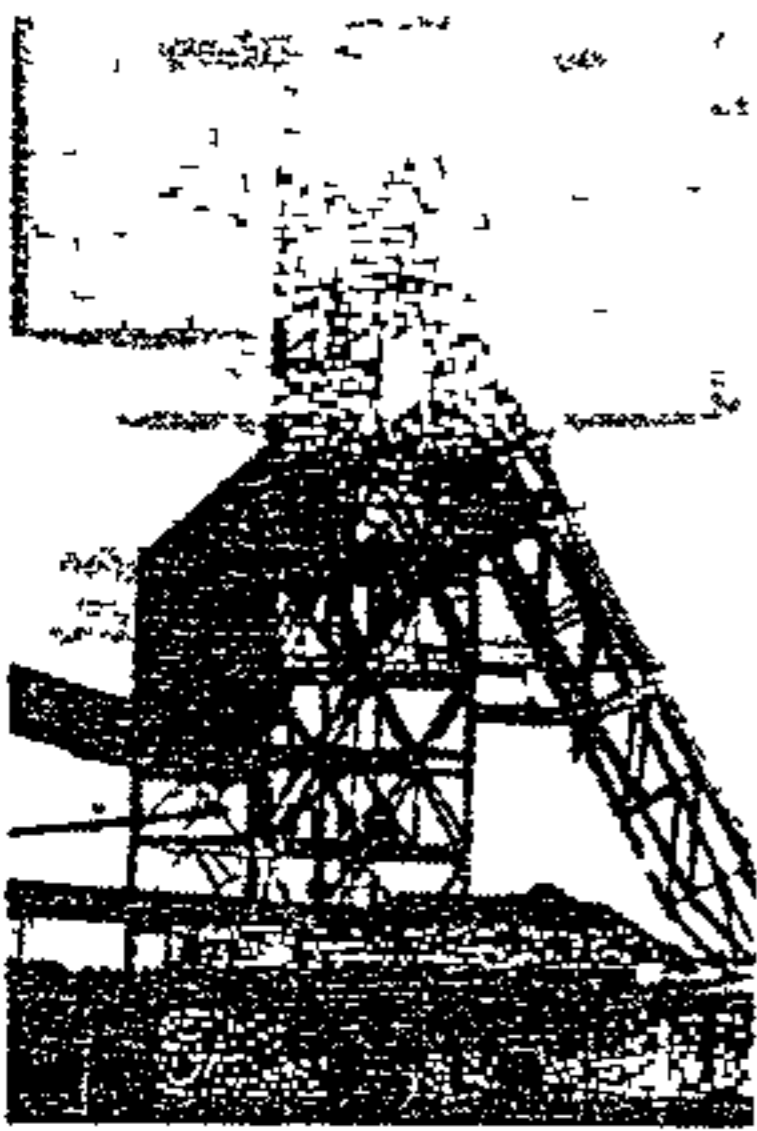
- 3 57 Programme Schedule
- 4 00 News
- 4 08 Teachers Only Otherwise Engaged Shari, worried that she's the only one of her contemporaries not yet married, openly plots to inveigle Mr Cooper into a proposal Diana, however finds out that Shari really loves Cooper and would like an honest proposal
- 4 32 Harry's House II
- 4 42 Tom And Jerry
- 4 57 Hand In Hand
- 5 02 The World Of Tomorrow Values Personal values are important when a career choice is at stake What do you want from a job — security, money or power?
- 5 23 Pop Shop Tonight's line-up includes Whami, Ultravox, Bananarama, Culture Club, Spandau Ballet, Duran-Duran, U2, Paul McCartney, Phil Collins and Bandaid
- 5 55 Take Kerr
- 6 00 News
- 6 14 A Better Mousetrap
- 6 21 Sportsvision The Portuguese Grand Prix in Estoril
- 6 58 Midweek A special report on AIDS and a short look at the disc jockeys in the United States
- 7 31 Three's Company A Friend In Need Jack fills in for Felipe at the restaurant and is so good that he impresses a Mafioso customer He is ordered to replace Felipe permanently, but they are good buddies, so Jack refuses
- 8 00 Nuus
- 8 29 Weer
- 8 37 Nuusfokus
- 8 50 Die Buddenbrooks Episode 3 The Buddenbrooks a one of Lubeck's leading families and this puts bo. Antonie and Johan in agonizing situations
- 9 13 Kunskaledoskoop
- 9 42 Arbeidsverhoudinge In Die Alledaagse Bedryf Dissiplinêre Prosedure
- 10 00 Musiek En Die Mens Die Revolusionêr In 1770 in Bonn Ludwig van Beethoven, a giant among classical composers, was born Tonight we learn about his life and works
- 11 00 Nuus
- 11 15 Dagsluiting
- 11 20 Die Pawlaks The mining accident ruins Krechting and the controlling shares of the mine are sold Karl and Fritz decide to leave the mine and make wooden shoes Karl wants to talk to Elli about their future — but has he not left it too late? This is the final programme

TV2

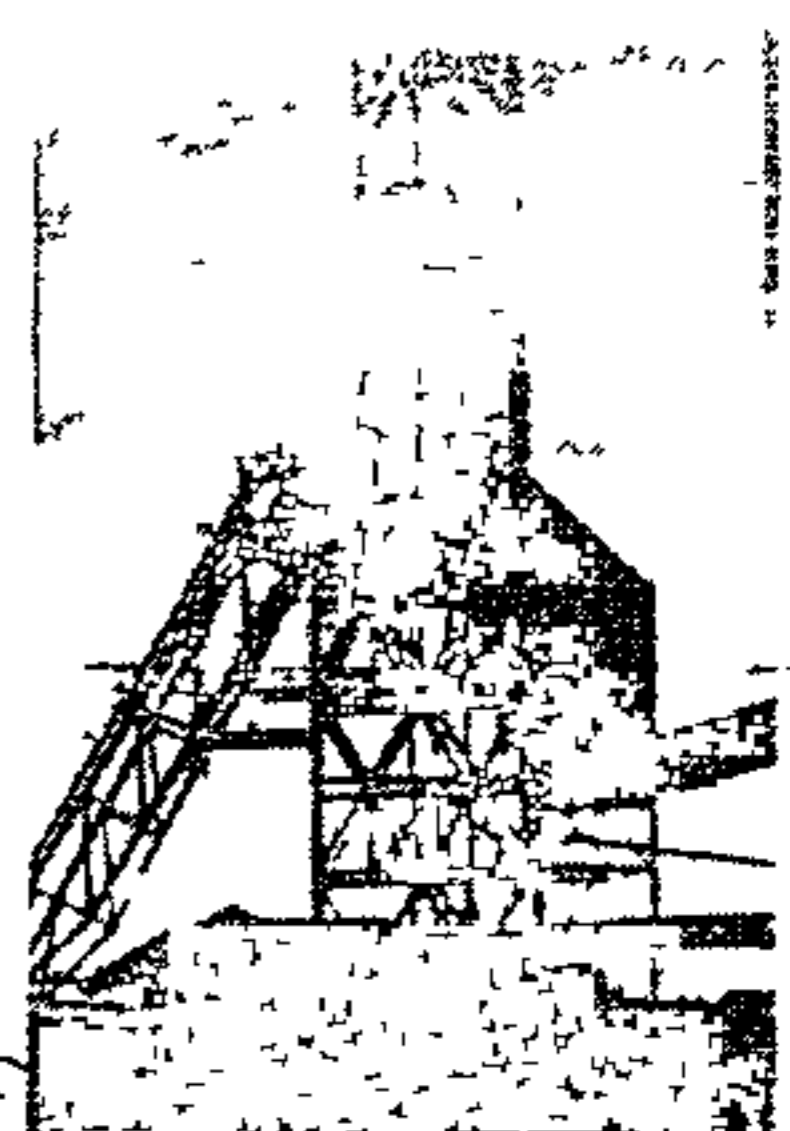
- 5 45 Prologue
- 5 50 Masidiale (Educational)
- 6 02 Ikhaya Labantwana (Educational)
- 6 14 Uchunge-Chunge Lomculo Music competition based on all TV2 music programmes
- 6 32 Ezemidlalo Piet Crous's celebration party after he retained his WBA junior heavyweight title, a weekend sports preview, the Boxer of the Month Competition and an interview with boxer Arthur Mayisela
- 7 00 News
- 7 12 Eziematheni/Undaba — Mionveni (Magazine)
- 7 24 Jikelele (Magazine) Happenings in Durban and the Transvaal
- 8 10 Sanford And Son (Comedy)
- 8 38 Irafu-Indlela Entsha Yobomi (Tax In Our Society)
- 9 00 News
- 9 22 Weather
- 9 25 Epilogue

TV4

- 9 33 The Yellow Rose Divided We Fall The Champion clan struggle to keep their ranch out of the hands of a



SACKED!



THE mass dismissal of more than 17 000 workers from two mines in the Transvaal has brought a flurry of condemnatory telexes from international and local labour organisations to the Anglo American Corporation and Anglo Vaal **SHERYL RAINE** takes a look at the merry-go-round of claims and counter-claims that surround the dismissal debacle

Why the mineworkers went

W/E ARGUS 4/5/85 ~~177~~ ~~177~~ ~~177~~ ~~177~~ ~~177~~

JOHANNESBURG. — To uninitiated outsiders, industrial relations experts and hardline trade unionists the decision by two of South Africa's mining giants to sack 17 400 workers has been met with shock, perplexity and dismay.

Even now as the dust begins to settle over the biggest single cleanout of labour in the country's history, there are more questions than straight answers on the dismissals

Only one thing is absolutely clear

At a cost of millions, the Vaal Reefs gold mine owned by Anglo American has fired 14 400 people and Hartebeesfontein gold mine owned by Anglo Vaal has sacked at least 3 000

The questions on everybody's lips are What happened? Why the firing trigger from mining giants who've enjoyed a relatively enlightened image in the new age of local trade unionism?

The answers differ depending on who you speak to

The National Union of Mineworkers (NUM), led by general secretary Cyril Ramaphosa, says the reason for a strike at Vaal Reefs last Thursday and Friday centred on a management decision to dismiss 700 workers for allegedly refusing to carry out instructions to do work reserved for white miners in terms of the Mines and Works Act

Gunpoint

At Hartebeesfontein, he says, an almost simultaneous strike was caused when four shaft stewards were dismissed, marched at gunpoint from the mine and sent home. Workers who witnessed this downed tools

He believes the decisions to fire constituted a tough exercise in management muscle rippling calculated to deal the union a devastating blow. He sincerely believes the whole debacle could have been solved through negotiations with the union

That's his story and he's sticking to it,

Bobby Godsell, Anglo American's head of group industrial relations, says the firing of 14 400 at Vaal Reefs was the climax to six to seven weeks of go slows, half

shifts, boycotts of concession stores and liquor outlets, disruptions, individual work stoppages and negotiations with NUM whenever grievances were tabled. The last mass refusal by workers at the south division of the mine to go to work last Friday was not preceded or followed by union demands or any articulation of grievances

Several grievances tabled by the union had been settled to the satisfaction of both parties. The job reservation issue raised by a group of workers had been discussed and, in management's mind, had been settled

Anglo Vaal has said that trouble at Hartebeesfontein had simmered for some time and included boycotts and an invasion by junior staff members of the senior dining room

Both say the strikes were wildcat affairs and constituted a last straw to management's tolerance

That's their story and they're sticking to it

But there are broader issues involved

Mr Ramaphosa has said that the use of black miners to do "white jobs" in the mines is rife. The Mines and Works Act, which reserves certain jobs for scheduled persons (ie white miners), is being contravened liberally

There are some who believe this is the shrewdest card being played in the dismissal debacle and that the raising of the job reservation issue at this point gives the union's strategists ten out of ten

It appears that, strategy and cynicism aside, the NUM has a very valid point

Asked what the position at Vaal Reefs is and the situation in the mining industry generally, Mr Godsell made it clear that Anglo American was opposed to the racial allocation of jobs on the mine and committed to changing that. Some mineworkers with access only to the Mines and Works Act could misconstrue what was in their job descriptions if they failed to consult the exemptions granted by the government mining engineer

However, at the end of the argument he is obliged to concede that the regulations are not 100 percent respected in practice

There are black miners doing white jobs and it's an issue on which the miners have management's sympathy, says Mr Godsell

That's cold comfort for Mr Ramaphosa and his 110 000 members "Our men are doing the jobs and not getting the money," he says bluntly

One task he raises is the charging up of the face. Regulations say black miners can do the job as long as a white miner is in sight or within 30 metres. Black miners, he says, are doing the job in the absence of white miners. He claims that this has enabled management to get by with fewer miners

The party is over, he warns

Notices have been sent to all NUM members informing them to the last detail about what the law allows them to do and instructing them to refuse to do "white" jobs

This, he promises, will slow production at every mine where the NUM is organised. And it will all be legal

Another vital issue concerns the question of union control. Did, for instance, the NUM call the strikes at Vaal Reefs? Or was the union out of control?

Mr Ramaphosa "There is a lot of control. We have set up specific structures to ensure that there will be discipline and control within the union. We have a regional committee, a branch committee and a shop stewards' council. All these structures ensure there will be discipline and control. Decisions are taken by the workers jointly and there is the whole worker control principle that we adhere to

Mr Godsell "In our view the union did not order that strike. The NUM is in a vast industry and the process of unionisation is not completed overnight. Vaal Reefs has tended to come in at the end of the queue in terms of unionisation. It is interesting to note that recognition of the NUM had been processed at the east and west divisions of the mine but not the south division where the strike occurred. It is fatuous for anyone to expect any union which is not yet recognised to control worker actions 100 percent"

He takes care to say that Anglo American regard the NUM as their partners in trying to create adequate channels for the tabling of grievances and looks to the NUM for assistance and support for the maintenance of good order on the mine in future

Blacks claim blasting law broken on mines

~~277~~ (177)
CONCERN for safety may have been the main reason for the strike at Vaal Reefs mine which led to 18 000 black miners being fired.

The National Union of Mineworkers says black miners believed they were in danger because of inadequate supervision of blasting operations

The miners say that the Mines and Works Act, which sets aside blasting for "scheduled persons" who must be white, is being widely breached by mines

Underqualified blacks, say miners, are charging up and "barring down" afterwards — some of the most dangerous operations in mining

Anglo denial

Cyril Ramaphosa, general secretary of the National Union of Mineworkers, says the mining industry is riddled with contraventions of the Act.

The Government Mining Engineer was not available for comment

Anglo American Corporation says that its mines operate strictly within the law. But one source says head office may not know what goes on underground

The National Union of Mineworkers, which represents about 8 000 of strike-ridden Vaal Reefs' south division workers, claims blacks were required to charge up

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By Amrit Mangas. Times, 5/5/85

without supervision from certified white miners

Management says work related to blasting was done in terms of the workers' contracts and complied with the Mines and Works Act.

Although the dust seems to have settled after strikes at Vaal Reefs and Anglovaal's Hartebeestfontein mines, labour observers believe the damage to industrial relations will have far-reaching consequences

Labour consultant Andrew Levy says "This is only the beginning of labour unrest. Worse can be expected in the next six months when talks to scrap job reservation begin

"The mass dismissals at Vaal Reefs and Hartebeestfontein served only to raise militancy"

The union says Anglo American will take workers

back after reassessing the NUM's strength

A labour lawyer says "The dismissals were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated

"Negotiations on job reservation start soon and the mining houses cannot afford continued labour unrest."

The NUM is in dispute over a 10% wage increase granted to a small section of Anglo American miners. The dispute affects 98% of its work force

The union is also in a dispute with Gold Fields over a holiday pay agreement, affecting about 65 000 miners

The NUM has applied for a Conciliation Board to hear the dispute. The mining houses can oppose this. If the NUM's request fails, a legal strike could be called.

Biggest ad agency

YOUNG & Rubicam has been named the world's biggest advertising agency by the American journal, Advertising Age

The survey, covering 892 agencies in 72 countries including South Africa, is based on gross income

Young & Rubicam's billings for 1984 total \$3.2-billion

and its gross income \$480.1-million

Second in the rankings is Japan's Dentsu with a gross income of \$488.4-million. Dentsu, which remains the largest agency in terms of total billings, became affiliated with Young & Rubicam in 1984 and is now known as Dentsu Young & Rubicam.

Why the miners seek radical changes

By Craig Kotze

The mining industry's conservative nature condemns the black miner to seek radical changes but the system is not designed for this, said Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, last night.

He told a multiracial meeting at the South African Institute of Race Relations in Johannesburg that the status of black miners had not changed in the last 100 years.

He added that the the 130 000-member union would resist mine managements within the law to achieve change on the mines.

Pressure on the industry was necessary to achieve change, said Mr Ramaphosa, and if this did not work the only alternative would be to shatter the harmony of the mines.

There was, he added, nothing illegal about resistance and management used the miners' insistence to stick to the letter of regulations as an excuse for dismissals.

Mr Ramaphosa said: "When workers refused to carry white miners' satchels containing their food and comics because it was not part of their job description, management called it disobedience and started mass dismissals."

"This activity was one of the reasons to dismiss 14 000 workers because when white miners resigned, management felt the National Union of Mineworkers had gone too far."

He added that one of the reasons for the recent mass dismissal of 17 000 workers from the Vaal Reefs mine was because black miners refused to be forced into breaking safety regulations on underground rock-faces. Another point of resistance, said Mr Ramaphosa, was the evil system whereby leaders appointed by management were imposed on the workers.

This did not work, Mr Ramaphosa went on. But when workers tried to circumvent the system by electing their own leaders, dismissals followed.

Mr Ramaphosa warned: "It is the task of both the industry and the National Union of Mineworkers to seek change to defuse the time-bomb, but as management is not willing resistance is bound to continue."

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'Miners will fight job reservation'

MILITANT black mine-workers are to resist low wages, job reservation and other forms of exploitation in the mine industry this year.

They will also resist assaults, abuse and become more militant in demanding equal rights, opportunities and trade union rights

This message was spelt out by the general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, when addressing a mainly white audience at the South African Institute of Race Relations on Monday night.

He warned mine managements that black mineworkers were no longer prepared to become submissive and will use weapons, other than strikes, to fight for their rights in the industry, which is a pillar of South Africa's economy.

Strikes

Mr Ramaphosa's hardline policy comes in the wake of mass dismissals of miners by one of the country's giant miners, the Anglo American and the Anglo-Vaal following strikes at goldmines.

The workers — about 26 000 in number — were dismissed apparently over their concern for safety. They believed that they were in danger, because of inadequate supervision of blasting operations.

Several mine strikes have occurred this year so far, concerning wages, safety, unfair dismissals and funeral arrangements. These were mainly in the Transvaal and Orange Free State.

In his hard-hitting address, Mr Ramaphosa did not pull his punches,

By JOSHUA RABOROKO

when he announced that black miners were angry and will fight to the bitter end for their rights

In the past, black miners were often referred to as "kaffirs", "pickann", and often assaulted by white miners. They have since changed their attitudes and retaliate when abused.

"This is so, because they now have union rights, which means protection. The old days are over and mine managements can now expect workers to offer resistance to those who do not want to listen to blacks."

'Baas'

Although the Master and Servants Act has been repealed, some white miners still believe in being called "baas" and black miners have resisted this, Mr Ramaphosa alleged.

"We will fight this and other injustices which dehumanise our members, especially underground. We are aware that some head offices do not know of these incidents.

Mr Ramaphosa said there will be further disruptions in the mines if the managements did not defuse the time bomb — the arrogant behaviour of white-miners underground.

He announced that the National Union of Mineworkers is due to start its annual negotiations with the Chamber of Mines. This year "we have resolved to bring the issue of job reservations to the round-table."

The Chamber has held talks with white

unions on the issue and have excluded us — the very people whose problem needs to be solved. If the chamber does not meet our demands on this issue then we shall be forced to put pressure on them.

For far too long now, he added, has this issue been on the table and the time is ripe that it be abolished or the Chamber will be forced by the Government to introduce legislation on it. "We cannot wait any longer," he said.

They wanted job reservation to go in the mines and the wage gap to be narrowed. Wages have been the major source of strikes in the mines and that is why the union has been blamed for being "trouble-shooters"

"This we deny as absolute nonsense because black miners are lowly paid. The mine industry is reluctant to negotiate with the union in good faith.

Opposed

In answering a question, Mr Ramaphosa said his union was opposed to the migratory labour system and it must be done away with. However, this system did not affect the union's membership.

The union has connections with overseas unions and was intending to spread its wings in Lesotho, Botswana, Swaziland. "We have had difficulties in the so-called homelands, but have trained shop stewards in one state."

His union also has an informal relationship with the Black Allied Mining and Construction Workers Union. "We have exchanged ideas on some important aspects but there is no formalisation so far"

Blast at Westonaria kills three miners

B-Day 13/5/85

By PHILLIP VAN NIEKERK

THREE miners died and one was seriously injured in an explosion underground at the Libanon mine near Westonaria, a spokesman for Gold Fields of South Africa has confirmed.

The National Union of Mineworkers (NUM) claims the accident occurred while black miners were involved in blasting operations without the supervision of white miners, a contravention of the Mines and Works Act.

The NUM has charged that black workers routinely do tasks for which they are not trained nor paid or are not supervised according to the provisions of the Mines and Works Act.

The union holds that it was this issue — the refusal of black miners to do work they were prohibited from doing in terms of the Act — that sparked the recent dispute at Vaal Reefs which led to the firing of 14 400 workers.

The GfSA spokesman said a Government Mining Engineer (GME) inquiry into the accident — which occurred on Tuesday — was to be held early this week.

He denied there had been contraventions of the Act and said this was an issue at which the GME inquiry would look.

● THE white Amalgamated Engineering Union (AEU) has called on the Chamber of Mines to delay talks aimed at reaching agreement within the mining industry on the scrapping of racial job-reservation.

The AEU is one of the 10 white unions that has been meeting with the chamber for more than a year to

hammer out agreement on the issues of an industrial council for the industry, job-security and job-reservation.

Its call to delay consideration of job-reservation comes at the same time as the NUM, excluded from the talks, is pressing for the chamber to scrap mining apartheid.

In an editorial in its official journal, the Metalworker, the AEU's general secretary, Mr Tommy Neethling, accuses the chamber of "insincerity" for linking the industrial council to the job-reservation issue.

"When the chamber first put forward proposals for a structure a year ago, we expressed the hope that the unions were about to succeed in their efforts to secure an industrial council for the mining industry. But that hope has been fading fast."

The editorial says that while the worker might stand to gain, if the first issues of job security and an industrial council were resolved, there were no guarantees that this would be permanent, whereas scrapping job-reservation would be "irrevocable".

"Because of the complexity of the issues involved, to try to tackle all three issues simultaneously would unnecessarily delay reaching agreement on issues of importance to our members."

The editorial advocates that the first two issues should be dealt with before the issue of job-reservation is tackled.

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24/5/35

Job reservation must go now — Goodall

From
ROY DOWLING

CAPE TOWN — Urgent action should be taken to eliminate job reservation in the mining industry, the Opposition spokesman on mineral and energy affairs, Mr Brian Goodall, said in the Assembly yesterday

"Job reservation should go, and go soon" "We have waited a number of years for employers and employees to sort out this problem," but nothing had happened, Mr Goodall said

During the mineral and energy vote, he said it was essential that the Minister, Mr Danie Steyn, "takes action now"

The mining industry would be entering a "very delicate phase" during the coming

months. Pay talks between the Chamber of Mines and the National Union of Mine Workers would start soon and there had already been a number of strikes this year

It was essential that labour stability in the mining sector was maintained because, not only was the industry of immense importance to the country, but there was growing concern among overseas investors about the possibility of labour unrest in the South African mining sector

A recent report in the influential Wall Street Journal said overseas investors were avoiding South African gold shares because of the labour problems they foresaw in the industry

Labour unrest would also assist the disinvest-

ment lobby overseas

The end of statutory job discrimination would not prevent labour unrest, but it would improve the climate for labour stability in the mining sector

The Wiehahn Report had stated that since 1964 there had been a shortage of skills in the mines. Subsequent departmental reports had pointed out that little progress had been made in the elimination of job reservation during discussions between mining employers and employees

"We cannot see out the twentieth century with policies that were applied at the beginning of the century"

He appealed to Mr Steyn to end "this discriminatory practice as

soon as possible"

Mr Goodall also said more minerals should be exported in a processed form

The mining industry had over many years, been the backbone of the country's economy "However, we must ask ourselves whether we are exploiting our natural advantages in the most effective manner

"We are still exporting many of our minerals in an unprocessed form. We should develop industries which can use our metals and minerals in a processed form"

The development of a large scale jewellery industry for example, would make use of minerals in their raw form and earn the country more revenue when the processed goods are exported

Carous would job f...
by its horns" and throw

Riding roughshod

The South African mining industry is set for a rough ride this year when the National Union of Mine-workers and the Chamber of Mines meet to negotiate pay increases and working conditions in the next few weeks.

Although the parties have not set a date for the talks, labour consultants, lawyers and unionists, have already indicated that if a deadlock is reached widespread industrial action with serious effects could follow.

They say there are clear indications of discontentment by mine-workers in the industry, because already over 60 000 black miners

have been involved in strikes and work stoppages so far in 1985.

This is also because the NUM is in dispute with Anglo American and Anglo Vaal — owners of giant goldmines — over wages granted earlier this year. This was preceded by strikes

NUM members have also launched numerous boycotts of liquor outlets, concession stores and taxi services on the mines, and mine managements have claimed several incidents of in-

LATER this year the National Union of Mineworkers (NUM) and Chamber of Mines meet to review salaries. A major strike was averted last year when agreement was reached at the eleventh hour. SOWETAN labour writer, JOSHUA RABOROKO (left)



ustrial sabotage perpetrated by workers.

The dust had hardly settled after these reports were made when NUM's general secretary, Mr Cynl Ramaphosa, spelled out a strategy he called "resistance" by black miners, which will include demand for higher wages and the abolition of job reservation in the mines.

Mr Ramaphosa says the union's strategy this year will also include an attempt to change the system in the mine industry

in mine negotiations

Sowetan
24/5/85

Although he declines to list the proposals the union has presented to the Chamber of Mines, Mr Ramaphosa says action will include

- Physical retaliation to assaults by whites on blacks at the workplace,
 - A refusal to allow the continuation of "racist" practices by whites, and
 - A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is completely eradicated.
- The union claims the contraventions are widespread and Mr Ramaphosa's utterances raise prospects that the mines' production may be hampered if his members carry out these actions.

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, admits that the mine industry might be hit by unrest if the negotiating parties "do not cool their heads".

He says the talks could be touchy, but also hopes that both parties will be reasonable to avoid unrest.

He concedes that there were wage strikes in September last year which involved only five mines, only eight of 99 Chamber of Mines and



MINE WORKERS facing tough wage negotiations.

agreement with the chamber of mines three years ago, several strikes have erupted and mine houses have blamed the union for instigating them.

The union has also been excluded in talks which focused on the abolition of the last vestiges of apartheid in the industry — job reservation.

Responding to these issues, Mr Ramaphosa

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ten there was a not negotiated and agreed any grievances and disciplinary procedures. They used those which the mines have Those procedures, he adds, differ from mine to mine and are often deficient. The strikes were accused that its managements, in some instances, refuse to negotiate in "good faith".

NUM is in a mean mood as its membership has doubled since last year's negotiations. The union maintains that its membership is 110 000 of which 60 000 are paid up.

It will be more tough as there are signs that mining houses are divided over wages. Some sources have revealed that Anglo and Johannesburg Consolidated Investment, were prepared to offer a 23 percent increase while the other houses are looking at a 10 percent increase.

However, a spokesman for the companies has declined to comment on their offers and

NUM leader Mr Ramaphosa. said these will be discussed at the negotiation table. The talks to scrap job reservation begin.

The mass dismissals at Vaal Reefs and Hartbeesfontein served only to raise militancy, he added.

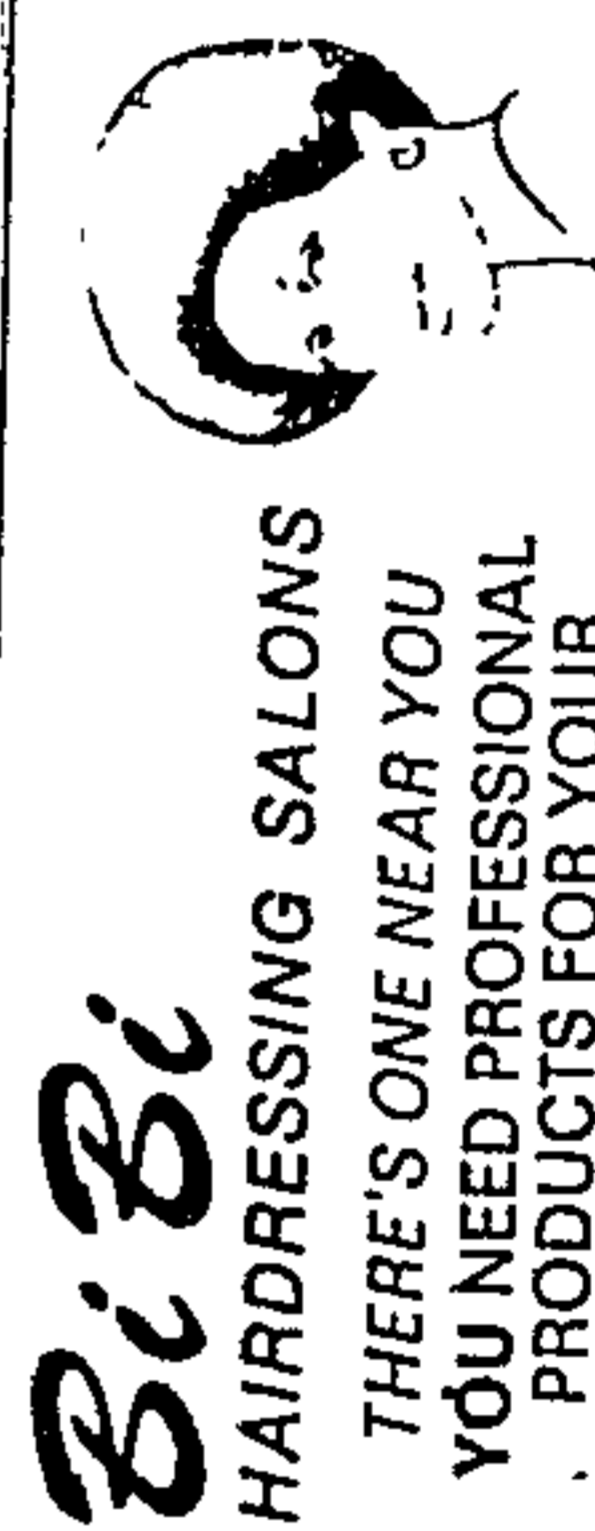
A labour lawyer says "The dismissals at the mines were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated." Negotiations on job reservation start soon and the mining houses cannot afford continued unrest," the lawyer said.

The delay in wage and other demands made by the union may cause conflict.

The union has recognition agreements with the following President Steyn, President Brand, Kloof, Elandsrand, Western Holdings, Western Deep Level, Mines and Hospitals, Marievale, Hartbeesfontein, Blyvooruitzicht, Free State, Geduld, Vaal Reefs, East Driefontein, Douglas, Wolwekrans, Van Dyk's Drift, Coalbrook, Duvha, Rietspruit, Kriel, Arnot, Tweefontein, SA Coal Estate, De Beers, Rand Refinery, Rand Mutual Hospital, Teba, Ergo, Chamber of Mines Sports Club and Nuclear Fuel Corporation.

On the whole the chamber and the NUM are walking a tightrope in eliminating long standing traditions between workers of different races — and the black miners' material claims are being forcefully put. The road ahead seems to be rough.

Labour consultant, Andrew Levy says.



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Chamber and white miners in deadlock over wages

By CLAIRE PICKARD-CAMBRIDGE

ANNUAL wage negotiations between the Chamber of Mines and the Council of Mining Unions — representing about 25 000 whites in the industry — have ended in deadlock

The CMU's eight member unions are to take a strike ballot this week following rejection of the Chamber's offer of a 10,5% increase across-the-board

The union have moderated their initial demand of a 20% increase, along with other benefits, to an 11,5% increase

Union spokesmen said their legal options after deadlock had been declared included requesting mediation or arbitration, or taking a strike ballot among members

"But the Chamber does not favour mediation or arbitration so we will have to assess whether members want a strike," the spokesman said

Chamber of Mines President George Nisbet confirmed deadlock had been reached at the negotiations

He said the 10,5% offer had included back payments to May 1 if it had been accepted. But now the offer of back payment falls away unless a different agreement is reached later

It is believed a strike of this nature could be very damaging to an industry already affected by several mass black miners strikes this year

Union foresees conflict

Dispatch Bureau

JOHANNESBURG —

The 150 000-strong National Union of Mineworkers (NUM) has forecast conflict over racial job reservation on the mines in spite of a statement by Mr Danie Steyn, Minister of Mineral and Energy Affairs, that it will be abolished next year.

In a statement yesterday the NUM said it regarded Mr Steyn's announcement as a statement of intent.

"Since 1979 announcements have been made on the need for amendments to the Mines and Works Act, but they've never mentioned how or where these changes are to be effected," the statement said.

The NUM said that in its view December — the deadline date for the chamber and the white unions to reach agreement on how job reservation could be scrapped — was "very far".

The NUM statement said "Our union has already set the scene for conflict before December. Our members have been waiting patiently for changes in the act and their patience cannot be extended till December."

Spokesmen for the Chamber of Mines and the Mine Workers Union (MWU) refused to comment until they had seen the full text of Mr Steyn's statement.

Mixed feelings over laws

By JOSHUA RABOROKO

177

At Sowetan

28/5/85

TRADE unions and employers' organisations have mixed feelings about the Government's intentions to scrap the laws which keep blacks out of the best jobs in the mining industry — the Job Reservation Act.

The unions have called on the Government to abolish all racially discriminatory laws in the country, while the employers' or-

ganisation contend that they welcome the Government's intentions to change the law — the last of the racial provisions in South Africa's labour laws

The Minister of Mineral and Energy Affairs, Mr Dame Steyn, announced last week that the Government intended introducing legislation next year which will scrap job reservations on the mines

At present only

whites and some categories of coloureds can get blasting certificates

A section of the 1956 Mines and Works Act defining as "scheduled person" the racial categories entitled to skilled jobs, is the only statutory item of racial discrimination remaining in South Africa's employment legislation

The term "scheduled person" will be replaced with the non-racial term "competent person" in

the new law

The National Union of Mineworkers, the only black union that has a recognition agreement in the mines, said its members were impatient with the scrapping of the law. They felt that the time the Minister has put for the changing of the law — next year — was too far because there could be conflict before that

The union has presented proposals to the Chamber of Mines including the demand that job reservation be scrapped on the mines failing which the union has threatened industrial action

The Black Allied Mining and Construction Workers' Union's publicity secretary, Mr Motsumi Mokhni, said "We are not impressed by the announcement because the Government has refused to listen to calls from various quarters in the past. We want higher wages, health and occupational health for our members. Black miners get a pittance on the mines

United Mining, Metal and Allied Workers' Union's secretary Mr Enoch Godogwana said the Government should scrap all racial laws in the country. "We see this announcement as "paper work" because our people will still not earn enough and not receive training because of the migrant labour system," he said

ARGUS 6/6/85 (177)

Job reservation for whites ends in Provincial Administration

Provincial Staff

JOB reservation for whites will no longer be applied in the Provincial Administration, the Administrator, Mr Gene Louw, announced in the Provincial Council

During the third-reading debate on the budget, Mr Louw said with "the acceptance of the concept of own and general affairs in this new constitutional dispensation", Government departments, the Provincial Administration and their divisions dealing with general af-

fairs, would be staffed by coloured, Indian and white people and "in specific circumstances, also from the black community"

This meant that posts traditionally reserved for white people would be open to other groups

All appointments and promotions would be based on merit, and the "avenues for advancement" of coloured and Indian as well as black officials in certain cases, would increase dramatically

MINE JOB BARS

Behind the pact

Minister of Mineral and Energy Affairs Dame Steyn was able to announce with confidence in Parliament that December 31 is the target date for scrapping remaining elements of job reservation on the mines — because he had made a deal with a representative of the white Mineworkers' Union (MWU)

The FM has established that it was in fact the arch-opponent of the change — general secretary Arrie Paulus

For the mining industry, the implications of the Minister's move are immense. Talks on the issue between the Chamber of Mines and the established trade unions in the industry have been taking place for the past four years, ever since government instructed them to do so in a White Paper on the sixth Wiehahn Commission report.

At the heart of the debate is the Mines and Works Act's definition of "scheduled person," which prevents blacks from obtaining certificates of competency to perform skilled work. There are 13 such certificates, the best-known of which is the blasting certificate, or red ticket. The commission's recommendation — which government accepted

— is that the definition should be changed to a non-racial one of "competent person."

The "scheduled person" definition is the last remaining job reservation provision in the mining industry and is the most tricky to change, since it touches on the very sensitive nerves of political-

ly conservative white miners, who fear being undercut by cheap black labour

The MWU's members — who generally have no higher qualification than a blasting certificate — stand to lose the most if the definition is changed and the trauma of 1922 is not forgotten. That is precisely why government gave the employers and unions a "reasonable time" to conclude the negotiations and also instructed them to ensure that "adequate measures" to protect the job security of white miners is included on the agenda.

The negotiations got under way in 1982, but did not really begin in earnest until early last year. By agreement, the talks cover three issues

□ The future industrial relations structure of the mining industry. This is prompted by concern that there are no adequate structures to ensure that agreements are monitored and enforced,

□ Measures to protect white miners' job security, and

□ Changing the definition. This will only occur once the other two issues have been settled

□ According to chamber industrial relations adviser Johann Liebenberg, the discussions on the future industrial relations structure have reached an advanced stage. This may lead to the establishment of an industrial council or some similar type of body. Liebenberg says the talks on security of employment have "progressed"

Nevertheless, it appears that government's patience is running out, and the Minister has exercised his prerogative to step in to speed up the talks. He has also asked all the unions involved for recommendations on

the wording of a new non-racial "competent person" definition. Says Louw Alberts, director general of Mineral and Energy Affairs: "We feel the situation has now arisen where a target date must be settled. The 'reasonable time' should come to an end at the end of December"



Ramaphosa

The Minister's agreement with Paulus seems to have given a new impetus to what appears to be stalled negotiations. Says Liebenberg: "We are not aware of the details of any agreement which may have been reached between the Minister and certain trade unions. We understand from press reports that the Minister has now given the parties concerned up to December 31 to conclude the negotiations"

Liebenberg says the chamber will do its very best to negotiate a satisfactory solution within the time limits set by the Minister, "which enables us to utilise all the human resources at our disposal effectively and equally without taking race into account, but in such a manner that fears regarding security of employment are not heightened"

Despite Liebenberg's comments, it could well happen that the deadline will not be met. If so, the Minister will have to act to settle the issue for once and for all.

Severe pressure must have forced the Minister to intervene in the talks. Several mining houses — and in particular Anglo American Corporation — have in the past expressed dissatisfaction with the slow progress. But lately there have been important new developments. The black National Union of Mineworkers (NUM) — which has been excluded from the talks — has placed a demand that the definition be changed on its list for its forthcoming wage negotiations with the chamber.

The issue is complicated by the fact that black miners actually perform many of the functions of blasting certificate holders in terms of exemptions to the Mines and Works

Act. NUM general secretary Cyril Ramaphosa has claimed that the Act's regulations are being violated.

Ramaphosa also says that several strikes have centered on this issue and that his members will in future work to rule. If they carry this out, it has ominous implications for mine production levels.

Says Ramaphosa about the agreement with Paulus: "We have heard that agreement has been reached — but we don't know what its terms are. In our view, it is just too little too late"

He says his union's demand still stands: "If they want us to back down, they will have to come up with very clear assurances, and the Minister will have to tell us exactly what the agreement will be. Without that, we are not prepared to back down"

Ramaphosa fears that whatever definition of "competent person" is finally settled on — whether it be by agreement between the parties or by ministerial decree — may involve changes to the job descriptions of the various mining job categories. This, he believes, could mean that blacks will not gain much by way of pay or status.

Liebenberg, however, dismisses these fears. He says the chamber has already given the other unions an undertaking that the principle of equal pay for work of equal value will apply if the definition is changed.

Nevertheless, the FM understands from other sources that job descriptions could be changed and that because the chamber would have to negotiate this with the established mine unions, certain issues could be non-negotiable.

Whatever the upshot, it is clear that by obtaining Paulus's agreement, Minister

Steyn has scored a major coup. Whether Paulus is perceived to have capitulated will depend on what undertakings he receives from employers about white workers' job security.

Confusion still surrounds Paulus's reasons for "retiring" from the MWU earlier this year and then resuming his position some weeks later. But an informed source outside the chamber says he came back because of differences between two factions in the union over who should succeed him and what stance the MWU should take on the "scheduled person" issue. The source says it is believed that the problems have now been sorted out.

If this interpretation is correct, Paulus's talks with the Minister must be seen as him giving in to the inevitable and victory for the MWU's pragmatists.

□ Paulus says this article is inaccurate but would not make any other comment



Paulus



Liebenberg



Mr Azael Ntilane

It's a first for Azael Ntilane

17/6/85

MR AZAEL Ntilane — a plant metallurgist at Rietspruit open cast coal mine — has become the first black man in South Africa to obtain the National Higher Diploma in extraction "metallurgy".

According to a statement by the company Mr Ntilane has a solid record of practical experience to compliment his academic achievements. He started work as a laboratory assistant at the plant in 1978, having obtained a Bachelor of Science degree at the University of the North the year before.

Two years later he became the head of the mine's coal processing plant laboratory and after obtaining his diploma in 1984 he was appointed metallurgist.

He is currently studying for a Bachelor of Commerce degree with Unisa.

'Police are concerned about the safety of all SA people and groups'

THE SOUTH African Police have said they are concerned about the safety of all individuals or groups in the Republic.

This was after the SOWETAN carried a front page story on Friday about an alleged group of 30 men who have been employed by some whites to eliminate several prominent black leaders. The police unit of Public Relations in Pretoria said "As far as can be established the SAP have not officially been informed of these allegations. We only learned of this through the newspaper reports."

"But we will do everything in our power to ensure the safety of all people in the Republic," police said in a statement.

The list of the leaders to be eliminated or kidnapped include Bishop Desmond Tutu, Rev Joe Seoka, Rev David Nkwe, Mrs Deborah Mabiletsa, Mr Terror Lekota, Rev Lebamang Sebidi, Ms Amanda Kwadi, Mr George Wauchope, Mr Saths Cooper, Mr Pirashaw Camay, Mr-Kehla Mthembu and Rev Frank Chikane.

Political Act must go

THE Prohibition of Political Interference Act had made a laughing stock of the political system in South Africa, Mr Salaam Abram-Amyet (NPP elected by members) said in the House of Delegates.

Mr Mayet said during the debate on the Constitutional Affairs Amendment Bill that the Act should not have been introduced in the first place.

The Bill seeks to re-

peal the Political Interference Act, cancel future provincial elections and postpone local government elections until 1988.

Several Solidarity members opposed the clause dealing with the postponement of local government elections.

This, they said, detracted from the democratic right of people to elect public representatives for fixed terms of office.



Council will render a satisfactory night soil removal service which can be extended according to demand or when the need arises

- (3) No
(a) to (c) Falls away

(d) (i) This happens three times a week and was accordingly done last night

(ii) The Cape Divisional Council

(4) No

(a) to (f) Falls away

(5) Yes

(a) On various occasions

(b) From inhabitants of the squatter camps

(c) (i) Additional buckets were required as the demand increased

(ii) The response to these representations has always been positive and steps were taken immediately

(6) No

The above information applies to the bucket night-soil system administered by the Western Cape Development Board. Earlier this year after negotiating with the Development Board a private body erected forty prototype toilets experimentally at the squatter camps.

After approximately eight weeks these toilets became full and special equipment had to be provided by a private firm to clean them. They have subsequently again become unserviceable and negotiations are at present being held between the Board, the private body concerned and the Cape Divisional Council to find a method to service these toilets. In the interim they have been temporarily with-

drawn from further use in the interest of the community.

These toilets are not part of the official night-soil removal service for which the Western Cape Development Board is responsible and were erected by the private body. An adequate bucket service is still provided to all squatter areas.

Crossroads Advisory Committee

*7 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

(1) Whether the Advisory Committee for Crossroads (a) has held further meetings since his reply to Question No 35 on 19 February 1985 and/or (b) is to hold any further meetings, if not, why not in each case, if so, (i) on what dates in each case and (ii) how many applications had been considered by this committee as at the latest specified date for which figures are available,

(2) whether any persons involved in these applications were granted permission to remain in the Western Cape, if so, how many as at the latest specified date for which figures are available,

(3) whether any terms and conditions were attached to the granting of such permission, if so, what terms and conditions,

(4) whether this committee has completed its work, if so, (a) on what date and (b) what is the status of the remainder of the persons on the lists of persons who were eligible to have their appeals heard by this committee, if not, (i) when is it anticipated that the committee will complete its work and (ii) what work remains to be done?

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(1) (a) Yes.

(b) No The committee completed its task

(i) 12 February 1985

(ii) 62

(2) Yes. 28

(3) No specific terms or conditions were attached to the permission

(4) Yes

(a) 12 February 1985

(b) Their presence in the area is illegal

(i) and (ii) Fall away

Mr K M ANDREW. Mr Chairman, arising out of the hon the Minister's reply, may I ask why the other 5 500 to 6 000 cases were not considered by the appeal committee?

The MINISTER Mr Chairman, it was not a question of there being 5 500 to 6 000 cases. There were 2 776 completed forms received. Of the names on the forms only 62 appeared on the lists that were compiled a few years ago, and after investigation it appeared that the evidence produced justified the confirmation of only 28 as being present in the Western Cape on 31 December 1978.

Mr K M ANDREW Mr Chairman, further arising out of the hon the Minister's reply, can he tell us whether those who were unsuccessful but who completed these forms were given reasons in writing as to why their applications had been unsuccessful?

The MINISTER Mr Chairman, I am not fully informed about the details, but I assume that they were not given full reasons in writing because there was no undertaking that such reasons would be given.

Mr K M ANDREW. Mr Chairman, further arising out of the hon the Minister's reply, is he not aware that the Chief Commissioner of the Western Cape gave such an undertaking about two years ago, namely

that reasons would be given in writing to such persons?

The MINISTER I shall follow that matter up, Mr Chairman

Western Cape: employment

*8 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

(1) Whether any restrictions are applicable in respect of the employment of Black persons in the Western Cape at present, if so, (a) what restrictions and (b) why in each case,

(2) whether it is the intention to take any steps in respect of these restrictions, if so, (a) what steps and (b) when in each case, if not, why not?

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) Yes

(a) In terms of section 10 of the Blacks (Urban Areas) Consolidation Act, 1945 (Act 25 of 1945)

(b) To regulate influx and thereby correlating supply and demand of labour and also the availability of housing

(2) Influx control measures are of present being investigated with a view to eliminating the negative and discriminating elements thereof. The Western Cape Coloured labour preferential policy has already been abolished and the relevant regulations have already been amended accordingly.

Legislation has just been passed by Parliament whereby section 10 of the Blacks (Urban Areas) Consolidation Act, 1945 (Act 25 of 1945) has been so amended that Blacks, also those in the Western Cape, enjoy greater freedom of movement.

Mr K M ANDREW: Mr Chairman, arising

ing from the hon the Minister's reply, may I ask him if it is then correct to interpret that answer as meaning that Blacks in the Western Cape are in exactly the same position in terms of laws and regulations as Blacks in other parts of the country who fall under the Blacks (Urban Areas) Consolidation Act?

The MINISTER Mr Chairman, I think that would be correct

Cape Peninsula: residence rights

MAN SARK 18/6/85 Q 1875
Mr K M ANDREW asked the Minister of Co-operation, Development and Education

- (1) Whether persons who were living in Old Crossroads as at 31 December 1978 have been granted permission to remain in the Cape Peninsula, if so, remain in the Cape Peninsula had been granted such permission as at the latest specified date for which information is available, (b) in terms of what statutory provision was this permission granted and (c) for what period are these persons entitled to remain in the Cape Peninsula,
- (2) whether any terms and conditions were attached to the granting of such permission, if so, (a) why and (b) what terms and conditions,
- (3) whether a stamp or authorization indicating that such permission was granted has been placed or entered in the reference books of these persons, if not, in what manner has proof of permission been indicated, if so, what is the wording of the relevant stamp or authorization,
- (4) whether the rights of these persons are the same as those of persons qualifying to be in the Cape Peninsula in terms of section (a) 10(1)(a), (b) 10(1)(b), (c) 10(1)(c), and (d) 10(1)(d) of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945, if not, what are the points of difference in each case, if so,
- (5) whether the status of these persons

differs from that of persons qualifying in terms of section 10(1) of the above-mentioned Act, if so, (a) why and (b) what are the points of difference in each case,

- (6) whether (a) these persons and (b) persons with rights in terms of section 10(1)(a) and section 10(1)(b) will be entitled to purchase property on (i) leasehold and (ii) freehold in (aa) New Crossroads, (bb) Khayelitsha, (cc) Site C, Khayelitsha, and (dd) other Cape Peninsula townships, if so, (aaa) when, and (bbb) on what conditions, in each case,
- (7) whether any persons are to be permitted to purchase property on (a) leasehold and (b) freehold at Site C, Khayelitsha, if not, why not, if so, (i) which persons and (ii) when,
- (8) whether there are any differences in respect of the rights being offered to squatters in Old Crossroads and adjacent areas who are prepared to move to Site C, Khayelitsha, and those granted to Old Crossroads residents who moved to New Crossroads, if so, (a) what are the differences, (b) who decided that there should be such differences and (c) why?

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION.

- (1) Yes
- (a) 24 902, as at 14 June 1985
- (b) Granted in terms of section 10(1)(d) of Act 25 of 1945
- (c) The fixing of time-limits has been abandoned
- (2) No
- (a) Falls away
- (b) Falls away
- (3) Yes An endorsement is made in the reference books, identity documents

or travel documents of the persons

The wording is as follows

"Permitted to be in the prescribed area of the Cape Peninsula/Cape Divisional Council until to reside at

Labour Officer

Date"

The word "residence" has been inserted in the space above which provides for a period

- (4) The rights are the same as those of other persons who qualify in terms of section 10(1)(d)

- (5) No, The rights are granted in terms of section 10(1)

(a) Falls away

(b) Falls away

- (6) (a) and (b)(i) As far as leasehold is concerned yes, provided that in the case of persons with a section 10(1)(d) qualification under the dispensation referred to in question 1 they will have to be declared as qualified persons either individually or as a category of persons

(ii) The detail in respect of freehold has still to be decided on but it is intended in principle to grant freehold as an alternative to leasehold

(aa), (bb) and (dd) Yes

(cc) No, a decision will be taken at a later stage in the light of the informal nature of the accommodation in this settlement

(aaa) After completion of the survey and the final prices for leasehold have been finally determined. As far as freehold is concerned no definite date can be given at this stage

(bbb) No conditions outside

the provisions of the law insofar as leasehold is concerned The position in regard to freehold has still to be determined

- (7) (a) and (b) As given in reply to in question 6(cc)

(i) and (ii) Fall away

(8) Yes

(a) To those who settled in new Crossroads a section 10(1)(d) qualification was given for an indefinite period Those settled in Site C, Khayelitsha, were given a section 10(1)(d) qualification for a period of 18 months

(b) The Minister concerned

(c) The permission concerned was granted on two different occasions and under two different circumstances

Mr K M ANDREW Mr Chairman, arising from the hon the Minister's reply, he will know that in a Press statement issued by him on 29 May, he told squatters from the Crossroads area that he was not legally empowered to grant such rights—being full permanent residential rights—to squatters who had entered the area illegally. In the light of his answer today and the fact that in terms of section 10(1)(d) people from Old Crossroads were granted permanent rights in the Western Cape, how was that statement justified?

The MINISTER It is not correct to assume that persons from Crossroads were granted permanent rights in terms of section 10(1)(d). They were granted rights for an undefined period at the discretion of the granting body.

Mr K M ANDREW Arising further from the hon the Minister's reply, may I ask why it is that people who are being moved to Site

CAC Trans 1/7/85

NUM claims
200 000 could
go on strike

From PHILLIP
VAN NIEKERK

JOHANNESBURG — Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two gold-mines have been given an ultimatum to return to work today

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend in protest against the Chamber of Mines' annual wage increases

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight

Increases

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal mineworkers — in spite of the dispute with the NUM which saw the conciliation board talks for both the coal mines and the gold mines deadlocked last week, opening the way for legal strike action

The increases vary between 14 and 19,6 percent and include concessions on working hours

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave al-

lowances, a half-holiday on May Day, shorter working hours and talks with white miners aimed at the scrapping of job reservation

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers on the 18 gold-mines where the NUM is recognized would support the strike

"We also have a presence on 12 more gold-mines, and workers on these mines feel just as strongly about the increases," he said "The point of the strike will, we hope, be to force the Chamber to bargain with us seriously in future so that they don't come to us with predetermined wage increases

"Once they see 200 000 are on strike, that would be a good sign to start negotiating in good faith. At present I don't think they believe we can muster that kind of strength"

Mr Johan Liebenberg, the Chamber's industrial relations adviser, emphasized that the amount they would be paying out from today was their final offer to the NUM, though he said the Chamber was still open to a "realistic" offer from the NUM

Yesterday a spokesman for Gencor confirmed that they would be paying less on the basic increases than the other five mining houses, but that their fringe benefits would in some cases be higher

By late yesterday Gencor was the only mining house to be hit by strike action

CLIVE KNOBBS, as the newly-elected president of the Chamber of Mines, will face one of the most important and difficult changes to be made in the history of the South African mining industry.

Knobbs will have to prepare the ground for the removal of job reservations in the industry and to convince white miners that their jobs are not jeopardised.

"It is understandable that, at this early stage of the development of the black trade unions, the white miners are a little fearful of the actions of the Chamber," says Knobbs. We need to convince the white miners that our intentions are honourable, and that there is no question of a sell-out.

"The mining industry suffers from a lack of skilled personnel at artisan level, and black miners will fill the vacant spots rather than force others out of work. We will enter a period of employment by ability rather than by reservation."

Knobbs believes that the industry is faced with a culture-shock situation that will be difficult to overcome unless there is a major shift in the attitude of both the black and white miner.

He believes that blacks will eventually move into senior positions on the mines, but the elapsing time will depend on a change in traditional thinking.

"At present the white miner tends to be quite far to the right in his political thinking, and this is something we must realise and take into consideration when implementing any changes.

"We are also in a difficult position concerning the social problems of black miner. Obviously, the migrant system will have to be re-viewed to allow the black miner to be integrated into the total running of a mine, which will be ex-

Employment by ability rather than reservation,

177
S. Day 1/7/87

Roy Bennetts meets CLIVE KNOBBS

Knobbs believes that mining will increase as a percentage of gnp. Particularly when the country begins to beneficiat certain minerals at home rather than exporting them as crude or semi-fined.

Any suggestion that South Africa should try and lessen its reliance on mining is seen by Knobbs as a senseless venture.

"South Africa is synonymous with mining and we should stick to the concept of the shoemaker and his last. This is our strength. Our people are the most skilled and experienced members of their craft in the world, and the mining industry must be encouraged to grow for the good of the country.

"The problem we face at this moment is the poor image of mining, and we must find a way to change this and attract more people with managerial potential into the industry.

"Career opportunities for a young man in mining are excellent and growing with each year. And the younger generation has a broader and more liberal attitude to black advancement.

"The more traditional views are changing all around us, and mining cannot remain the exception," says Knobbs.

On the subject of the price of gold, Knobbs agrees with the world's economists that the dollar is over-valued and must come

down, but feels that there will not necessarily be an immediate and proportional increase in the gold price.

"Investment money will eventually be moved away from the dollar, but other currencies are attractive at the present time and will attract a good percentage of spare investment capital.

"We are still experiencing a heavy physical demand for gold, and any future rise in price should provide for an opportunity to strengthen the rand.

There can be little doubt that the rand is under-valued at present, but the brakes must be applied to prevent too fast a growth as this will only lead to high inflation.

"The current value of the rand is having a curb on imports, but at the same time the high interest rates are preventing local development," he says.

Knobbs sees very little hope for a resurgence in uranium prospects. "Markets are already over-supplied, and there are more suppliers entering the business at a time when the building of nuclear power stations is almost at a standstill.

"Australia, Canada and now China are potentially big suppliers of uranium, which does not bode

well for any future price increases. Clive Knobbs, at 43, must be one of the youngest presidents ever of the Chamber of Mines. Certainly he must be the only British-born president in the past 10 years.

He was educated at St David's, Marist Brothers, Inanda, and at the University of the Witwatersrand and the University of South Africa.

Originally he planned to study medicine but found himself attracted to mining. After graduating in 1964 he joined Durban Roodepoort gold mine and at the same time started studying for a BCom through Unisa.

Having reached the position of underground manager at Durban Deep he was transferred to Harmony gold mine as a section manager in 1972. During his stay at Harmony he completed an MBL degree with Unisa.

Three years later he was appointed GM of Duvha colliery, then in the planning stage. After bringing Duvha to production, he was transferred back to Rand Mines' head office as MD of the chrome division. Two years later he was appointed MD of Harmony and, in March 1983, became deputy chairman of the group's Gold and Uranium Division.

Knobbs became a member of the Chamber's Council, the Executive Committee and the Gold Producer's Committee in January 1983.

In the same year he was appointed deputy chairman of the Gold and Uranium Division of Rand Mines and became chairman of the division, and Rand Mines' gold mining companies, in 1984.

'Voters must decide on work reservation laws'

Back white jobs or resign, mine union boss tells MPs

Members of Parliament representing mining constituencies should either oppose moves to scrap job reservation in the mining industry or resign so that voters can express their feelings on the matter, says Mr Arrie Paulus of the white Mineworkers' Union

In a recent edition of the union's mouthpiece, *The Mineworker*, Mr Paulus, the union's general secretary, stressed that the granting of blasting certificates to blacks was a sensitive issue for white mineworkers

"In this connection we need only draw the attention to the 1922 strike and other successive strikes," he said

Mr Paulus said the "honourable way out" would be for MPs representing mining constituencies to resign

COMMITTED

The Chamber of Mines has committed itself in principle to doing away with job reservation. The National Union of Mineworkers (NUM) is growing increasingly impatient with job reservation on the mines

The Government has set December 31 as a possible date for employers and employees to reach agreement on the words "scheduled person" in the Mines and Works Act

Mr Paulus said "there is no question of agreement between the Chamber of Mines and the Mineworkers' Union on this matter"

The recommendations of the Wiehahn Commission on the mining industry had not been released before the last general elections

As a result, he said, voters never had the chance to express their views on the granting of blasting certificates to blacks, which was recommended by the commission

Employers welcome 'black bosses'

Political Reporter

THE removal of restrictions preventing blacks from being placed in supervisory and managerial positions over whites in white group areas was 'no great advance', trades union spokesmen said yesterday.

But the move has been welcomed by employers, who said they had been lobbying for it for some time.

The Government announced the change in the Group Areas Act removing the restriction last week.

But some employers have ignored the restriction for some time and the announcement merely confirms what has been happening, especially in

the retail industry.

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, said 'Race classification and the Group Areas Act still remain and we would like to see the removal of both these from the statute books.'

He said the law had not been applied for some time and had become 'something of an embarrassment'.

Mrs Ruth Imri, general secretary of the Trade Union Council of South Africa, said 'We want influx control and the Group Areas Act to be abolished.'

Repeatedly

'Every vestige of apartheid must go.'

Mr Ken Hobson, general manager of the Durban Metropolitan Chamber of Commerce, said the chamber had raised the matter repeatedly in meetings with Cabinet ministers and MPs.

'The Government referred it from one committee to another without ever reaching finality.'

'It will regularise a lot of what has been happening under the counter, especially in the Durban area. But we don't anticipate any widespread change in employment patterns.'

Mr Hobson said most of the complaints the chamber had received from employers unhappy with the restriction had been from the furniture and allied trades.

Pick 'n Pay personnel director René de Wet said 'It was never really enforced and black managers are common in Pick 'n Pay today.'

'But it is nice to have it off the statute books.'

The managing director of Edgars, Mr Vic Hammond, said his company had been prosecuted under the restriction about five years ago.

'We are very pleased. There was a lot of unhappiness among our black staff because we had trained them to be managers and then found we could not make them managers.'

Heunis scraps S3 of Physical Planning Act

Pretoria Bureau

THE controversial section three of the Physical Planning Act — restricting the employment of blacks in the PWV area — will be scrapped on Sunday.

This was provided for in an amendment to the Act passed by Parliament earlier this year.

It has now been approved by the State President.

In a statement in Pretoria yesterday, Minister of Constitutional Development and Planning Chis Heunis said this meant that discriminatory restrictions on the employment of blacks workers in factories fell away.

Heunis said section three had been strictly adhered to in the PWV complex for the past 17 years.

However, the regulatory function of section three had not fallen away, but had been incorporated into section two of the act.

He pointed out that section 2 (1) (e) laid down that nobody could establish a factory activity on farmland which was not situated within an approved town

planning scheme, without the approval of the minister.

“Although section three of the act means no restrictions on the employment of a workers because of his colour, cognisance should be taken of the Regional Services Councils Act”

This provided for a regional services levy — a levy payable by the employer on the total wage and salary packages of its employees.

FCI Director Johan van Zyl said section three had restricted the employment of blacks in the PWV area by laying down a ratio of black to white workers.

However, he said, exceptions to the restrictions were freely given and, in fact, had little or no practical effect on the employment pattern.

“We welcome the repeal of the section. However, it is symbolic gesture indicating the removal of restraints on blacks” Van Zyl said.

3. Day
30/8/85

Whites opt for 'black' jobs

15/9/85 177 S-Times

By ALLAN SOULE

IN A bid to beat the unemployment blues, white workers are taking jobs usually reserved for blacks.

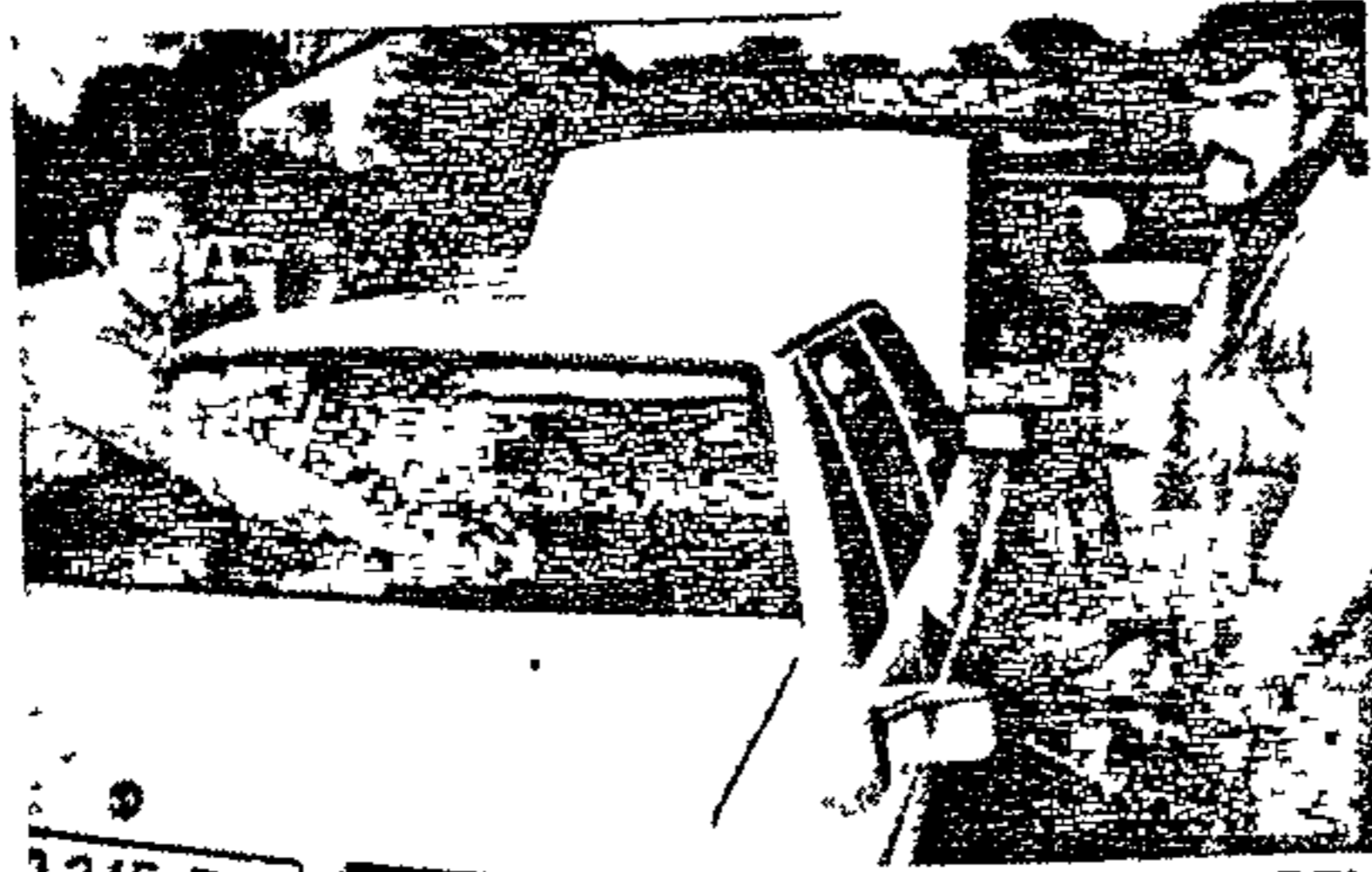
During the last few months an increasing number of desperate whites have swallowed their pride, rolled up their sleeves and plunged themselves into the unskilled labour market.

In major centres hard-hit by recession, small bands of whites swop five hours of back-breaking toil for as little as R4 a day in Government-sponsored unemployment relief projects

Epidemic

Said one white R4-a-day worker "I can't find a job and I need the money to support myself and my widowed mother I'm doing an honest job and I see nothing wrong with working alongside blacks"

In economically depressed Port Elizabeth, where unemployment has reached epidemic proportions, two white workers recently highlighted the crisis when they were employed as petrol atten-



Theo Kleinhans, left, and Marlus du Plessis, PE's new petrol attendants, get stuck into the job

dants

The managing director of the city's largest transport company, City Tramways, reported a significant increase in whites applying for jobs as bus drivers

In the same city, highly-qualified whites queue outside factory gates for jobs which often require a mini-

mum of skills. But their brave attempts at securing blue-collar employment have diminished significantly as retrenchments at local labour-intensive industries increase almost daily

Social workers in the city's poorer white and coloured suburbs report an alarming rise in the poverty level

While unemployment and its crippling social consequences gather momentum among whites and coloureds, the situation in black townships has already surpassed danger levels

A recent survey by Vista University students shows that more than half the employable black men and women in Port Elizabeth and Uitenhage are jobless

Disillusioned

Coupled to the unemployment problem is growing poverty and disillusionment within all racial sectors

Official unemployment figures released by the local Department of Manpower revealed a 100 percent increase in the number of white men under the age of 21 registering as jobless last month

Other indicators have also underlined the enormity of the problem

The Port Elizabeth City Council's director of housing,

QUOTE

"I can't find a job and I need the money to support myself and my widowed mother. I'm doing an honest job and I see nothing wrong with working alongside blacks"

Mr Eddie Samuels, this week disclosed that more than 1 500 people in the city had applied to the municipality for relief on their rents or instalments

Many of the applicants, he said, were either jobless or on short time

Mrs Annemarie Naude, Christelike Maatskaplike Raad social worker, said "There has been a sharp increase in the demand for emergency financial assistance, particularly among the unemployed in Port Elizabeth's northern and less-affluent suburbs"

White miners given security of

The President of the Chamber of Mines, Mr Clive Knobbs, says undertakings have been given to guarantee "security of employment" once non-racial employment is implemented in the mining industry.

Mr Knobbs said in Johannesburg yesterday that all employees, irrespective of race, would receive equal pay for work of equal value.

Mines which were members of the chamber would guarantee to the trade unions and officials' associations that their members' employment would be safeguarded. It would only be terminated for a reason recognised by law or for reasons jointly decided with the employee organisations, he said.

"Under no circumstances will the services of a member of the employee organisations be terminated

specifically to create a vacancy to be filled by someone of another race," Mr Knobbs said.

The chamber was prepared to institute a dismissal appeal mechanism for employees who alleged they were unfairly dismissed for racial reasons.

The chamber would guarantee that changes in work practices and conditions of employment resulting from the deletion of the scheduled persons concept would, if possible, not be introduced unilaterally, but "rather after consultation and negotiation with the employee organisations concerned".

Employment would be on merit.

The chamber rejected the setting of employment ratios for different racial groups in "scheduled person" occupations, said Mr Knobbs.

The chamber acknowledged the need, perceived by

some of the employee organisations, to monitor agreements between the chamber and employee organisations

The chamber proposed the establishment of an industrial council system to monitor and enforce industrial agreements

"The chamber has tabled its proposals in this regard and is now awaiting the proposals of the employee organisations concerned," Mr Knobbs said.

"We believe that our proposals offer the necessary guarantees to the white employees that their jobs will not be in jeopardy with the scrapping of the scheduled person clause but without impeding the advancement of blacks.

"The chamber believes in employment on merit

and a non-discriminatory remuneration policy," Mr Knobbs said.

"The scrapping of the scheduled persons concept will give the industry the enabling legislation to give total practical effect to that policy."

The Minister of Energy Affairs, Mr Danie Steyn, had set the end of the year as the target date for an agreement to be reached between the chamber and the employee organisations.

Failure to do so would compel the Government to proceed with legislation cancelling the scheduled persons definition during the next parliamentary session.

"We expect that the Minister will remain firm on this matter for, although the chamber would prefer to reach a mutually acceptable agreement with the

employee organisation rather than have a decision foisted on it by a third party, it would be better for the Government to take positive action rather than allowing the unacceptable status quo to continue indefinitely," Mr Knobbs said.

The scheduled persons concept excludes blacks, Asians and some coloured mineworkers from obtaining certain certificates of competency

The 13 categories concerned are a requirement for about 16 000 employees, or 2,8 percent of the workforce, on gold and coal mines linked to the chamber.

The most important of these is the blasting certificate which permits a person to hold the responsibilities and perform the tasks of a qualified miner. — Sapa

Job deal for whites angers black unions

SOUTH Africa's biggest black mineworkers' trade unions have been

By JOSHUA RABOROKO

SOWETAN
angered by mining houses' undertaking to protect white employees once job reservation has been scrapped on the mines. 19/11/85

The unions said the Government and mine management's intentions to scrap apartheid in the industry was just a ploy because it was now clear that they were not prepared to do so

The Chamber of Mines, to which most

mines are affiliated, announced at the weekend that it had promised to guarantee job security for white workers once non-racial practices were implemented in the mines

The chamber's president, Mr Clive Knobbs, said the undertaking had been given by the chamber during discussions with unions and it was aimed at securing agreement for cancellation of the controversial "scheduled person" clause in the Mines and Works Act

Mr Knobbs also said the chamber had undertaken that "under no circumstances will the services of a member of the employee organisations be terminated specifically to create a vacancy to be filled by someone of another race"

65	:	Maternity days per pregnancy
--.0%	:	Percentage of wage paid
2 days	:	Waiting period
3 months	:	Qualifying period
192 days	:	Annual payment for 6 day week
160 days	:	Annual payment for 5 day week
ALL workers	:	Employer Contribution
ALL workers	:	Worker Contribution
ALL workers	:	Coverage
		<u>6. Sick Fund</u>
-- days	:	Annual leave covered
--	:	Employer Contribution
--	:	Worker Contribution
--	:	Coverage
		<u>5. Leave Fund</u>

Race no bar to jobs at Escom — journal

STAR 18/12/85
177

Escom has announced an official equal opportunities policy for employees of all races and has undertaken to investigate a number of racial issues relating to employment

In the latest issue of its in-house journal, *Escom News*, Mr Ian McRae senior general manager, says Escom has accepted the need to formalise its long established equal employment practices

"Our ultimate goal is to weld Escom's 66 000 people into a strong and effective team that will continue to maintain our position at the leading edge of our field," said Mr McRae

Meetings have been held with trade unions to convey Escom's commitment to the maintenance of equal opportunities, the journal said

MERIT

Among the issues discussed with trade unions so far were

- Tangible proof of equal opportunities
- Non-discriminatory policies and systems
- The optimal utilisation, training and development of manpower and equal career opportunities
- Appointments on merit and promotion according to performance as well as equal pay for equal work.
- The opening of further facilities to all races
- Decent and reasonable treatment of all workers and the elimination of all forms of race discrimination
- The maintenance of healthy labour relations
- The promotion of co-operation of trade unions and workers and the development of a personnel code

Other issues which will receive attention include the recruitment and training of all races into all posts and the protection of minority interests

The attitudes of members of other races will also receive attention.

skw 29/11/35 (177)

Rand Mines boss calls on Govt to scrap job reservation

The chairman of Rand Mines has suggested that the Government scrap race discrimination in the mining industry as soon as possible because speedy agreement between the mining houses and the white Mineworkers' Union on job reservation was unlikely.

Mr "Dammy" Watt said in his latest statement to shareholders that the Government should take the initiative and remove the definition of a "scheduled person" from the Mines and Works Act.

Mr Watt said that in the light of experience to date with the Mineworkers' Union, a negotiated settlement on the scheduled person issue in the near future was unlikely.

The Minister of Mineral and Energy Affairs set a target date of December 31 for agreement to be reached.

Despite ongoing negotiations, progress has been slow in reaching agreement to abolish the last piece of statutory job discrimination.

Mr Watt said the amended legislation could have as its base the type of guarantees offered by the Chamber of Mines, which are acceptable to most other trade unions which cater for white employees of the mining industry.

The replacement of the words "scheduled person" with the words "competent person" would open the way for the appointment of the most able person for any job, regardless of race, said Mr Watt.

"It is hoped that the necessary amendments to the legislation will be passed at the forthcoming parliamentary session," he said.

Fund : All
 Contribution : Yes
 Contribution : Yes

End of an era for SA mining industry



(177)

B. Day

20/11/85

AN ERA in mining history will end next year when racial job reservation is scrapped.

The prospect has released tides of conflicting emotion from unions in the industry.

The hard-line Mineworkers' Union (MWU) fears fewer whites will be employed in the industry.

The black National Union of Mineworkers (NUM) accuses the Chamber of Mines of moving too slowly in ending job reservation.

Management guarantees of job security for whites has upset the NUM and failed to placate the MWU.

The Mines and Works Act of 1956 prevents blacks and Asians obtaining any of the 13 certificates of competence for work in the industry.

These are limited to "scheduled persons" who can only be white, Cape Coloured, Malay, Mauritian Creoles and people from St Helena or their descendants born in South Africa.

The certificates affect mine managers, mine overseers, mine surveyors, mechanical

CLAIRE PICKARD-CAMBRIDGE

engineers, electrical engineers, mine assayers (whose work includes analysing the quantity of gold in rock), winding-engine drivers, loco-motive and stationary-engine drivers, boiler attendants and blasters.

The last two categories are lampmen (who monitor the handing out and condition of lamps and batteries, and check that all are returned to ensure a mine has been cleared) and on-setters. On-setters convey messages and ring bells signalling to a winding-engine driver that hoisting must take place.

Of the 13 certificates, the most important in production is the blasting certificate.

It is essential if a person wants to become a mine overseer, shift boss or mine manager.

Chamber member mines employ about 550 000 people, 16 000 of them in "scheduled persons" jobs.

But the white domains are to change. Minister of Mineral and Energy Affairs Danie Steyn

has set December 31 as a target date for the conclusion of discussions between the chamber and white unions.

The MWU's Arrie Paulus stresses this is only a target date and that the parties are not close to an agreement yet.

But Steyn has said legislation changing the "scheduled persons" definition to a non-racial "competent persons" definition will be passed in Parliament next year.

Widespread changes are not likely to be noticeable in the industry in the near future, but Johan Liebenberg, industrial relations adviser to the Chamber of Mines, believes changes of attitude are likely to occur.

He says the chamber has made progress where the scheduled persons definition did not exist.

He cites mechanical and electrical engineering, where the chamber reached agreement with artisan representatives in 1981, to indenture apprentices of all races.

Liebenberg says 86 qualified black and Asian artisans are now trained and working

on Chamber mines

"We maintained the standards of training and selection and did not jeopardise the employment opportunities of our other artisans."

"Our track record has proved we will not flood the industry with unqualified people and that employment is based on merit."

He says the chamber has also been able to begin training some coloureds for work in scheduled categories in the Transvaal and the Free State.

This follows a 1984 Department of Mineral and Energy Affairs ruling that enabled the mines to employ coloureds in scheduled categories in the two provinces.

The scrapping of job reservation in the mining industry was recommended in 1981 by the Wiehahn Commission, which also laid down conditions for the protection of white miners' jobs to diminish their fears.

And the government gave its assurance that no legislative amendment would be considered before precautions had been taken to protect the interests of white mineworkers.

~~Cape Town 20/12/48~~
~~Racist clause~~
~~is scrapped~~

(177)

Municipal Reporter

THE City Council yesterday scrapped a racist employment clause in one of its by-laws after the Cape Town Municipal Workers' Association described the by-law as "abhorrent"

The clause restricted the council in replacing an employee from one "population group" with one from a different "population group"

FIN MAIL 20/12/85 (8)

BLACK MUNICIPALITIES

Restoration of Alex

Twenty-two years after government destroyed Alexandra as a place where blacks had land tenure rights, the entire 854 ha of land comprising the township has been handed back to the people. The transfer — from control of the West Rand Development Board which, like all such boards, is to be scrapped and replaced by a Regional Services Council next year — was made to the Alexandra Council last week.

Additional land has also been granted to Alex, which has unsuccessfully been fighting for the adjacent white industrial areas of Kew, Wynberg and Marlboro to be annexed to it in a bid to create a workable revenue base.

The Johannesburg City Council has granted 80 ha, part of Lombardy East, to the black township, which welcomes the extension. However, the move has divided the white suburb into two factions, with some residents opposing and others welcoming it.

Paradoxically, Alexandra lost its freehold rights in 1963 when, in terms of government policy, which ruled out black residential rights in white SA, government decided to destroy the township. It eventually forced stand-owners to sell, or expropriated their properties. These rights are now to be restored.

Alexandra Council's liaison officer, Nunka Mkhaliwe, tells the *FM* that preference is to be given to former land-owners when residential stands are re-sold to inhabitants. He points out, however, that the stands are likely to be smaller than the original ones because "the township has been replanned for redevelopment."

On the additional 80 ha of land, the Alexandra local authority plans to erect 1 000 prestige houses, a technical high school, an hotel and a sports stadium that can seat up to 50 000.

White opponents of the land donation claim it will result in the creation of slum conditions on their doorstep and, therefore, devalue properties in the suburb. On the other hand, those in favour argue that the people of Lombardy East and Alexandra have lived harmoniously in close proximity for years "with the crime rate in the white suburb no worse than in other suburbs."

Says Mkhaliwe "We hope the fact that we intend erecting prestige houses on the additional land will allay those white fears." In terms of plans to develop Alexandra extension, London Road is to be extended to the N3 motorway to form a buffer between the black and white suburbs.

The new, re-structured Alexandra has a total of 444 completed new flats, 167 sub-economic houses and 99 owner-built prestige houses. In addition, a high-school, creche, youth centre, four netball courts and three all-weather tennis courts have been provided for residents.

But the township's re-development pro-

gramme, undertaken by the local council, is still nowhere near completion. Facilities still to be provided include a shopping complex with office accommodation, cinemas, shops, a supermarket and some medium-density housing, plus seven higher primary schools, seven high-schools and three technical institutions. ■

FIN MAIL 20/12/85
HEALTH SERVICES 988 177

Duplicating failure

Pretoria's intention to restructure health services in line with the principles of the new constitution looks rather like duplicating a failed idea. Doctors say the plan to separate services along "own" and "general" affairs is doomed. The policy was tried in Namibia and didn't work. Yet government seems determined to repeat it here.

In Namibia, (which some see as a laboratory for the kinds of ethnic structures Pretoria wishes to implement in SA) article AG8 of

1980 gave birth to 11 ethnic governments. Each was given responsibility for services such as health, education and social welfare on an ethnic, "own" affairs basis. But health services subsequently degenerated under pressure of enormous practical and financial problems. This led to a re-evaluation by the Broeksma Commission of Inquiry into Namibia's health services in 1982.

Broeksma's main recommendation was that health services be taken out of the hands of the ethnic authorities and handed back to central government. In 1984 Pretoria accepted the proposal — but with the proviso that any ethnic government able to finance its own health service be allowed to do so. In practice, however, only Namibia's whites can afford their own service. The present transitional government runs the rest, thus undercutting the ethnic system whose death was overseen by the AG at the time, Dr Wilhe van Niekerk — now Minister of Health and Population Development of the House of Assembly.

SA's health services are currently being reorganised with responsibility for "own affairs" being given to the coloured, Indian and white chambers of Parliament. National and regional administrative structures are already in place. Some minor services, as well as certain hospitals, have been allocated. The major carve-up is anticipated next year with the phasing out of the provincial councils. In terms of the new constitution, the provincial system is to be replaced by a non-elected, two-tier system consisting of the

Administrator and his executive in conjunction with the new Regional Services Councils.

The tri-cameral health ministers all sit on the National Health Policy Council (NHPC) which is intended to co-ordinate *own* and *general* services. Together with the national and independent homeland states, SA now has 14 health ministries. Van Niekerk has indicated that ministers of health in the independent homelands may be asked to sit on the NHPC. Provision for urban Africans, it seems, will be a "general affair."

Van Niekerk tells the *FM* that the whole matter, including responsibility for particular aspects of health care and their financing, is still under investigation. But it all looks suspiciously like the unworkable maze the Namibians tried to cope with, and doctors are predicting more chaos.

Hospitals throughout the service are already hampered by cut-backs in budgets and many are not functioning to capacity. Cape Director of Hospital Services, Dr Nikolaas Louw, announced last week that two new 40-

bed hospitals in Piketberg and Porteville could not be opened because of insufficient funds. And Tygerberg recently announced it was cash-strapped, needing some R9m to maintain services.

Despite a shortage of funds, the expensive separation of services along ethnic lines goes on. Johannesburg's Coronation hospital, which previously served coloureds and Indians, has been told not to accept Indian patients. They must now go to the new Indian Hospital in Hillbrow. Many, though not all, hospitals are already racially exclusive.

Although "multiracial" hospitals have segregated wards, they are still administered as a single unit.

Doctors say any further attempt to carve up their duties along racial lines can only lead to bureaucratic complication and financial waste. For instance, would a hospital serving more than one group have separate superintendents employed by their own health departments, or would one superintendent be bogged down coping with separate bureaucracies? Alarmed that further fragmentation would only serve to worsen the situation, the Medical Association of SA as well as the National Medical and Dental Association and the medical school deans are calling for a single health system. Says Professor George Dall, dean of the medical faculty at UCT "The whole idea is crazy. It's not efficient, or practical or logical. We should be spending our limited funds as profitably as we can and not wasting them on political ideology." ■



Willie van Niekerk

‘Continuous isolation will mean so many boycotts, lack of goodwill and so much resentment that it will choke in its loneliness — P W Botha, June 1 1984’

Both in business and politics, others have also enjoyed the brief notoriety an appearance on the *FM* cover confers Piet Koornhof (whatever happened to *him*?), John Vorster, Raymond Ackerman, Aaron Searll, Chester Crocker, Dawie de Villiers, Anton Rupert, Lord Soames, Magnus Malan, Kenneth Kaunda, Robert Mugabe, and so on. A mixed bunch, you could say. However much SA may have changed

over the past 10 years, it is safe to predict that it will change even more over the next 10. Indeed, that is just about the only prediction it is safe to make. Hindsight, as we are reminded from time to time, is the only exact

‘I believe P W Botha is a very sincere man. Both he and myself need a strong Nelson Mandela, and not a weak one. If Nelson Mandela agrees to get out of prison on condition that he renounces violence, you are saying he should come out as a political vegetable — Kenneth Kaunda, president of Zambia, April 26 1985’

‘Apartheid in this country exists on the borrowed time which black disunity gives it. But it's a long and hard road to liberation — Chief Mangosuthu Buthelezi, Chief Minister of Kwa-Zulu, August 19 1983’

science — and that won't change. How many more appearances will P W Botha, Barend du Plessis and Chief Buthelezi make? Or will they be replaced by names yet unheard of? Or even Nelson Mandela? Expressed like that, the questions may seem trivial, but the answers, identifying the newsmakers of the next decade, will be vital.

MINE JOB BARS

Conflict or compromise?

14817 177 FIN MAIL 20/12/85

It looks as if prospects of agreement between mining employers and trade unions aimed at ending, once and for all, job reservation on the mines, have been boosted considerably. But the rightwing Mineworkers' Union (MWU) — as could have been predicted — is not playing along. The scene is thus set for a major showdown between white miners and Mineral and Energy Affairs Minister Dame Steyn.

The Mines and Works Act's definition of "scheduled person," which bars blacks from obtaining certificates of competency to perform skilled work on the mines, is the oldest job reservation provision in South African law. It was incorporated into statute in the early years of this century to protect white miners from being undercut by cheaper "non-white" labour.

Job reservation has not been unique to mining; it was a feature of many South African industries. In the last decade or so, however, all these provisions have been scrapped. The mining industry is the sole glaring exception. This has not been for want of recognition that job reservation on the mines is unacceptable; the issue has been how to get rid of it without a confrontation with politically conservative white miners. The 1922 Rand Revolt, which was sparked by moves on the part of mine employers to break the white monopoly of skilled work, is a spectre that has haunted the industry and government for 60 years.

This was the reason underlying the decision to delay until after the 1981 general election the release of the Wiehahn Commission's sixth report which recommended that the discriminatory "scheduled person" definition be replaced with a non-racial one of "competent person." The commission, acutely aware of the political ramifications

Discussions on the scrapping of the last job reservation provision in the mining industry are nearing the December 31 "deadline" set by government. This is what has been going on behind the scenes.



Minister Steyn . . . facing up to the white miners

of its action, also recommended that white miners' job security had to be guaranteed. Government made a bold move when it accepted the Wiehahn recommendations in its responding White Paper. But to avoid

accusations that it would be responsible for selling white workers down the river, it ordered the Chamber of Mines and the mining unions and officials' associations to thrash out the matter between themselves within a "reasonable" time.

The "scheduled person" definition applies to 13 certificates and affects about 16 000 employees, or 2,8% of the mining industry's workforce. The certificates range from mine manager down to locomotive driver. By far and away the most important one for black advancement is the famous blasting certificate. Generally speaking this is the qualification associated with the MWU's members.

The negotiations to change the definition have been underway for the past four years, although only in earnest since last March. However, not much has been known about the proceedings since the participants agreed to a strict ban on publicity.

Certain facts about the procedures are, however, common knowledge. For example, there are three stages to the negotiations. The first involves the future industrial relations structure of the mining industry. This is prompted by concern that there should be a means of policing agreements between the chamber and the mining unions. So this part of the negotiations has revolved around the establishment of a mining industry industrial council.

The second stage concerns the security of employment safeguards for white miners in line with the White Paper's directive. Only once these stages have been completed will the way be open to alter the definition, the third stage of the process.

With the passage of the years, pressures for the definition to be changed have been building up. Recently they have intensified.

August deadline

The decision to reconvene parliament in August has given the Department of Mineral and Energy Affairs (DMEA) breathing space in its attempts to get as broad agreement as possible on measures to replace the "scheduled person" definition in the Mines and Works Act (*Current affairs* March 28)

The definition bars blacks from obtaining certificates of competency to perform 13 key mining jobs. Talks aimed at abolishing it, and replacing it with a non-racial definition of a "competent person," have dragged on between the Chamber of Mines and the

established mining trade unions since 1981. Since December 31 last year, the DMEA has also been taking action to settle this highly sensitive issue — in line with Minister Danie Steyn's pledge that the definition will be changed during the current parliamentary session.

As things stand, the chamber and the established unions have little hope of finding a solution that will satisfy the rightwing Mineworkers' Union (MWU) and its ally, the South African Technical Officials' Association (Satoa). Both would prefer the *status quo* to be maintained.

But, according to a departmental source, the DMEA plans to use the extra time "to endeavour to reach a higher level of consensus." Government, he says, "is committed to ensuring that the interests of certain members of certain unions are protected." A failure to reach consensus will not, however, delay the introduction of amending legislation beyond August 18, when parliament reconvenes.

Meanwhile, there remain some sticking points between the DMEA on the one hand, and the chamber and the moderate artisan and officials' unions on the other. The department believes that legislation should permit the minister to lay down minimum requirements — which would be non-racial — for entry into positions requiring certificates of competency. These could include, for example, educational and age requirements,

"and any other that the minister may choose to impose." The chamber, on the other hand, is lobbying for a complete absence of government control.

The chamber has also not been able to placate union fears of overmanning and overtraining once job bars fall away. Both the chamber and the unions accept that the proposed mining industrial council should deal with the issue. However, the unions feel mine-owners should be obliged to obtain permission before enrolling trainees, while the chamber has proposed that any specific grievance over training and manning levels be dealt with only when it arises. ■

FM 28/1/83



BLACK BUILDERS (177)

The Witwatersrand Master Builders Association (MBA) has admitted three black builder members

MBA director Basie Pretorius expects the number of black builder members — dealing mainly in home building, alteration and additions — to increase in the next few months. He says the association is already processing a further membership application.

The lifting of some job reservation restrictions now allows black builders to operate in any area they wish. However, MBA membership will initially restrict their activities to black urban areas.

If they tender in other areas, says Pretorius, they do so without MBA approval.

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MANPOWER — RESERVATION OF WORK

1986

MINING

ARGUS 10/11/86 (24) 177

Job barrier on black miners to go 'soon' — Knobbs

From GARNER THOMSON,
Argus Foreign Service

LONDON — The "scheduled persons" provision in South Africa's Mines and Works Act which effectively prevents blacks from holding some 13 certificates of competency will be revoked "soon", according to Mr Clive Knobbs, President of the Chamber of Mines

Speaking in London yesterday, Mr Knobbs predicted that a Government announcement on "this odious provision" was imminent

At the same time, he blamed protracted negotiations with and the "intransigence" of the National Union of Mineworkers for failing to help resolve the issue sooner

Mr Knobbs told British fi-

nancial writers here that the South African mining sector foresaw no problems with white miners who presently occupied positions which were about to be opened up to blacks

He said "The scheduled persons provision of the Act created a ceiling beyond which black miners could not progress. The Chamber of Mines sees this as the ultimate in securative employment and has sent a number of deputations to the Government reminding it of the importance of change

"The Chamber fully expects the Minister to replace the scheduled persons definition with a non-racial "competent person" definition. This will remove the last vestige of statutory racial discrimination from the workplace in South Africa and will be whole-heartedly

welcomed by the mining industry"

There had, he said, been "So much written and said" about the change that white miners had become resigned to it

"Nevertheless, we have emphasised that certain (assurances) will be made - that no white will be put out of work simply because a black had become available for the job, that equal pay will be given for work of equal merit, and that a dismissals appeal board will be set up to hear charges of unfair dismissal. White miners will not be replaced willy-nilly"

It was "very possible" that there were already a number of black miners who, on completing the necessary examinations, would be able to fill the new jobs as they arose, he added

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1/11/76
STAR
**Black nurses
move 'a start'**

Pretoria Bureau

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The Progressive Federal Party's provincial spokesman on health, Mrs Irene Menell, has applauded the province's decision to use black nurses in the white HF Verwoerd Hospital, but says she believes this does not do away with the urgent need for total rationalisation of the provincial hospital service.

Mrs Menell said yesterday the latest move was "the beginning of a saner approach", but warned that it was dangerous to integrate the hospital service "piecemeal".

She said it was vital that the remaining salary differences between black and white nurses be scrapped, noting that in the entry grades, blacks were still paid between 10 and 15 percent less than whites.

Mrs Menell said nursing training facilities must also be opened to all races, particularly now that nursing colleges were attached to universities.

Readers give black nurses their vote of confidence

People who live on the Reef are overwhelmingly in favour of black nurses at white hospitals.

Invited to air their views, 50 readers called *The Star* last night to say how pleased they were hospitals were finally to make more use of trained black nursing staff. Only two callers objected to black nurses while a third caller described the nurses as "tools of the white regime." Many wanted to know if the nurses were being paid the same as their white counterparts.

Here is some of the reaction:

Mr Hassim Varachia, of Krugersdorp, said "It is disgusting black nurses are allowed to nurse white patients while white hospitals are locked to black patients. Open all hospitals to all patients."

Miss Kathleen Florence, of El-

SPEAK OUT!



dorado Park, said: "When you are really ill who cares about the colour of the nurse? I am happy black nurses are being used to help nurse white patients but I hope they are receiving equal pay."

Mrs Margaret Courtinage, of Blairgowrie, "Who cares if nurses are black or white as long as they are competent?"

Mr Aaron Makhatha, of Soweto, "I hope black nurses are receiving equal pay and not being discriminated against."

A Johannesburg medical student, Mr Ivor Katz, said "Three or four nurses are employed for every 30

beds at Baragwanath, yet each bed has an average of 100 patients per year. Instead of using Black nurses at white hospitals, more posts should be created at Bara. Better still, disband apartheid in the health services now. The Johannesburg Hospital is half empty anyway."

Mr Paddy Banks, a railways pensioner from Florida, said: "I pay top rates for medical attention and I expect the best I don't want black nurses if I go to hospital."

He was supported by Mrs June Stewart-Wilson, of Berea, who said "I don't want black nurses in my hospitals. Look at what's happening

on our beaches." Mrs Beryl Clark, of Bedford, who was nursed by black sisters when her daughter, Stella, was born 29 years ago today, said black nurses were fantastic.

Mrs Denise Anderson, of Vereeniging, said black nurses were far more caring.

Mr Abbey Lamakoe, of Soweto, said: "The whites know where to come when they need help. This is another type of exploitation. Our black nurses have no option but to work but they are being used as tools of the white government."

Mrs Vanessa MacBain, of Kemp-ton Park, said: "I don't care about the colour of nurses but I have found white nurses often have a chip on their shoulder. Black sisters are more compassionate."

Mrs Marlene Paatz, of Mayfair, said she was an Afrikaner and a staunch Nationalist but could see no difference in the colour of nurses. "Black nurses will give us a better service."

A Coloured woman from Brakpan said "I'm glad white hospitals are taking black nurses. Perhaps they will teach them some manners. They are so rude to their own patients."

An unidentified caller had a simple story to tell. "My father was a racist when he was admitted to the Johannesburg Hospital and quite shocked when a black nurse wanted to wash him. However, she was so professional in her manner she won him over in no time. We now have a black nurse to care for him at home."

Doc's fate rests with SAMDC

By SINNAH KUNENE

THE fate of former Kwazulu Health Secretary Dr Margaret Chuene - who claims she was "unfairly dismissed" - will be discussed by the SA Medical and Dental Council in Pretoria today

Dr Chuene who was appointed to the position in March 1983 - made a personal appeal to the SAMDC because her lawyer Victoria Mxenge was slain only two days after she was briefed on the matter

Dr Chuene claims she was forced to retire in October 1984 before she reached retirement age. She was 59.

"I have decided to bring the Kwazulu Ministry of Health to book for their double standards and racial prejudices in a homeland which preaches black supremacy," she said

Dr Chuene said she wrote to Kwazulu Chief Minister Gatsha Buthelezi early last year, urging him to investigate the matter - but it did not receive urgent attention

BUS DAY
28/1/86

Union talks on white miners' decline

IMPALA SILENT OVER FIRED 20 000

IMPALA PLATINUM yesterday declined to say how many of the 20 000 workers dismissed this month from three Gencor mines in Bophuthatswana would be re-engaged.

Impala Platinum Holdings MD Don Island said he "did not believe it would be meaningful" to supply

figures. Most of the Impala Platinum workforce was dismissed on January 6 after mass strikes.

In a brief statement appearing as a Press advertisement yesterday, company chairman Ted Pavitt said recruitment of replacement labour was proceeding satisfactorily.

ELIMINATION of the white mineworker is the chief subject at this week's annual congress of the rightwing Mineworkers' Union (MWU), says an article in the union's official journal.

About 80 delegates attended the two-day congress in Johannesburg. It ends today.

The congress has not been open to the Press but an article in the union's weekly newspaper "Die Mynwerker", said the issue of job security for white mineworkers would be high on the agenda

Job reservation

Government announced last week that parties involved in talks for the scrapping of job reservation in the mining industry had thus far failed to reach agreement, and that there could be a delay of several months before government imposed change

CLAIRE PICKARD-CAMBRIDGE

Government previously set last December 31 as the target date for the scrapping of job reservation and has indicated that laws promulgating this would be passed in the forthcoming parliamentary session.

The article, written by MWU general secretary Arrie Paulus, said other issues to be discussed at the congress included the attitude of employers towards forced integration, job reservation and equal pay for equal work.

Wage negotiations would also be discussed, as well as debate on the merits of an industrial council for the mining industry.

Paulus said in the article that an industrial council for negotiations in the mining industry had been recommended by the Wiehahn Commission.

He said such a system had both

advantages and disadvantages, such as the cost of maintaining a council.

The Niewenhuizen Report on occupational diseases would also be discussed.

Paulus said the report was published about four years ago but draft legislation was still awaited.

Many representatives from other industries, to which the MWU extended its influence for the first time last year, attended the conference.

Employers confirm that agreement has not yet been reached with white unions and that talks are continuing.

● A total of 571 workers have been fired from the Randfontein Estates gold mine in Westonaria where the processing of dismissals was completed yesterday. Last Tuesday, nine people, including two policemen, were killed in violent clashes near mine property.

Church to heed ANC Hurley

THE Roman Catholic Church is to pay more attention to black liberation movements in SA, Archbishop Dennis Hurley said yesterday

Speaking at a Press conference after a Mass-for-Peace service at St Peter Claver Church in Mamelodi, near Pretoria, he said. "We are about to introduce a change of attitude, in answer to what is happening in South Africa. We have to relate to the liberation movements"

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Own Correspondent

He said he included in his reference to liberation movements the African National Congress (ANC) which took note of everything the Catholic Church said

More than 1 500 people, including 40 bishops, attended the service, which was held to remember 13 people killed in unrest on November 21

Focus on job reservation

SOWETAN 29/1/86.

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THE Right-wing Mine-workers' Union led by Mr Artie Paulos yesterday started talks on the controversial issue of job reservation which it called "the elimination of white mineworkers" on the mines.

The issue was discussed by about 80 delegates who attended the MWU's two-day annual congress in Johannesburg. The congress

SOWETAN Reporter

ended yesterday and a Press conference will be called to announce resolutions taken by members.

The congress has not been open to the Press but an article in the union's weekly newspaper, "Die Mynwerker", written by Mr Paulos, said the issue of job

security for white mineworkers would be high on the agenda.

Job reservation on the mines has been on the tongues of several trade unions, especially the National Union of Mineworkers (NUM) which has asserted that it will fight and ensure that the practice was eradicated.

The Government announced

parties involved in the talks for the scrapping of the practice in the mine industry had not reached fruition and that there could be a delay of several months before any change could be introduced.

Mr Paulos said the congress discussed labour relationships among all races in the workplace. Aspects such as the attitude of em-

ployers towards forced integration, job reservation and equal pay for equal work were discussed.

Another aspect for discussion was the debate on an industrial council for the mining industry. Such a system of negotiations was already recommended by the Wiehahn Commission. Talks on this issue had already been held with other trade unions and the Chamber of Mines.

Except for white job security, other points of interest discussed by the congress included wage negotiations. "Inflation is running up to 17 per cent and it is expected to be even higher," Mr Paulos said.

Employers in the mining industry, particularly in the gold mining industry, this year could not blame poverty as a cause for low increases, since they benefit tremendously from the rand/dollar-ratio, he said.

NUM, the Black Allied Mining and Construction Workers' Union and the Chamber of Mines are awaiting resolutions of the congress.

MINE JOB BARS

Bite the bullet, Danie

The December 31 1985 target date set by the Minister of Mineral and Energy Affairs for mine employers and trade unions to conclude their talks on abolishing the last job reservation provision in the mining industry has come and gone. The hoped-for breakthroughs have not been achieved.

Admittedly, the Chamber of Mines and the majority of the mining unions that have been involved in the drawn-out negotiations have come a long way towards reaching accord.

This much was evident from statements made to the *FM* by Ben Nicholson, convener of a sub-committee set up last year to draw up proposals for what unionists would consider to be adequate safeguards on the job security of white miners.

Concurrence on such safeguards, as well as agreement on the establishment of an industrial council for the mining industry, are prerequisites for paving the way for the racially discriminatory definition of "scheduled person" in the Mines and Works Act to be scrapped and replaced with a non-racial one of "competent person".

This would mean that blacks would be entitled to qualify for 13 certificates of competency to perform skilled work on the mines. The most important of these from the point of view of black advancement is the blasting certificate.

Barring a few points, the chamber and the unions are near accord on a constitution for an industrial council. And Nicholson told the *FM* in December that he saw no reason why the majority of the unions and the employers should not see eye to eye on the security of employment proposals the sub-committee has submitted to the chamber.

Seemingly then, there should be no problem. But there is. It comes in the form of the all-white Mineworkers' Union (MWU) led by its arch-conservative general secretary, Arrie Paulus. Stonewalling on the part of the MWU has been the key reason why the talks have stalled over the years.

Nothing, it seems, will be sufficient to persuade the MWU to alter its stance. During the sub-committee's deliberations, the MWU refused to put its name to its security of employment proposals. Indeed, its tactics in the sub-committee amounted to a declaration of hostility towards its union colleagues.

MWU stalwarts met behind closed doors this week for the union's annual congress. The focus of the congress, according to the union's newspaper *Die Mynwerker*, is the "elimination of the white mineworker." Clearly, the MWU is planning a last-ditch stand.

Given all this, it really is time for Minister Danie Steyn to step in and settle the matter once and for all. Yet he appears reluctant to act decisively. All Mineral and Energy Affairs Director General Louw Alberts would say in response to *FM* inquiries, is that negotiations are continuing between his department, the chamber and the unions on the one hand, and between the chamber and the unions on the other.

Although he says we can expect action in the "very foreseeable future," until these negotiations are completed, no answer as to when the definition will be changed can be given.

This is simply not good enough. What we are being treated to is yet another display of government weakness while it peers nervously over its right shoulder. In doing so, it appears oblivious to international perceptions.

Even though the Herstigte Nasionale Party managed to win the Sasolburg seat in last October's by-elections, the overall interpretation of those polls is that they showed that the rightwing threat is not as great as some believe.

And even if government does not want to believe that, there have been numerous comments from mining industry executives that the "reasonable time" for the "scheduled person" negotiations to be concluded has indeed run out. ■

PROVINCIAL RELICS

Never on Sunday

In Natal, provincial cricket is often played on a Sunday and you can pay at the gate to watch it. The same has always applied to professional soccer matches in Natal. The province has never had a Sunday observance law to prevent this harmless exchange of money for pleasure.

The Transvaal, of course, has had legal restrictions since Kruger's time. At the Wanderers, they occasionally have Currie Cup cricket on a Sunday, which is obviously when most people are able to attend. But the absurdity is that the Transvaal Cricket Council (TCC) is forbidden to take money at the gate. Enthusiasts have to be paid-up members of a TCC club, and a membership card lets them into the ground. This is a costly and extremely inconvenient irritant for

everyone involved.

Yet professional soccer matches are regularly played at Ellis Park and other Transvaal stadiums on Sundays, and have been for years. The fans simply pay R2 at the turnstiles to get in.

Why do the authorities not prosecute the National Soccer League? Because it would be silly to do so. It would recall the days when OFS anglers had to cross the Vaal River to do a bit of quiet fishing on a Sunday.

It is time this ridiculous Sunday restriction was abolished. In the meantime, if the authorities can alter the tax laws to suit big sponsors, they can apply the dead-letter principle fairly, so that soccer and cricket fans are treated equally. ■

BUSINESS DAY, Monday, February 3 1986

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Job reservation comes into spotlight again as unions look set to flex worker muscles

JOB reservation comes into the spotlight again this year as unions seem bent on flexing their muscles. The issue of job reservation was set to dominate the annual conference of the rightwing white Mine Workers' Union (MWU) last week and its leader Arrie Paulus plans to reveal the outcome at a Press conference this week. The MWU refuses to be associated with proposals from other white mining unions for the amendment of the Mines and Works Act and expresses vehement distrust of employers' guarantees of employment security. The black National Union of Mineworkers' (NUM)

BUSINESS DAY Labour Reporter CLAIRE PICKARD-CAMBRIDGE looks at topical issues in a weekly round-up of events on the labour front. is holding its annual congress this month and is expected to launch blistering attacks on employers and government for excluding NUM from talks on change and moving slowly on the issue. Council of Metal and Building Unions (CMBU) secretary Ben Nicholson said on Friday the Chamber of Mines and eight white mining unions had come a "long

way towards reaching agreement on the amendment of the Mines and Works Act". Nicholson said these unions - which do not include the MWU - would be meeting with Minister of Mineral and Energy Affairs Danie Steyn this week to "clear up differences" before finalising talks on the scrapping of job reservation - job security safeguards. Meanwhile it seems that SA has developed little case law regarding instances where managerial employees are forced to resign. An industrial court case which could clarify the situation begins tomorrow with Carol Valentine, a former product manager at Adcock-Ingram Labora-

tories, charging the company with committing 13 unfair labour practices. Lawyers Webber, Wentzel and Co have filed papers in which Valentine claims she was forced to resign by group product manager Hazel Bagley in May last year. Valentine claims the company forced her to resign, treated her in a discriminatory manner, failed to furnish an explanation for ending her employment, failed to counsel her before the event and immediately withdrew her company car and medical aid benefits. Lawyers say dismissed managerial employees are

increasingly exercising their rights by using machinery primarily designed for workers. A sit-in sympathy strike at several Kanhym-owned butcheries in Pretoria began on Thursday after the closure of Kanhym's Pretoria wholesale operation. A Sweet, Food and Allied Workers' Union (SFAWU) spokesman said the strike was in protest against the retrenchment of Kanhym workers. A management spokesman would not say how many workers were involved in the strike. He said the company was having talks with the union although they did not have a formal recognition agreement.

State jobs increase causes concern

BUS DAY (4/8) (335)
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BUSINESSMEN reacted with concern yesterday to figures showing government was employing an ever-growing percentage of white workers.

The latest Employment Index shows that 22% of all urban white adults worked for government in 1985 — up from 20% in mid-1984.

"Even allowing for statistical error, large and small government sectors are certainly not diminishing as an employer while the private sector is," said Clive Corder, chairman and MD of Market Research Africa (MRA), which compiled the survey.

Large government organisations employed 18,2% of survey respondents in

ALAN PEAT

1984. This had grown to 20% last November. Large private sector organisations, meanwhile, slipped from 20,6% to 17,1%.

"This growth of government as an employer despite recessionary conditions... has serious long-term considerations for our economy.

"Taxation is already at a very high level and, if this base is declining, where will government find the funds to finance increasing expenditure?" Corder said

The Federated Chamber of Industries last night expressed alarm at this trend. "If what these statistics show is valid, the trend is counter to the policy declara-

tions of the Botha administration," said Bobby Godsell, chairman of the FCI's manpower committee.

"This is a case for government to stimulate privatisation plans. Government bodies that were privatised would then grow or shrink according to market forces."

PFP manpower spokesman Alex Boraime said. "When P W Botha became Prime Minister, he promised to rationalise the role of government. These results clearly shows he has failed to do so."

Assocom economist Bill Lacey said: "The survey results highlight the need to address the urgent issues of deregulation and privatisation as soon as possible."

Cordons and searches
Crowd control
Vehicle and foot patrols
Immediate action drills

- (bb) Gas masks
Anti-riot helmets
- (ii) At suitable training areas
- (iii) 3 to 4 days followed by in-service training during their period of deployment

Mr R R HULLEY Mr Speaker, arising out of the reply of the hon the Deputy Minister, I understood him to say that the troops are issued with gas masks I would like to ask the hon the Deputy Minister what type of firearms they are issued with

†The DEPUTY MINISTER. Mr Speaker, as I have indicated here, this is what the persons are trained with. At this stage I cannot go further and state exactly what each one is issued with without having made sure first. Therefore I will not add to the answer that I have given

Mr R R HULLEY Mr Speaker, further arising from the hon the Deputy Minister's reply, is he not able to say that they were issued only with sharp-point ammunition and R1 rifles? Is he not able to confirm that?

†The DEPUTY MINISTER Mr Speaker, I do not know what answer the hon member is looking for, but I have already indicated to him what the people concerned are trained with and that I shall investigate the matter and inform him what the troops are issued with I will therefore not add to my answer.

Mining industry: job reservation
*24 Mr B B GOODALL asked the Minister of Mineral and Energy Affairs.

- (1) Whether his Department intends eliminating job reservation in the mining industry, if not, why not; if so,
- (2) whether 31 December 1985 was set as

the target date for the end of job reservation, if not, what was the date set; if so, (a) when and (b) by whom was this date set;

- (3) whether job reservation in the mining industry has been eliminated, if so, as from what date, if not, (a) why not and (b) when is job reservation due to be eliminated;

(4) whether he has received any representations regarding the elimination of job reservation in the mining industry; if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto;

(5) whether legislation affecting job reservation is to be introduced in the 1986 session of Parliament; if so, when, if not, why not,

(6) whether it is the intention to introduce such legislation in the future, if so, when,

(7) whether he will make a statement on the matter?

The MINISTER OF MINERAL AND ENERGY AFFAIRS (Reply laid upon the Table with leave of House)

(1) Yes The government has already stated the following in the White Paper on Part 6 of the report of the Commission of Enquiry into Labour Legislation

"The Government accepts that adaptations are needed in the Mining Industry, as in other industries, in the light of the economic development and growth of the Republic of South Africa and the accompanying structural changes in the economy and changes in employment patterns and in the supply and demand conditions in the labour market. The Government is, therefore, in principle in favour of adjusting the definition of "scheduled person" to a non-dif-

ferentiating definition of "competent person" at an appropriate time and in a suitable manner. In this connection, however, it is emphasised that the parties concerned, i.e., the employer organisation and the trade unions themselves, must in the first instance take the initiative to reach a compromise within a reasonable period of time on other arrangements through negotiation and co-operation having due regard to the Government's objective as stated above. In pursuance of the proposals made by the parties concerned in this connection or in the light of the pattern which the negotiations take, the Government will determine its further action, but wants to emphasise that no legislative amendment will be made before alternative safeguarding measures have been effected."

(2) No As a long time has elapsed since the Government has adopted its standpoint a serious call was, however, made on employer organisations and trade unions to come to an agreement by 31 December 1986 through negotiation, taking into consideration the stated conditions. The date mentioned was thus only put forward as a target date. Since this date the Department of Mineral and Energy Affairs and I have become actively involved in the negotiation process.

(a) and (b) Fall away

(3) No

(a) Lack of agreement between employer organisations and trade unions

(b) As soon as sufficient agreement has been reached so that the principles may be embodied in legislation

(4) Yes

(a) From employer's side as well as from certain trade unions.

(b) At various occasions, verbally as well as in writing, since the relevant recommendation have been made by the said Commission of Enquiry

(c) (i) That statutory work reservation be abolished.

(ii) That the Government remains committed to the recommendations and conditions contained in the report of the Commission of Enquiry and its standpoint as stated in the White Paper

(5) Yes. As soon as the Government has decided in which way best effect may be given to the recommendations and conditions of the Commission of Enquiry.

(6) Falls away

(7) Yes, as soon as circumstances permit

Kings House, Durban

*25 Mr P H P GASTROW asked the Minister of Public Works.

(1) Whether any furniture has been removed from Kings House in Durban, if so (a) by what persons or bodies, (b) why, (c) what items of furniture, (d) when were they removed, (e) who authorised the removal of this furniture in each case and (f) where was each item of furniture as at the latest specified date for which information is available,

(2) whether his Department has received any representations concerning (a) Kings House and (b) its furnishings, if so, (i) from whom, (ii) when, and (iii) what was (aa) the nature of these representations, and (bb) his response thereto, in each case;

(3) whether he has received any calls to have Kings House declared a national monument; if so, (a) when, (b) from

House of Assembly

DISPATCH

Political Staff
CAPE TOWN — The government would introduce legislation during this session to remove the last vestiges of job reservation on mines, the Minister of Mineral and Energy Affairs, Mr Danie Steyn, said yesterday.

Mine job race bar to go, says Steyn

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~~scribble~~

12/2/86

The likely target date for applying the legislative changes may, however, only be after December 31 this year

The remaining discriminatory provision concerns the definition of a "scheduled person", and precludes blacks from holding a blasting certificate. This effectively prevents blacks from freely moving off the bottom of the job ladder within the industry

Replying to questions

by the PFP MP for Edevale, Mr Brian Goodall, the minister said draft legislation would be introduced as soon as the government decided how best effect may be given to the recommendations and conditions contained in the sixth report of the Wiehahn Commission

A statement would be made as soon as circumstances permitted, he added

But Mr Steyn emphasised no amending legis-

lation would be made until a compromise had been reached between mine employers and the unions concerned — and specifically the rightwing Mineworkers' Union — and safeguards had been introduced to protect the interests of minorities

At the same time he indicated government was losing patience over the protracted and unresolved negotiations between employers and unions on the issue

BUS DAY 12/2/86

Last job barriers on the mines to go

CHRIS CAIRNCROSS

HOUSE OF ASSEMBLY
— Legislation is to be introduced during the current Parliamentary session eliminating the remaining vestiges of job reservation in the mining industry, Mineral and Energy Affairs Minister Danie Steyn promised yesterday.

The likely target date for applying the legislative changes may only take place after December 31, 1986.

The remaining discriminatory provision concerns the definition of a "scheduled person", and prevents blacks from holding blasting certificates.

This effectively prevents blacks from freely moving off the bottom of the job ladder within the industry.

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Replying to questions put to him in the House of Assembly by the Opposition MP for Edenvale, Brian Goodall, Steyn said draft legislation would be introduced as soon as Government had decided the best way to give effect to the recommendations and conditions contained in the sixth report of the Wiehahn Commission of Enquiry.

He said a statement would be made as soon as circumstances permitted.

Steyn emphasised, however, that no amending legislation will be made until such time as a compromise has been reached between mine employers and the unions concerned — specifically the right-wing Mineworkers' Union — and safeguards had been introduced to protect the interests of minorities.

Row over hospital race ruling mounts

STAR

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12/2/88



By Sue Dobson

Opposition is growing in the Indian and Coloured communities to a directive received by doctors at Johannesburg's Coronation Hospital calling for the transfer of black and Indian patients to regional hospitals in their "own" areas.

A community meeting has been planned for this week to oppose the instruction

Last week, doctors at the Coronation Hospital protested about a directive received from the Transvaal Provincial Administration instructing them to transfer patients to regional hospitals in their "own" areas if they did not require specialised medical care

The directive is said to be aimed at easing the hospital's over crowded conditions

'Tools of apartheid'

However, many doctors at the hospital believe they will be acting as "tools of apartheid" if they carry out the directive

Mr Daan Kirstein, the MEC for Hospital Services, said yesterday that coloured people in Coronationville had complained about overcrowding at "their" hospital

"We're not talking about apartheid Politics does not come into this issue — it's a matter of hospital services The directive is a practical measure to alleviate the crowded situation of a coloured hospital in a coloured area People must be sent to hospitals in areas where they belong"

He repeated that Indians and blacks would have to make way for coloured people at Coronation Hospital.

'Sick society'

Support for the doctors' stand is coming from various quarters.

Earlier this week the Health Workers' Association (HWA) expressed its support for colleagues at Coronation Hospital, and the Health Secretariat of the Azanian People's Organisation has condemned the directive as being "symptomatic of our sick society".

A spokesman from HWA said the directive should be seen as an attempt by the authorities to make Coronation Hospital a coloured hospital only, and slammed the House of Representatives for "this further intrusion of apartheid into our health care system".

Azapo said attention should be focused on alleviating suffering

"Such a move is a direct result of the tricameral Parliament that came into existence last year, as well as the ideology of the minority-elected Government," Azapo's statement read.

... r t n a v o c k a n e v s b v p t R r n h p c

12/2/85
STML 177

End of job reservation in sight

PARLIAMENT — The remnants of job reservation are set to be scrapped this year

This is the implication of an answer given by the Minister of Mineral and Energy Affairs, Mr Danie Steyn, in the House of Assembly yesterday

Answering a question by Mr Brian Goodall (PFP, Edenvale), Mr Steyn confirmed it was still Government policy to scrap job reservation in the mining industry.

He said the Government had not set December 31 1985 as the target date to end job reservation but it was a date by which it had urged employer organisations and trade unions to come to an agreement by negotiation — Political Correspondent

Minister 'will fight medical apartheid'

STAR 21/2/86

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By Kashvina Jaga

The newly appointed Minister of Health and Welfare in the House of Delegates, Mr Ismail Kathrada, says he will fight to eliminate racial discrimination in medical and health services in the country

The post was previously held by Dr MS Padayachy, who was axed from the Ministers' Council headed by Mr Amichand Rajbansi

The Star interviewed Mr Kathrada about the recent Transvaal Provincial Administration directive calling for the transfer of Indian and black patients from the Coronation Hospital to regional hospitals in their "own" areas

Mr Kathrada said he was opposed to such action, adding that his department had nothing to do with the matter

Asked about future objectives,

Mr Kathrada said a top priority was the establishment of health services in rural and urban areas where services were severely lacking

A plan already on the drawing board was a hospital in Phoenix, an Indian area in Durban with a population of about 100 000, he said

LACK OF SERVICES

Preventative and promotive health care projects, the lack of services in certain areas, as well as "expansion programmes" for existing services, will all be receiving attention

Questioned on the disparity in the quality of medical services given to blacks in comparison to whites, Mr Kathrada said "I would not like to discuss this as a black/white issue, but wherever there is any disparity I will work towards eliminating it"

Describing his new post as "challenging", he indicated that he still had to plan working strategies

His interest in health care can be traced to his involvement as a youth in health and welfare associations

Mr Kathrada said his previous working experience would stand him in good stead in his new post

- He was the first Indian to head a local municipality
- He was on the Verulam Town Board in Durban for five years and a former chairman of the Verulam local Affairs Committee
- He was also a member of the now defunct Administrator's Non-White Local Government Committee in Natal and an executive member of the now defunct South African Indian Council (SAIC)

other specified statutory bodies, (iii) the KwaNdebele authority and (iv) private builders in 1985, (b) what type or types of housing were built and (c) what was the total cost involved to each such body in that year?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

- (a) (i) None.
- (ii) The KwaNdebele National Development Corporation—18
- (iii) 8
- (iv) Unknown

(b) Three bedroomed houses.

(c) The Department—None
The KwaNdebele National Development Corporation—R181 000.
The KwaNdebele Government—R180 000.
Private builders—Unknown.

Advertisements

120 Mr D J DALLING asked the Deputy Minister of Information:

(1) What was the total amount spent by the Bureau for Information in 1985 on placing advertisements for any purpose in newspapers in the Republic,

(2) what amount was paid to each specified newspaper in the above regard in that year?

The DEPUTY MINISTER OF INFORMATION

(1) None

(2) Falls away.

National servicemen

140 Mr P A MYBURGH asked the Minister of Defence:

HOA **HANS SMD** 25/2/86
A. Col 215

(1) Whether the South African Defence Force keeps records of the academic qualifications of national servicemen; if not, why not; if so,

(2) what percentage of national servicemen in the January and July intakes, respectively, of the latest specified three years for which information is available, had a (a) Std VIII certificate, (b) matriculation certificate, (c) tertiary education diploma or qualification and (d) university degree?

The MINISTER OF DEFENCE.

(1) Yes

(2) The details are contained in the SA Defence Force computer databank but to withdraw the data for the last three years will be a time-consuming and expensive process. Only the figures for the January 1986-intake which are readily available are thus supplied

(a) 25,75%

(b) 56,50%.

(c) and (d) 13,75% Only an after-school qualification is noted thus, percentages for degrees and/or diplomas cannot be supplied separately. The remaining 4% comprises National Servicemen who have a Std 7 or lower school qualification

Heidelberg: courses for law officers
143. Mr **HANS SMD** 25/2/86
B D MERTOSH asked the Minister of Defence:

(1) Whether any courses were held during November/December 1985 at Heidelberg for law officers serving in Citizen Force units; if so, (a) what was the (i) nature and (ii) duration of each such course and (b) how many officers (i) commenced and (ii) completed each course;

(2) whether any officers left before completion

A. Col 216

pleting the course; if so, (a) how many and (b) why in each case?

The MINISTER OF DEFENCE:

(1) No. A course was, however, conducted to train National Service Military Law Officers, for whom there were initially no posts as Military Law Officers in the Citizen Force, for employment as Intelligence Officers after completion of their initial two years service period
The information with regard to this course is as follows:

(a) (i) Intelligence Course

(ii) 3 November 1985 to 13 December 1985

(b) (i) 48

(ii) 36

(2) Yes.

(a) 12

(b) Because posts as Military Law Officers in fact became available for them

National servicemen
HANS SMD 25/2/86
B D MERTOSH asked the Minister of Defence:

Whether any national servicemen are teaching in civilian schools in (a) South Africa and (b) Namibia at present; if so, how many in each case as at the latest specified date for which figures are available?

The MINISTER OF DEFENCE:

(a) and (b) Yes As on 13 February 1986, 27 and 56 respectively.

Employees

165. Mr D J N MALCOMMESS asked the Minister of Transport Affairs

How many (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians employed by the South African Transport Services are (i) permanent, (ii) temporary, (iii) casual and (iv) regular employees?

The MINISTER OF TRANSPORT AFFAIRS.

	(a)	(b)	(c)	(d)
(i)	82 584	—	—	—
(ii)	19 626	—	—	—
(iii)	354	10 576	3 100	115
(iv)	—	67 405	14 222	1 771

166 Mr D J N MALCOMMESS asked the Minister of Transport Affairs:

(a) how many applications to train as air hostesses were received in 1985 from (i) Whites, (ii) Coloureds, (iii) Asians and (iv) Blacks and (b) how many of these applications were successful in respect of each race group?

The MINISTER OF TRANSPORT AFFAIRS.

(a)	(i)	(ii)	(iii)	(iv)
(i)	4 689	10	66	311
(ii)	—	—	—	—
(iii)	—	—	—	—
(iv)	—	—	—	—

(b) (i) 219
(ii) 3
(iii) None
(iv) None
Air/ground hostesses

167 Mr D J N MALCOMMESS asked the Minister of Transport Affairs:

(1) How many (a) Black, (b) Coloured and (c) Asian persons were employed by the South African Airways as (i) air and (ii) ground hostesses as at the latest specified date for which figures are available.

(2) whether such (a) air and (b) ground

Transport service is discriminatory, say coloured MPs

STAR
26/2/86
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Political Staff



Mr Hendrik Schoeman parity would cost R700-m.



Mr Peter Mopp claims that SATS still discriminates



Mr P W Botha under fire.

PARLIAMENT — The majority Labour Party in the House of Representatives yesterday threatened not to pass the South African Transport Services' budget for next year if the service remains discriminatory

Mr Peter Mopp (LP, Border) issued the warning during the second-reading debate

The LP eventually passed the budget, defeating an amendment by Mr Anver Essop (DWP, Nuweveld) that it be rejected "because it was discriminatory in its tariff structure and personnel policy"

He said SATS was still the salvation army for poor whites. Of 2 601 whites who had applied for airways jobs, 222 succeeded, but only one coloured person and three Indians were accepted. Not one black was successful, though 1 138 had applied

Mr Nicholas Isaacs (LP, Bishop Lavis) asked why there were only two coloured professionals in SATS "I would like to ask the Minister of Transport how much will it require to effect parity of salaries?"

The SATS monopoly also came under attack

Mr Frederick Erasmus (LP, Gelvandale) said the President had committed himself to greater privatisation in his speech at the opening of Parliament "We would like to ask the Minister of Transport if this also applies to SATS?"

Minister of Transport Mr Hendrik Schoeman said the programme to achieve parity of pay would take four years in total. This year it would cost R62 million. To achieve parity immediately would cost R700 million, which could not be done

On the issue of segregated coaches, he said a survey had been done and it had been found that some coloured people preferred to ride alone

"Poor excuse" members interjected

On privatisation, Mr Schoeman offered to hand over all the SATS rolling stock and track free to anyone who could offer the same passenger service. He said rail passenger services throughout the world were subsidised

Blatant racial bias in SATS described

Political Staff

PARLIAMENT — The South African Transport Services (SATS) was attacked in the House of Delegates yesterday for what was called blatant racial discrimination applied to employees

Mr. Mohan Bandulalla (Solidarity, Havenside) told the Minister of Transport Affairs he was shocked by the disparities that existed between service conditions for blacks and whites and by the ratio of white to black SATS employees. Speaking in the second reading debate on the Transport Services Appropriation Bill, Mr. Bandulalla said his investigations showed that of 80 professional staff working for SATS last year, 79 were white

MEDICAL AID

Furthermore, in the clerical field there had been 20 900 whites, compared with only 829 blacks

He also pointed out that there was a difference in medical aid benefits

Whites could go to specialists, whereas blacks were restricted to general practitioners and hospitals

In addition, SATS showed a biased attitude in the granting of travel concessions

For example, a certain concession was given to whites after 10 years' service, while blacks had to wait 30 years to be granted the same concession.

Mr. Logan Chetty (NPP, Chatsworth Central) pointed out that at Durban harbour, white and black employees had different titles for doing the same job

In his reply, the Minister, Mr. Hendrik Schoeman, argued that complete parity between the races would take time to achieve

Responding to the criticism that SATS employed only one black at the professional level, he said Indians with doctorates in economics were as scarce as politicians in heaven

On the differences in travel concessions, he argued that at one time non-white employees had none at all "You can't expect someone on a low salary to receive the same privileges," he said

The Bill was read a second time, with Solidarity recording its objection to the vote



Major Reuben Sive
... read affidavit



Mr Hendrik Schoeman
... "I know nothing"



Mr John Malcomess
... "bugger" remark

Railways union bugging disgraceful, says Sive

Political Staff

PARLIAMENT — The row over the alleged bugging of Railways union meetings by Railways police has erupted again in Parliament

Major Reuben Sive (PFP, Bezuidenhout) read an affidavit from the Ar-

tisan Staff Association saying a listening device was found in a flower pot at an association meeting

This was a disgraceful allegation, Major Sive said. The Department of State Security had moved into the white trade union movement

"The Artisan Staff Association

is being hounded by the Security Police.

"The Security Police are not only organised to watch out for black dissidents but also white legitimate dissidents"

Solidarity objects to SATS discrimination

Political Staff

PARLIAMENT — The South African Transport Services (SATS) has cut back on white staff and increased its black staff in some categories, the Minister of Transport Affairs, Mr Hendrik Schoeman, said yesterday.

Speaking in the House of Delegates during the second reading debate on the Transport Affairs Appropriation Bill, he said critics of SATS did not acknowledge the strides that were being made towards achieving parity among employees of all races

Things are changing, he said

But SATS did not at present have the R700 million needed to implement complete equality in service conditions immediately, he said.

He was responding to criticism levelled at him by the Opposition Solidarity Party over blatant discrimination within the SATS regarding white-black staff ratios and service conditions

NUMBER REDUCED

Mr Schoeman said in some staff categories, the number of whites had been reduced by about four percent while the number of employees of other races had been increased by about eight percent

"I'm being criticised because of this," he added

Solidarity recorded its objection to the vote.

Mr Mohan Bandulalla (Solidarity, Havenside) said this was because the money was not going to be appropriated in the manner in which his party would have liked it spent

Later yesterday the Rev Edward Manikkam (Solidarity, Rylands) asked the Minister of Law and Order if he would be prepared to comment on the killing by police of seven suspected terrorists at Guguletu on Monday

The Minister, Mr Louis le Grange, said the incident was still being investigated

However, the names of those killed would be released as soon as possible.

The Minister of Transport, Mr Hendrik Schoeman, interjected "Why should I ask for a meeting to be bugged when the Press is present? I know nothing about bugging"

"Schoeman is a bugger," suggested Mr John Malcomess (PFP, Port Elizabeth Central)

Mr S P Barnard (CP, Langlaagte) said it was the first time in history that the transport services had bugged employees

"You must take responsibility for the bugging just as you made Mulder take responsibility (for the Information scandal)

"You have written off the Railways workers, especially the white ones"

Major Sive said the motion of no confidence in the government recently passed by Transvaal SATS employees after the announcement of the 10 percent pay rise was unprecedented and showed a revolt by the personnel

MINES' JOB BARS

Behind the talks

There have been major developments in the talks aimed at changing the discriminatory definition of a "scheduled person" in the Mines and Works Act. The definition bars blacks from obtaining certificates of competency to perform 13 key mining jobs

Progress towards altering it in talks between the Chamber of Mines and registered mining unions has been blocked for several years by the delaying tactics employed by the rightwing Mineworkers' Union (MWU). But hopes were raised last year that government would exercise its authority to settle the issue when Mineral and Energy Affairs Minister Danie Steyn set December 31 as the target date for the negotiations to be concluded.

Since the passing of that date, negotiations between the chamber and the unions on deracialising the "scheduled person" definition have continued. The prerequisites for this are agreement on establishing a mining industrial council and on security of employment for white workers

The Department of Mineral and Energy Affairs (DMEA) has recently stepped in, but its actions so far appear to have appeased only the rightwing. According to information received by the *FM*, a senior official in the DMEA has produced a draft Bill which proposes the establishment of a statutory selection board which would have complete say on which workers will be eligible to qualify for five of the 13 "scheduled person" certificates

The catch is in the make-up of the proposed board which would comprise.

- The Government Mining Engineer as chairman,
- Two nominees from the Manpower Department,
- Two DMEA officials,
- Two representatives of mine owners,
- Five people in possession of blasting certificates who have at least ten years' blasting experience, nominated by unions, and
- Two additional union nominees with at least ten year's experience who must hold either a Winding-Engine Driver's, Locomotive-Engine Driver's, Lampman's or Onsetter's certificate of competency.

The point is that most miners with these qualifications are members of the MWU and its two allies — the SA Technical Officials' Association (SATO) and the SA Engine Drivers', Firemen's and Operators' Association. They would therefore be likely to occupy all seven seats reserved for union representatives. MWU general secretary Arrie Paulus, observers say, is supremely confident that he would be able to control decisions made by a selection board, and thus block

the advancement of black miners. SATOA general secretary Henry Mallet-Veale has, however, denied that he would use the selection board to block black job advancement.

Most mining unions were angered last month when they discovered that they had been overlooked when the DMEA sent copies of the Bill to Paulus and the chamber. DMEA Director General Louw Alberts says the Bill was sent to Paulus in his capacity as chairman of the Council of Mining Unions (CMU) on the assumption that he would

and the chamber. For them it has now become urgent that they reach an agreement on an industrial council and security of employment (with, or most probably without, the support of the MWU, SATOA and the Engine Drivers', Firemen's and Operators' Association) and present it to Steyn. This would probably pre-empt any further developments on the draft Bill.

And it seems that agreement is close to being achieved. A source tells the *FM* that an industrial council will be established and that a security of employment clause will be built into its agreement. This should placate the unions, and the Minister of Manpower will be asked to extend the agreement to cover non-chamber mines. If the MWU decides against participation in the industrial council, the clause will, nevertheless, cover its members.

One outstanding issue revolves around manning and training levels. The artisan unions fear a flooding of the market with skilled black labour, while employers strongly believe that manning levels remain their prerogative.

This will be a thorny issue to resolve. At the same time, though, there is an urgent desire on both sides to finally eliminate the last remaining bastion of job reservation in SA, and to show up Paulus as the cause of the interminable delays. These strong feelings may encourage both sides to compromise.

There is a final consideration — one which has been a major factor at the back of the minds of the actors in this ongoing drama. The powerful black National Union of Mineworkers (NUM) has made dire threats about the consequences should 1986 not see the end of job reservation. No-one, apart from the extreme right, is prepared to face large-scale industrial unrest over this indefensible issue.

Paulus was unavailable for comment ■

distribute it

The Bill is being opposed by the majority of the unions. Nevertheless, there is a school of thought in the mining industry which holds that it is not, in fact, a sop to the rightwing.

One source sees the Bill as a catalyst designed to lead to a speedy conclusion of the negotiations. This is, indeed, the own explanation.

Alberts tells the *FM* that the Bill was drawn up as a basis for discussion, and that it is wrong to elevate it to "the status of a proposed final draft Bill ready for Parliament. It is an endeavour to solve an impasse which neither the employers nor employees could solve over the past four years. At no point in the discussions has the very concept of a selection board, as such, been finalised, and much less its constitution," he says.

Whatever the case, the appearance of the draft Bill has set the scene for a major clash. On one side there is the MWU and its allies. On the other are the majority of the unions.

FIN MAIL
7/3/86

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[Handwritten signature]

Hospital staff sign petition in bid to halt TPA directive

7/31/86
The row over whether Johannesburg's Coronation Hospital will be for "coloureds only" continued this week with doctors circulating a petition for the withdrawal of the directive instructing the move.

The petition, drawn up by the Coronation Hospital Doctors Liaison Committee, is receiving considerable support from staff as well as doctors and health workers outside the hospital.

If the directive is enforced, black and Indian patients will be transferred to regional hospitals in their "own areas".

The Transvaal Provincial Administration introduced the instruction earlier this year to ease overcrowded conditions at the hospital.

The petition affirms the doctors' support of a policy of regionalisation of health services in South Africa, but stresses what they find objectionable about the TPA directive.

"We believe a nonracial organisation of health services on a regional basis and equal access by all to equitable health facilities in these regions, is necessary to a policy of regionalisation," the petition read.

The petition added that until the TPA directive on regionalisation fulfilled these requirements, doctors felt they would be unable to comply with it.

**Race bar
'must go'**
13/2/86
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Industry Reporter

WHITE management is clearly committed to removing apartheid in all forms, a survey conducted by Natal University has shown.

The survey showed management was aware of the economic need for political change, said the head of the university's development studies unit Professor Jill Natrass.

Speaking on management and change in SA, Natrass said management still had a lot to achieve in the field of self-education, with respect to the relationship between economic growth and social and political change.

Natrass said although management remained fully committed to SA, its commitment was made in terms of the likely events of the next 15 years.

About 82% of respondents said political reform was a prerequisite for economic recovery.

quantities have they been imported and (b) where have these substances been stored or disposed of;

(3) in respect of what date is this information furnished?

THE MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

(1) (a) No

(b) No

(2) and (3) Fall away.

HANSWAGS Labour Relations Act

454 Mr P H P GASTROW asked the Minister of Manpower.

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44, of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1985, and (b) in respect of what percentage of the approved applications were the disputes settled, in each case?

THE MINISTER OF MANPOWER

(a) (1) (aa) 514
(bb) 101

(ii) (aa) Nil
(bb) Nil

(b) Conciliation Boards—27,7 per cent

Mediators—falls away

HANSWAGS Industrial Accidents

455 Mr P H P GASTROW asked the Minister of Manpower

(1) (a) How many industrial accidents occurred in 1982 and (b) what was the total cost of these accidents to (i) the State, (ii) the Accident Fund and (iii) assurance companies,

(2) (a) how many persons (i) applied for and (ii) received compensation in terms of the Workmen's Compensation Act, No 30 of 1941, and (b) what was the total amount paid out in compensation in this year,

(3) what was the total period for which the persons injured in such accidents were absent from work?

THE MINISTER OF MANPOWER.

(1) (a) 289 052

(b) (i) R 8 019 485

(ii) R68 155 338

(iii) R37 722 912

(2) (a) (i) 296 714

(ii) 289 052

(b) R124 500 952

(3) 3 475 627 man days

HANSWAGS Trade unions

458 Mr P H P GASTROW asked the Minister of Manpower.

(1) How many registered trade unions confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available,

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black persons are members of trade unions?

THE MINISTER OF MANPOWER.

(1) (a) 46

(b) 24

(c) 26

(2) (a) 100

(b) (i) 458 110

(ii) 295 987

(iii) 511 171

Note: The figures are as at 31 December 1985

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Talks forge ahead on end to 'scheduled person' clause

Job barrier to go soon in mining industry

SMR

20/3/86



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By Sheryl Raine

There is every indication that quiet talks concerning the removal of job reservation in the mining industry are forging ahead and that the last remaining statutory laws preserving 13 jobs for whites will go during the current session of Parliament

Mining sources believe the discriminatory "scheduled person" clause in the Mines and Works Act will soon become just a memory. At present the definition of a scheduled person ensures that 13 key mining jobs are filled only by whites. The prized blasting certificate is reserved exclusively for white miners.

The effect of the law has been to deprive black miners of crucial stepping stones towards top posts on the mines even though, say black miners, they are already in many cases doing the work of white miners.

It has been proposed that the words "scheduled person" be replaced by "competent person".

But agreement on the exact definition of what constitutes a competent person has been elusive. Three main sets of proposals have been advanced by government and the Chamber of Mines and various unions have responded to the proposals. The most recent set of proposals came directly from the Department of Mineral and Energy Affairs.

In a draft Bill the department proposed that a selection board be established to decide who qualifies for five of the 13 scheduled job categories. Furthermore, the board would be dominated by the white Mine Workers Union, and its close associates the SA Technical Officials Association and the SA Engine Drivers, Firemen's and Operators' Association.

The Bill is believed to have caused dismay among employers as well as dissatisfaction among other white mining unions. A flurry of meetings with government has ensued and the substance of the Bill, it is now hoped, will die a quiet death.

Black miners have become increasingly impatient in recent years to have the law changed, particularly since the advent of the National Union of Mineworkers. The NUM has not been directly involved in the job reservation talks with white unions — a cause of discontent within the NUM.

On the other side of the argument about job reservation, Mr Arrie Paulus for the MWU has vehemently opposed loss of job protection. Several employers are believed to want to get "the thing over with". Some believe that the longer the delay the more polarised black and white labour on the mines will become.

It now seems inevitable there will be a confrontation between the MWU and the Government over the scrapping of job reservation and some mine managers are expecting and preparing for industrial action from white miners when the Government finally moves

Get rid of it quickly, says mine chief

By Sheryl Raine

One of the country's prominent mining bosses has called for the swift removal of job reservation on the mines.

Mr Clive Knobbs, head of Rand Mines gold division and chairman of Durban Rodepoort Deep and East Rand Proprietary Mines (ERPMD) said in his latest statement to shareholders that the Government should act to remove the scheduled person restriction from the statute book early in 1986.

It should be removed in a manner which enables blacks to compete immediately for jobs previously reserved for whites.

EQUAL OPPORTUNITY

Durban Deep and ERPMD had devised an industrial relations strategy for the year which involved the promotion of trust between all employees and management, a goal-directed equal opportunity development programme, a review of conditions of service and training in industrial relations with emphasis on conflict management.

He said Durban Deep had made good progress in implementing the Rand Mines equal opportunity development programme.

"To date over 32 black employees have either been appointed to skilled positions or are in the process of being trained for such posts," he said.

Taking pride in the job

CITY P
23/3/72
177/5
1972

SIGNIFICANT numbers of black workers at SA's largest motor manufacturing plant are advancing into supervisory posts in a program which began long before the Government started dismantling job reservation legislation

"We have been pioneers in many respects because our overall business philosophy is to create a working environment which promotes the human dignity of all employees, irrespective of their population groups," said Toyota SA managing director Colin Adcock

"Indeed, we have never had a specific program for black advancement because we do not define our black employees in the traditional way but include in this group all people who are suffering for any social, economic or political reason"

Adcock told *Prospects* Toyota wanted to promote black employees at its Prospecton plant as far back as 1972, when job reservation was hardly being challenged by many South African companies, especially in the automotive industry

"It was two years before job reservation started to change and we wanted to promote black employees to welding and supervisory positions," said Adcock "Our chairman, Dr Wessels, had talks with the then Minister of Labour and we were able to go ahead with our employee development plans

"Today, the welders in our factory are predominantly black and doing such a first-class job that the Japanese engineers who frequently visit us say that the quality of their welding is well up to the highest international standards"

Adcock said that in order to get round the obstacles existing at the time, the

first six black people selected for supervisor or foreman training at Toyota were called "indunas"

"Today there are nearly 200 of these positions and the people holding them are described more accurately as group leaders

"These leaders are an essential link in our management structure and today there are many black Toyota employees in responsible positions working side-by-side on an equal basis with their colleagues from other sectors of the community," said Adcock

Both Wessels and Adcock emphasise that the Toyota philosophy of "respect for the individual" is sound business practice - whether applied to customers or employees

"By creating an environment in which human dignity is recognised, we help to eliminate many of the prejudices, fears and aggressive attitudes which are such an unfortunate aspect of our society as a whole," said Adcock

"You just cannot produce quality in a factory if the workforce is divided and emotionally stressed. You would not expect to sell a car to a customer who you did not treat with respect, and employees are entitled to expect the same attitude

"One of the things which makes us most proud is that many of our employees refer to their place of work in the Toyota factory as 'kya-lami' - the Zulu word which means home

"Only this kind of attitude makes it possible for us to introduce the many management techniques we are adopting from Japan

"These techniques only work when everybody in a factory takes pride in what they are doing because they are treated properly"

ADCOCK: "Pioneers in many respects."

Development of black managers

YOU PROBABLY need to train and develop as many new managers, progressively over the next 15 years, as the total you now employ.

As it takes two to three years to develop a commerce or science graduate into a competent junior manager, and up to five times as long for those with lesser qualifications, it is a need which must be tackled now. It is not even a question of whether you can afford it — management development is an investment in the future growth of your business which you cannot afford not to make.

Apart from any other considerations, the sheer magnitude of the numbers involved make it inevitable that the majority of new managers will be blacks, who have grown up under vastly different cultural and educational conditions to their white counterparts.

The first step in any development programme must be for top management to face the moral and practical issues which will arise from the promotion of blacks into managerial positions. Are they prepared to create a climate within the company in which such people will not be at any disadvantage? Do they fully appreciate what this may entail? Do they have any conception of the time-scale involved? Or the cost? Or the unpopular decisions they may have to make?

The best way to obtain full commitment from top management is to run a strategic planning workshop at which a senior training or personnel practitioner acts as facilitator, ensuring that all aspects of the problem are considered and that decisions are reached.

There must be clear-cut reasons for adopting such a strategy, such as the further development of employees with recognisable potential, social consciousness, shortage of alternative material, or even the probability that be-

fore long, government will be forced into some sort of equal rights legislation

JOHN MCCARTNEY

24/2/86

BUS DAY

The next step is to obtain the cooperation of other levels of management, because the bulk of on-the-job training and the cultural interface will be their responsibility. Unless fear of competition and innate prejudices are overcome, attitudes will make the position of developing managers intolerable.

Changing attitudes is a job for the training department. They will have to clearly define and interpret the agreed strategy; convince middle management that at best they will benefit or that, at worst, they will not suffer; and obtain their wholehearted co-operation — lip-service alone will not suffice.

The way is now clear to move into the development programme by first identifying the particular jobs for which the aspiring managers are to be selected and trained. The process is no different from that used for white managers. A detailed job description, including clear performance standards and authorities, must be compiled and from it a man specification drawn.

Research indicates that the training needs of new black managers fall into two categories — supplementary education and training in management skills. The extent of exposure to the first category will obviously depend on the background of individual candidates, but will generally include topics such as mathematics and statistics, business finance and computer literacy.

All managers, black and white, need basic training in management skills — planning, organising, leading and controlling — and if this is allied to a recognisable pattern, such as "management by objectives," it is likely to be

absorbed as a management style.

Black managers themselves have pointed to particularly strong training needs in the area of problem-solving, decision-making and planning to implement decisions. It is fundamental that, having been introduced to these new skills, the new black manager is given the opportunity to put them into practice.

At this stage they are ready to take up their first post, preferably under the guidance of a sympathetic (but not paternalistic) mentor. The development programme will then depend on individual needs and on the employment objectives, but will usually take the form of job rotation, coupled with further specialised training courses. Team-building exercises will also help to break down prejudices and increase

their acceptance as equal colleagues.

It goes without saying that remuneration and conditions of service for black managers must be at least as attractive as those of their white colleagues. Unfortunately, it also goes without saying that you can expect to lose a proportion of your training and this cost must be built into the exercise.

However, whatever the cost, it may well be substantially less than having to curtail operations because there is no one to manage them, or the cost of low productivity which inevitably results from employing untrained managers.

□ JOHN MCCARTNEY is client training manager of Deloitte. He is particularly responsible for management skills and productivity improvement training.

No aspect of management is more sensitive than the admission of blacks to what has previously been a white preserve. Despite the desperate shortage of management skills, comparatively few blacks are moving up the corporate ladder. What is the reason? Depending on whether one is black or white, the usual answers given are white racism and black incompetence.

In separate articles, CHRISTO NEL, project leader of Project Free Enterprise, and REUEL KHOZA, a black man who has made it in the business world, attempt to look beyond the stereotypes to analyse the problems and suggest solutions.

Whites suffer from cultural blindness more than blacks

BLACK managers are those employed in terms of the unwritten corporate mandate that they should approximate their white counterparts as much as possible in general outlook. Employed for decorative rather than functional purposes, they serve their purpose just as well in power-less junior positions as in senior positions where they might have real control and influence over the company.

Those whose function is to take white management on a guided tour of "black suburbia," like they were taking them through a zoo. A white guide who took black managers on a guided tour of the northern suburbs would hardly merit consideration as a manager.

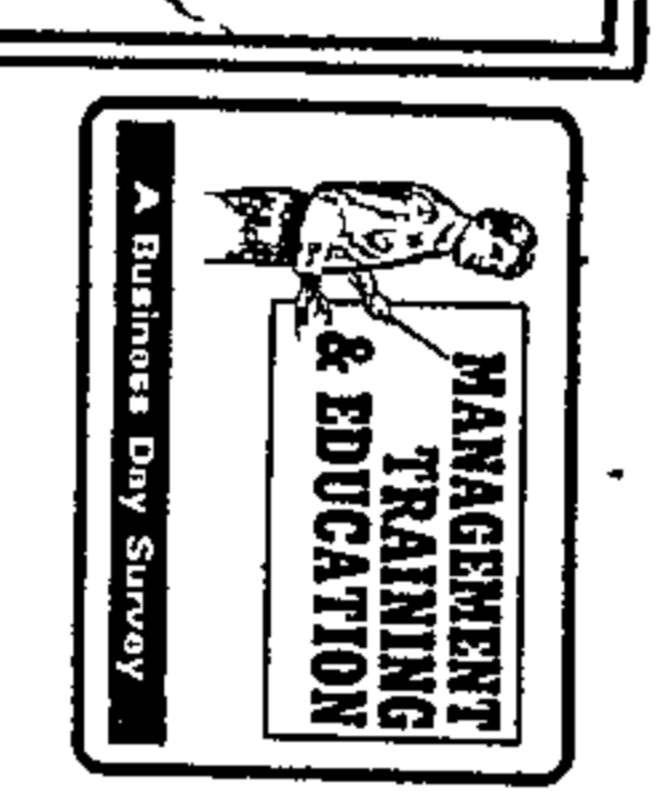
Black tokens in commerce and industry, like other black tokens in SA's macro socio-political situation, do not control a budget centre — their job is soft-core. They cannot spend company money without the explicit approval of some white supervisor — even on a business lunch entertaining a potential client.

company wishes to "make a statement" about social conscience, corporate social responsibility, etc. And because the Reverend Leon Sullivan says so. The tendency here is for companies to employ black people with nice public faces and next to zero management substance. Token black managers never question the rightness of whiteness. They cannot afford to be angry.

Such prejudices are developed and peddled with no effort to black people's existential situations. Managers in corporate SA are white. It is still inconceivable to many for one to be black and a manager at the same time.

standards and opposing loyalties. Faced with a barrage of criticisms and scepticism from corporate SA about inadequacy, inefficiency, etc, some black managers fall prey to the temptation to over-conform in a bid to compensate for these "deficiencies." There is often severe psychological and social maladjustment when individuals enter or live in a society different from their own. While managers tend to blow this phenomenon out of all proportion on perceiving blacks entering the corporate world.

Business Day



What perturbs black managers is political reluctance and the inevitable conflict between corporate policy and the implementation of policy down the line.

For example, Johannesburg might propagate a sound and commendable corporate policy: wax lyrical about fair employment practices, equal opportunity, corporate social conscience, etc. And this could be effectively sabotaged at implementation level by some middle managers (RNP-orientated) in the country.

Thus black managers must brace themselves for hostility and hypocrisy which will increase as blacks make advances into those areas in which white SA's sense of superiority rests.

Explicit culture, the recognised and easily observable standards or typical behaviour standards of a group, is quickly mastered by black managers entering the corporate world. Implicit culture, the underlying assumptions, not usually articulated, often not even recognised because they form for a group the "way things are done," presents a perennial problem to black management trainees since their interface with (white) corporate management tends to be confined to formal transactions. Assimilation of implicit aspects of any culture thrives in formal settings.



REUEL KHOZA... blacks assumed to be incompetent until they prove the opposite

REUEL KHOZA is MD of Co-Operated Marketing.

Black Management Forum's new direction

B. Day 24/3/86

THE Black Management Forum (BMF), founded 10 years ago to combat tokenism in black management, has taken a new direction. It now aims to be a management resource and is starting its own training courses. A non-political body, it is nevertheless outspoken in its condemnation of "continued non-recognition" by the corporate world.

"It is time to speak up. It is time to get rid of the prefix 'black' when speaking of management," says BMF executive council chairman Ernest Mcunu. "A manager is a manager, irrespective of colour. The word black here has the connotation of inferior — it appears derogatory."

Forum members share views, discuss frustrations and help each other — particularly people new to management. "Newcomers go through four phases," said Mcunu. "The first is the most difficult — the entry phase. This occurs when a black is employed to do a managerial job but is not given the company history, is not introduced to colleagues, but is expected to fit in somehow."

"At this stage he needs a mentor to guide him. The problem arises that unless that mentor then has an incentive to train the new man, he is often resentful or feels threatened, and proceeds to prejudice his student."

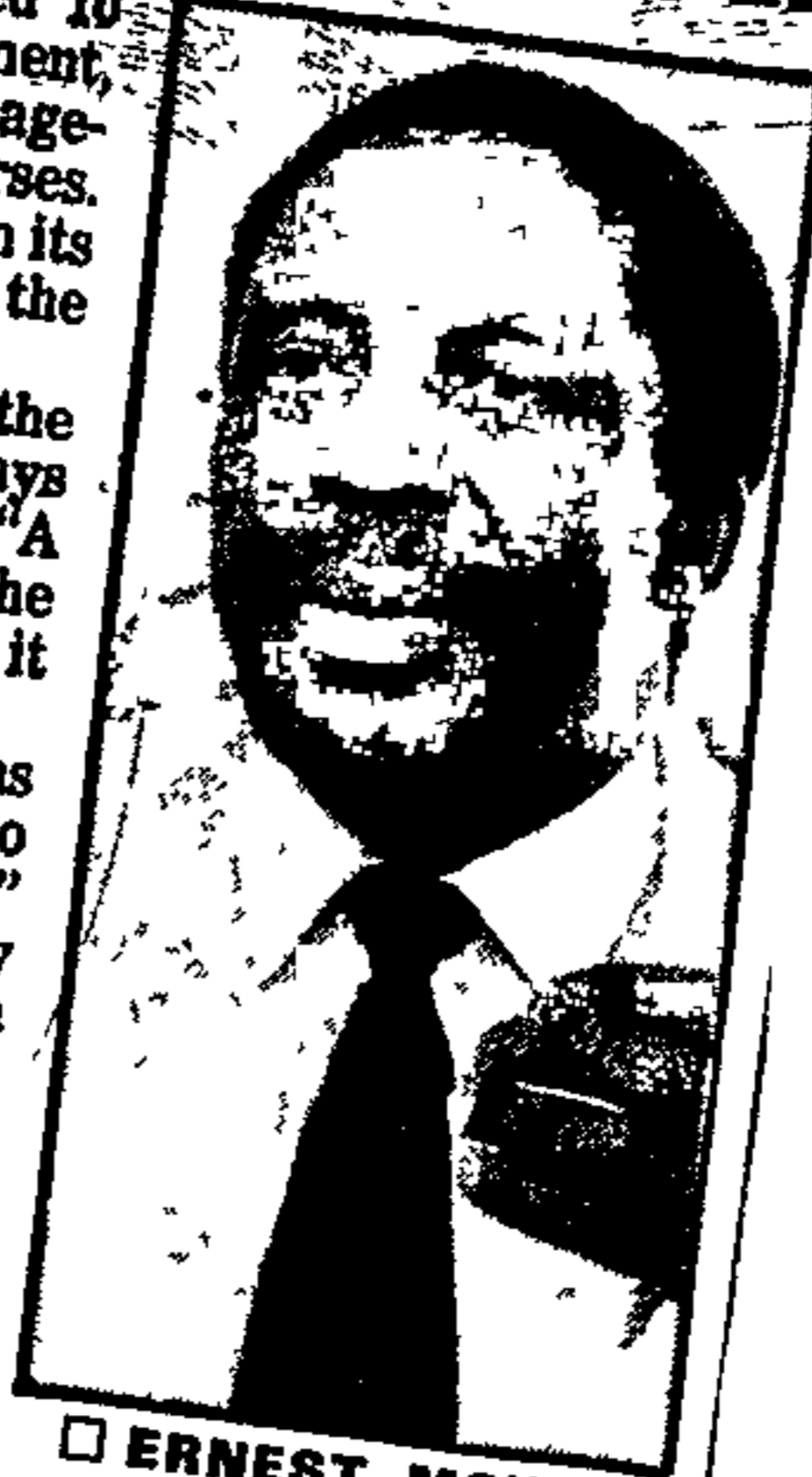
"The next phase is the need for social skills and getting conditioned to the environment — adjusting He has to familiarise himself with the work and decide on his career, which he must further without the company being paternalistic. He must work towards it as an equal with the whites, with confidence and ability."

"Phase three is the plan-growth stage. Having achieved getting to this level he now dare not sit back — he must plan ahead and keep studying, keep bettering himself. No one can afford to sit back in the corporate world."

"Finally he comes to the ultimate phase — success. Getting to be the boss. If he hits rock face and cannot penetrate or bypass it, he will leave and set up his own business."

The forum currently has a drive to recruit corporate members. Ordinary members regularly attend "5.30 sessions" to hear an address by a pertinent speaker and join in discussions.

Apart from its head office in Johannesburg, BMF has branches in Port Elizabeth, Durban and Pretoria. For further information, telephone (011) 933-2640.



□ ERNEST MCUNU
... "It is time to get rid of the prefix 'black' when speaking of management"

Pay hikes welcomed, but better conditions urged

Black nurses want 'absolute parity'

SYRIL
25/3/86
35/5/86
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By Joe Openshaw,
Medical Reporter

Parity in nurses' pay is the first step towards equal working conditions for all nurses, says the Health Workers' Association (HWA)

Although welcoming the announcement last week by Dr Willie van Niekerk, Minister of Health, that pay parity for nurses would be introduced immediately, a spokesman for the HWA said today black nurses would be satisfied only if there was absolute parity in conditions of service

"We are eagerly awaiting details of the pay increase for black, coloured and Indian nurses and any particulars of upgraded conditions for them,"

the spokesman said

He added that the HWA feared blacks would still be short-changed in regard to peripheral benefits, such as housing subsidies, transport allowances, life insurance and medical benefits

"At the moment, white nurses enjoy better conditions of service than do blacks, whose food and accommodation leave a lot to be desired," the spokesman said

'Open hospitals'

"Nurses at Baragwanath, Coronation and Hillbrow hospitals have to care for twice and, on occasions, three times, as many patients as do white nurses because of gross overcrowding

"We would also like to see

white hospitals being open to all nurses, regardless of population groups," the spokesman said

Mrs Susan du Preez, director of the South African Nursing Association, told *The Star* the association was delighted by Dr van Niekerk's announcement

She believed parity would come into effect from April 1.

"The Public Service Commission will now undertake an investigation into working conditions," she said

"If there is not parity in conditions of service, my association will look into it"

Mrs du Preez quoted some of the discrepancies in existing white, coloured, Indian and black pay scales

● Nursing assistants — R2 691 for whites and R1 674 for blacks (62,21 percent of white pay)

● Professional nurses — R7 470 for whites and R6 846 for blacks (91,65 percent)

● Senior professional nurses — R10 890 for whites and R10 062 for blacks (92,40 percent)

There are two categories in which coloured and Indians nurses earn less than whites — nursing assistants and senior nursing assistants

The scale for senior nursing assistants is R4 692 for whites, R4 131 for coloureds and Indians, and R3 135 for blacks. Coloureds and Indians earn 89,24 percent of white pay and blacks, 67,73 percent

Third party must be shown

Political Staff

Motorists will still have to display third party tokens although they will no longer be directly paying for them

Tokens will be issued free of charge to motorists next month and it will be an offence not to display them when the new system comes into operation on May 1. The new Motor Vehicles Accident Bill provides a maximum fine of R100 for failure to display a third party token on the windscreen

Motorists have been paying a two-cents-a-litre levy on petrol towards the new fund to provide third party cover.

In terms of legislation third party tokens will be issued free of charge to motorists by insurance companies in the Motor Vehicle Accident Consortium

Deal likely on ^{BUS DAY} mine jobs

A BREAKTHROUGH has been made in talks between the Chamber of Mines and the white mining unions on the scrapping of job reservation. Union and management sources say the parties are very close to agreement,

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although there are still some differences. It is now up to Mineral and Energy Affairs Minister Danie Steyn to examine the parties' proposals and take action during the present parliamentary session.

MINE JOB BARS

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(scribble)
FIN MAIL
28/3/86

Time for Steyn to act

Minister of Mineral and Energy Affairs Danie Steyn faces what is probably the biggest challenge of his career — scrapping job reservation on the mines.

Last Friday, Steyn received a letter from the Chamber of Mines and the 10 registered trade unions and officials' associations in the mining industry. It outlines the results of nearly five years of negotiations on changing the discriminatory definition of a "scheduled person" in the Mines and Works Act — the last vestige of legal job reservation in SA. Steyn has committed himself to abolishing it during this parliamentary session.

The scheduled person definition bars blacks from obtaining 13 certificates of competency to perform skilled jobs. Moves to alter it have long been inhibited by white workers' fears of being undercut by cheaper black labour.

As a result, the talks have centred on creating job security guarantees for certificate-holders, and machinery to monitor and enforce labour agreements. The chamber is willing to provide job security guarantees, but insists that they should be applied non-racially when job reservation is lifted. This would give both blacks and whites the opportunity to appeal against any dismissals they believe are racially inspired.

Progress has all along been blocked by the rightwing Mineworkers' Union (MWU) led by Arrie Paulus. But when, earlier this year, the Department of Mineral and Energy Affairs came up with a draft Bill, all parties except the MWU and its ally, the SA Technical Officials' Association (Satoa), vehemently opposed it. Efforts to reach settlement have since intensified.

The basic objection to the Bill is its proposal to establish a statutory selection board which will have say over which workers qualify for certificates of competency. Apart from objecting to such a board in principle, most unions and the employers oppose the fact that the rightwing would be heavily represented on it.

The black National Union of Mineworkers (NUM), a relatively new, if powerful, force on the mines, is, of course, totally opposed to job reservation and wants it removed immediately.

There have been several important meetings between the chamber, the unions and the officials' associations recently. The *FM* was unable to obtain comment from the chamber's industrial relations adviser, Johann Leibenberg. But informed sources say it has been decided that an industrial council for the mining industry should be established. A large degree of consensus has also been achieved on the terms for guaranteeing

certificate-holders' job security when job bars are finally lifted. Several sticking points remain, however.

The most important relates to future manning levels. The unions' basic fear is that blacks will flood the market when the definition is changed, thus giving employers the whip hand in being able to choose from a large labour pool. It is understood that the unions have been pressing for the establish-



Minister Steyn ... committed to end job reservation

ment of a Certificates of Competency Training Board (CCTB) to set labour complements for the industry and to lay down entry requirements for jobs. Employers have been opposing this, arguing that manning is a management prerogative.

A breakthrough came last week. Eight of the 10 registered unions agreed in principle to an employer proposal which would allow any union to lodge a complaint with the industrial council if it believes mines are overtraining. However, the unions want the chamber to strengthen the guarantee, they want mines to advise the industrial council of their training programmes in advance.

The demand for extra guarantees is part of the unions' attempt to satisfy the rightwing. But their proposals are not acceptable to the MWU and Satoa. These unions are in favour of the CCTB. If the chamber is not prepared to accept it, they will be going all out for the draft Bill's statutory selection board instead.

The future application of the closed shop in the mining industry, and payment for certificates are other points of contention between the chamber, the unions and officials' associations.

Minister Steyn now has to weigh up the

merits of the chamber-union job security proposals against the MWU-Satoa insistence that these do not yet satisfy the Wiehahn Commission's requirements for allaying white fears. Scrapping the "scheduled person" definition while differences between the chamber and the unions remain, calls for deft judgment.

If the Minister's strategy, using the draft Bill, was to galvanise the chamber and the unions into action, it has certainly succeeded. Progress has been made and the majority of the unions have gone out of their way to accommodate the MWU's fears. This puts Steyn in a strong position. All he needs now is the courage to act. ■

28/3/86

NATAL OPTION

FIN MAIL

(scribble)
(scribble)

Indaba under fire

Forces apparently bent on derailing initiatives towards a joint government for Natal and KwaZulu have struck in advance of the region's first constitutional conference, or indaba.

The fire bombings of the home and office of Natal University social scientist Professor Lawrence Schlemmer, who used to head the Inkatha research institute, reveal the depth of political tensions.

Although no one has yet claimed responsibility, the attacks were clearly a political statement of opposition. The words "no indaba" were scrawled on the walls outside Schlemmer's fire-blackened offices.

Given the political passions aroused by the proposed indaba, the sabotage could have been motivated by elements on either the Left or the Right. Both extremes of the political spectrum view the mooted KwaNatal merger as a threat.

Schlemmer, a former secretary of the Buthelezi Commission, is one of the chief proponents of power-sharing in the region. He recently told an influential Durban audience that, as a strategy away from the basic premise of apartheid, the move "could not be faulted." He insisted, too, that research conducted both before and after the Buthelezi Commission report indicated that the proposals had the support of the majority of the people of the region.

Invitations to the indaba, which gets under way in the Durban City Hall on April 3, have already been posted. The response has been encouraging. The New Republic Party, the Progressive Federal Party (PFP), official parties of both ethnic houses of Parliament and a number of other interest groups have indicated a willingness to attend.

Anglo mines want job bars scrapped

STAR 29/3/86 (177)

The opening of all jobs to suitably-qualified candidates of all races is a high priority throughout mines administered by Anglo American Corporation, says Mr EP Gush, chairman of Vaal Reefs, Western Deep Levels, Elandsrand, and Southvaal gold mines.

In his review for 1985, Mr Gush said only the "scheduled person" definition in the mines and works regulations prevented the possible implementation of merit-based manning in all disciplines in the industry.

For some years this had been the subject of discussion between the Chamber of Mines and the white miners' unions.

Unfortunately, he said, the Mine Workers' Union (MWU) had resisted attempts by the chamber to negotiate the securi-

ty of employment undertakings with white employees and formation of an industrial council to allay doubts for white union men.

"In accordance with its oft-stated intention to permit full black employee participation in the mining industry, the Government is now obliged to legislate change of definition with or without full union backing.

"This legislation must unequivocally remove discrimination from the regulations and be adopted as a priority during the current parliamentary session."

● The Chamber of Mines has declined to comment on Press reports that there has been a "breakthrough" in talks between it and white unions about scrapping job reservation, and job security for white miners.

Medical experts warn on splintered health services

7/4/86 SPAR
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Own Correspondent

DURBAN — Changes in the control of the health administration will cause the collapse of medical services, experts, including some in Government institutions, have warned

Describing the proposed splintered health service plan as a recipe for disaster, they predicted a "bureaucratic nightmare", leading to a Third World-type service with lowered standards, inefficiency, massive expenditure on new administrations and serious ethical problems

UNIFIED SERVICE

A spokesman of the Constitutional Development Ministry said legislation on the scheme was imminent and media briefings outlining the changes could be held this week

The plan to divide health services between "own affairs" and "general affairs" exasperated the experts who called for a unified service

Dr Hannah-Reeve Sanders, chief medical superintendent at Groote Schuur Hospital and chairman of the joint staff of the hospital and the

University of Cape Town, said in a statement this week the joint staff believed such a system would be wasteful of resources urgently needed for clinical purposes and would worsen rather than improve the already unbalanced health care

The head of the white "own affairs" Department of Health Services and Welfare, Dr Coen Slabber, has called for one administration for all "curative, preventative and rehabilitative services"

The dean of the Wits University's medical school, Professor Maurice McGregor, said "Health services are very far from perfect. This can only make it worse"

A petition to the Minister of Health from 640 members of the faculty of medicine at the university said "To divide the administration of health services further along racial lines must increase inefficiency at a time of fiscal need. It is an unwanted extension of apartheid legislation at a time when South Africa is taking the opposite direction"

Professor George Dall, dean of the medical faculty at the University of Cape Town, said "The only people who support it are politicians"

Professor Michael Simpson, assistant dean of the University of Natal's medical faculty, said every one of the faculty's four teaching hospitals could end up under a different authority

"The cost will be absurd. We could end up with more directors than people being directed"

Professor Frans Geldenhuys, dean of the University of Pretoria's medical faculty, said "The less fragmentation the better"

Dr Rene le Roex, chairman of the federal council of the Medical Association of South Africa (Masa), said Masa was concerned more money might be spent on administration than on health services

Race no barrier in SA's 'new-look' info bureau

13/4/86 SAHE (177)
THE Deputy Minister of Information and chief of the revamped Bureau for Information, Mr Louis Nel, said this week the staff would be multiracial, with top positions being filled on merit.

He said there was already a substantial number of blacks, coloureds and Indian officials working in the bureau, but top positions like Director and Chief Director, would be within the reach of any suitably-qualified person.

The highest position held by a coloured person in Cape Town's regional office of the bureau at present, is that of senior information officer.

Multiracial team

He is Mr Norman Rogers, who, as chief of the liaison section in the bureau's regional office, heads a multiracial team of officers.

At present, the bureau

is interviewing candidates for the position of assistant director. Positions above that are deputy director, director and chief director.

One of the three chief directors appointed this week was Brigadier Leon Mellett, former press secretary of the Minister of Law and Order, Mr Louis le Grange. He will be in charge of local media liaison, in future.

No 'slush' fund

Mr Nel also pledged the bureau to strictly overt operations and said it would not make use of a secret "slush" fund as did its forerunner, the Department of Information.

It aimed to steer clear of the methods used by its predecessor, the former Department of Information, whose abuse of a slush fund eventually led to one of the biggest government scandals in the history of South Africa.

To ensure it keeps its image polished and to retain credibility among all sections of the population, the bureau will operate as "an open organisation", said Mr Nel, the bureau's political head, who reports directly to the State President.

For one thing, said Mr

Report by NORMAN WEST — Political Reporter

Nel, the bureau — which gained autonomous status on April 1 — will not make use of secret money and will be fully accountable to Parliament.

This week, Mr Nel launched a new communication drive by the bureau, aimed at receiving views from the public

and communicating the views of the Government at the same time.

The bureau, which operates with a budget of R28 847 000, at present employs 304 persons of all races, of whom 285 were previous employees of the Department of Foreign Affairs.

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BUS DAY

DESPITE there being more than 2 000 vacancies at white teacher training colleges this year, government turned down 126 applications from black, coloured, Chinese and Indian students to attend them.

This has prompted NRP education spokesman Pat Rogers to accuse government of being "caught up in a Teutonic obsession" with uniformity in its rigid application of the "own affairs" rule

He called on government to display some flexibility and to allow black trainee teachers to fill vacancies at white colleges in view of the critical need for qualified black teachers

Rogers was reacting to the written reply of Minister of Education and Training in the House of Assembly, Piet Clase, to a question he tabled in Parliament regarding the number of black students turned away from white training colleges

Teachers' college bars slated

THELMA TUCH

This year 126 black, coloured, Chinese and Indian students were turned away from white colleges, many of which had vacancies. At colleges in Natal there were vacancies for 893 students, in the Cape 743, the Free State 97 and the Transvaal 579

Few black students had actually applied to white colleges, and the refusal by the colleges to admit them

displayed a failure to make use of existing facilities, he said.

On the other hand, admitting them would have provided a useful opportunity to allow groups to participate jointly in the crisis-ridden education system, he added

Progressive Federal Party (PFP) spokesman for national education, Roger Burrows, said that the more than 2 000 vacancies in white colleges in the midst of the tremendous demand for black teachers highlighted the total absurdity of racial "own affairs" education, particularly at tertiary level

Filling the vacancies with black students would not only relieve some of the tremendous demand for black teachers but would also save the country millions, he said

"Student teachers of all races mix in the education faculties at universities but are not allowed by decree to enter the white colleges."

Job reservation must go, says mining boss

THE removal of statutory job reservation in the mining industry was now urgently needed, Mr Julian Ogilvie Thompson, chairman of De Beers Consolidated Mines Limited, said yesterday.

"Intensive discussions between the industry, the unions and the Government are at last taking place and it is crucial that the outcome should be fair and should provide equal opportunity to all," Mr Ogilvie Thompson said

He said the need to abolish apartheid in all its forms and create a socio-political dispensa-

SOWETAN Reporter

tion that gives fair and equal opportunity to all is now more widely recognised than ever before

He said his company had long been in the forefront of those committed to such changes and it was encouraging that the Government had announced many substantial reforms

Reforms

Several reforms have been implemented and the remainder are expected to receive legislative approval during the present session. It is hoped that further initiatives will soon follow, he said

Mr Ogilvie Thompson said: "We shall continue to do all we can, to accelerate the process of evolutionary change.

We have also increased our contribution to the Urban Foundation, which has acted as the catalyst for a number of notable socio-economic reforms, and to the Anglo American and De Beers Chairman's Fund, which directly and through other institutions plays a highly constructive role in South African society, particularly in the fields of education and training."

He said industrial relations at the company's various operations have been satisfactory, due in part at least to a long-standing adherence to a unified wage structure and continuing implementation of merit-based manning policies, supported by extensive training and development programmes for employees at all levels

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Senior jobs wait for black miners

MANY black gold miners would be promoted to senior positions at Harmony gold mine once the government dropped job reservation.

The mine general manager, Mr Karl Eick, speaking to visiting British journalists, said white mineworkers had missed the possibility of a wage rise in return for negotiating an end to job reservation with the mines.

'Now they have missed the boat,' he said

He said white miners had totally rejected the opening of skilled jobs to all races and there was a possibility of a strike if the legislation was abolished

But he said the media had exaggerated the power of the white Mineworkers' Union

Training manager Mike Bond said there was a shortage of skilled workers and 60 black miners at Harmony could be ready to take the blasting certificate within a year of job reservation being dropped

Harmony has given the black National Union of Mineworkers (NUM) permission to organise but management will not recognise the union until more than 50 percent of workers have joined

An NUM shop steward, Philemon Kose, said union officials were not allowed to hold meetings to recruit workers and were not allowed to canvas in workers'

hostels

After recruiting at Harmony for a year, the NUM had signed up about 8 000 of the mine's 30 000-strong black work-force

Kose said he was sure the union would reach the 50 percent mark, but he did not know when

Harmony could close down if total economic sanctions were imposed on South Africa Mr Eick said

He believed South Africa would find a way around international economic sanctions

'We'll keep the country going There's no doubt about it,' he told the visitors to the mine, which produces about 27 000 kgs of gold a year and employs some 32 000 people

Low

But Eick said the mine was heavily dependent on imports of capital equipment and would be hit hard by sanctions 'This mine could well close if sanctions were applied We are a marginal mine'

The reef mined by Harmony, part of Rand Mines, has a fairly low gold content, averaging less than

four grams per ton of ore mined

Profit margins are already tight and the mine would no longer be viable if gold fell below \$290 an ounce, Eick said

If foreign supplies were cut off, it would be possible to make vital equipment locally, although it would probably cost more and be of poorer quality, Eick said

'I don't think the government could subsidize us to keep this mine going if sanctions were applied,' Eick said

Sanctions could throw more than 30 000 people out of work, the vast majority of them migrant black workers from Mozambique, Malawi and Lesotho and the tribal homelands, he said —(Reuter)

Talks on yen

TOKYO—Prime Minister Yasuhiro Nakasone will soon call a meeting of the cabinet council for economic measures to discuss emergency steps to combat the effects of the rising yen on Japan's economy, Government officials said — (Reuter)

Forex move delayed

JOHANNESBURG—South African Reserve Bank Governor Dr Gerhard de Kock said the bank may have to extend its target for withdrawing from the forward currency market.

At present, the Reserve Bank alone provides forward cover to commercial banks But the bank has made large losses on its foreign exchange dealings and in 1983 said it aimed to phase out its role in the forward exchange market by August 1986.

Dr De Kock told Reuters the bank had taken no firm decision yet on whether to extend the target, but added 'at the moment it certainly looks as though we may have to extend the phasing out period to avoid disruption (to the market)'

It remains our longer-term objective, but we do have to

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The result of the accounting policy...

19/5/80 BUS DAY

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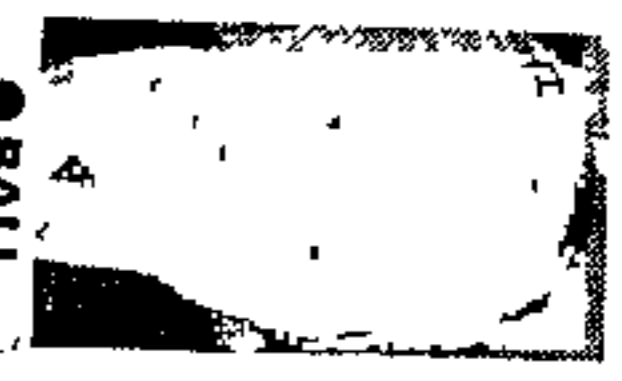
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THE VITAL VIEWPOINT

Major banks embark on action plan to increase black staff ratios

MAJOR SA banks have embarked on a bold affirmative action plan to substantially boost their black staff ratios and hasten the process of equal opportunity.

Barclays National MD Chris Ball has confirmed the bank's commitment to ensure that by 1990, blacks, coloureds



● BALL

and Indians will account for between 30% and 50% of the entire 26 000 staff complement.

"Barclays has taken a policy decision to extend and intensify its affirmative action for socio-political, as well as economic reasons, and we have produced a new set of targets," Ball told *Business Day* at the weekend.

Other major banks are undertaking similar programmes, although details

LESLEY LAMBERT
are not available

In Barclays' case, the overall objective is to increase the ratio of black management, clerical and supervisory staff — which is presently 25% of total staff — over the four-year period. Each division of the bank will be briefed on its own target within the master plan to ensure its effectiveness.

To achieve this, the bank is expected to modify its recruitment mix by reducing its intake of white staff. Ball stresses, however, that the affirmative action does not suggest that white staff will be retrenched to make way for a bigger black complement.

He says the plan is based on statistics which show that while the number of black matriculants and graduates who need to be absorbed into the job market has swollen dramatically over the past decade, the number of young whites planning a career in banking is diminishing.

Economic considerations aside, Ball says the bank's underlying intention is to "play a part in providing for a multicultural future and to assist in bringing about peaceful change in this country."

● To Page 2

Banks plan more black staff

He rejects the inevitable criticism that the bank is merely playing to foreign creditor banks. He insists the plan was initiated by Barclays National, with no prompting from Barclays PLC.

Standard Bank has also committed itself to increased employment and training of black staff. Although no details are available on the targets the bank hopes to achieve, the substantial increase in this year's intake of the proportion of black trainees points to an intensification of its manpower development schemes, says group manpower and marketing GM, Henry Fabian.

The bank's present ratio of black management, supervisory and clerical staff amounts to 25% of a 23 000 staff complement.

While this type of action will generally be regarded as a positive move in the

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From Page 1

context of a rapidly changing SA, there is bound to be some backlash from conservative members of the community.

Barclays has planned a major communication and marketing drive to enlighten its staff, where necessary, on the need for the initiative. The bank has also consulted a number of international companies with the same type of experience.

Ball does not expect resistance in SA's major centres where changes in perceptions have, generally speaking, already occurred. But the outlying rural areas will have to be handled with care and support, he says.

He believes time should not be wasted trying to educate the public to adapt to a rapidly changing political and economic environment.

The MINISTER OF LAW AND ORDER

It is not possible to give an indication of how many persons who were charged with acts of violence during the period, were members of the UIDF

Staff establishment

822 Mr M.A. TARR asked the Minister of Communications (1) (a) What was the authorised staff establishment of the Department of Posts and Telecommunications in the

The MINISTER OF COMMUNICATIONS

(2) whether staff of different race groups belong to the same staff association, if not, why not?

Grading	Authorised posts	(b)			
		(i)	(ii)	(iii)	(iv)
(1)(a)	(As at 28 February 1986)				
Postmaster General	1	1			
Deputy Postmaster General	4	4			
Senior Director	16	16			
Director	37	37			
Senior Deputy Director	72	72			
Deputy Director	125	141			
Deputy Director/Assistant Director	115	115			
Curator	1	1			
Museum Consultant	1	1			
Control Officer	209	221			
Assistant Control Officer	508	526			
Administrative Officer	1 114	1 126			
Senior Work Study Officer	7	6	2	1	1
Work Study Officer/Assistant Work Study Officer					
Data Officer (all grades)	16	16			
Senior Accountant	186	179			
Accountant	38	37			
Assistant Accountant	81	85			
Postmaster (Director Status)	176	181			
Deputy Postmaster	4	4			
Postmaster, Special Grade A	1	1			
Postmaster, Special Grade B	5	5			
Postmaster, Grade I	27	27			
Postmaster, Grade II	64	61	2	1	
Postmaster, Grade III	105	92	7	6	3
Postmaster, Grade IV	293	242	38	11	5
Assistant Postmaster A	438	356	61	18	8
Assistant Postmaster B	4	6			
Assistant Postmaster	21	19			
	18	20			

HoA

(1)(a)

(As at 28 February 1986)

Grading	Authorised posts	(b)			
		(i)	(ii)	(iii)	(iv)

Senior Chief Superintendent	2	2			
Chief Superintendent	45	43			
Senior Superintendent	232	231			
Superintendent	1 262	1 150	4	19	14
Senior Operating Inspector	13	10			
Operating Inspector	35	25			
Chief Superintendent, Restaurant/Senior Restaurant Manager	3	2			
Senior Superintendent, Restaurant/Restaurant Manager	7	5			
Superintendent, Restaurant/Assistant Restaurant Manager	5	4			
Clerk/Assistant Administrative Officer	14 843	14 677	854	303	218
Head Typist	7	10			
Ministerial Typist	1	1			
Typist/Senior Typist	192	191		1	1
Student Engineer	1	110		2	
Assistant Quantity Surveyor	1	1			
Chief Architect	2	2			
Architect	1	1			
Assistant Architect	1	1			
Law Adviser	1	1			
Assistant Law Adviser	1	1			
Control Language Officer	1	1			
Chief Language Officer	1	1			
Senior Language Officer	1	1			
Language Officer	2	1			
Senior Research Officer	3	4			
Research Officer	4	4			
Psychologist/Senior Psychologist	4	3			
Psychometrist/Senior Psychometrist	6	5			
Cost Investigation Officer	14	18			
Chief Statistician	12	6			
Assistant Statistician/Statistician	1	1			
Chief Design Artist	4	4			
Senior Design Artist	1	1			
Design Artist	2	1			
Press Liaison Officer	2	2			
Assistant Press Liaison Officer	1	1			
Editor	1	1			
Senior Journalist	1	1			
Journalist	1	1			
Senior Librarian	1	1			
Financing Officer (all grades)	1	2			
Internal Auditor (all grades)	7	7			
Nursery School Principal	20	12			
Nursery School Teacher	1	1			
Industrial Social Worker	2	2			
Engineer	6				
	93	203		1	2

HoA

Grading	(1)(a)	Authorized posts	(b)				Authorized posts	(1)(a)	Authorized posts	(b)			
			(i)	(ii)	(iii)	(iv)				(i)	(ii)	(iii)	(iv)
Technologist	22	93					708	629	10				5
Engineer/Technologist	65	188					1	1					
Control Technician	163	188					10	11					
Technologist/Control Technician	30	188					2	1					
Chief Training Officer	31	32					469	472					19
Technologist/Chief Training Officer	5	32					62	56					
Technician/Senior Technician	4597	154					107	119					
Senior Laboratory Technician	1	239					7	6					
Laboratory Technician	1	179					184	138					15
Pupil Technician	2905	154					8781	7009	1	7			15
Chief Draughtsman	4	239					4302	2968	711	976			578
Draughtsman/Senior Draughtsman	15	179					93	69	282	297			181
Learner Draughtsman	78	72					758	812					
Reprographic Manager	*	41					5482	3848	825	385			178
Chief Photographer	1	41					3	3					
Photographer/Senior Photographer	1	41					17	17					
Chief Printer	1	41					283	270					
Printer/Senior Printer	2	41					7	6					
Printing Manager	3	41					1	1					
Learner Printer	27	41					23	9					
Senior Control Inspector of Works	1	30					371	107	52	149			15
Control Inspector of Works	3	30					5218	2029	1528	1005			419
Chief Inspector of Works	7	2					85	54					
Inspector/Senior Inspector of Works	9	6					2149	1469	283	4			2
Learner Inspector of Works	21	9					106	104					
Assistant Inspector of Works	49	9					2772	2168	1	3			
Chief Technician	2	15					25	14					
Senior Lecturer/Chief Technician	1	15					15	14					
Lecturer/Senior Lecturer	860	41					12	3					
Chief Control Inspector of Unformed Staff	7	947					81	81					
Senior Control Inspector of Unformed Staff	357	947					9	98					2
Control Inspector of Unformed Staff	1	96					105	5					
Chief Inspector of Unformed Staff	5	1					31	105					
Inspector of Unformed Staff	12	4					225	224					
Chief Inspector of Unformed Staff	32	14					1	12					
Chief Inspector, Security	171	25					1	1					
Senior Inspector, Security	664	146					7	91					
Inspector, Security/Security Officer	46	64					*	91					
Control Exchange Superintendent	805	5					*	135					
Chief Exchange Superintendent	4	34					*	190					
Senior Exchange Superintendent	19	486					*	298					
Exchange Superintendent	98	4					15	13					2
Exchange Superintendent	111	21					201	163	2	27			2
Exchange Superintendent	1	1					10	8					2

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Grading	(1)(a)				(b)				
	Authorised posts	(i)	(ii)	(iii)	(iv)	(i)	(ii)	(iii)	(iv)
Stores Foreman	50								
Postal Aid/Senior Postal Aid	4 973	37	3 694	7	36				
Messenger/Senior Messenger	1 538	773	773	536	7				
Stores Aid/Senior Stores Aid	427	322	322	76					
Senior Telephone Worker	1 489	1 113	1 113	352	5				
Telephone Worker	5 566	13 599	4 151	1 273	8				
Assistant Telephone Worker	*		3 847	79					
Senior Chief Foreman	1	1	1	1					
Chief Foreman	1	1	1	1					
Senior Cook	4	3	3	2					
Cook	50	38	38	4					
Lithographic Operator	4	4	4	4					
Counter Aid	59	39	39	2					
Senior Waiter	4	2	2	2					
Waiter	33	22	22	9					
Waitress	9	9	9	9					

(c) To afford members of all population groups every opportunity to progress to higher graded posts.

(2) No, with the exception of the Society of Post Office Engineers. The question of freedom of choice with regard to membership of a staff association was deliberated at a meeting involving the representatives of all the associations and the majority were in favour of restricted membership. The Staff Associations are in any event autonomous bodies and it would not be proper for the Department to force on all of them changes to their constitutions that would make multiracial representation possible.

Notes

1 The figures reflected under (1)(b)(i) to (iv) include permanent and temporary incumbents and persons employed on contract but exclude personnel seconded to the TBVC countries and SWA

2 No specific posts provision exists for the gradings marked with an asterisk

Separate facilities
949 Mr P G SOAL asked the Minister of
Communications

(1) Whether any premises being (a) constructed or (b) planned for the Department of Posts and Telecommunications in 1986 have or will have separate facilities for different race groups, if so, (i) which specified premises, (ii) where are these premises situated, (iii) what specified facilities are to be reproduced for use

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by separate race groups, (iv) in respect of which race groups are separate facilities being constructed, (v) what total number of employees in each specified race group is it anticipated will utilise the facilities in respect of each project, (vi) when is it or under construction, (vii) when is it anticipated that these premises will be taken into use by this Department, (viii) on whose instructions are separate facilities being or to be constructed and (viii) why.

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(2) whether he will make a statement on the matter?

The MINISTER OF COMMUNICATIONS

(2) no

(1) (a) and (b) Yes,

(i) the premises concerned form part of a large number of building services which are either already in the course of execution or will be executed during 1986-87 and of which the major works alone comprise about 185 different services. The services include post offices, telephone exchanges, engineering yards, subscribers service centres, office blocks and postal stores depots. If the Honourable Member should wish to have a list of these services it will be made available to him on request.

as is generally the case in other spheres of the community,

981 Mrs H SUZMAN asked the Minister of Law and Order

(1) On what date (a) was the Lebowa Police Force established and (b) did this Police Force become independent of the South African Police,

(2) whether any members of the South Africa Police have been seconded to the Lebowa Police Force; if so (a) how many, (b) what are the ranks of these members, (c) what is the length of service of each of them and (d) what positions does or did each occupy in the Lebowa Police Force,

(3) whether the South African Police are responsible for, or in any way involved in, the training of any members of the Lebowa Police Force, if so, (a) in respect of the training of which members of this police force, (b) where does this training take place, (c) what is the (i) nature and (ii) length of this training and (b) who is in charge of the training,

(4) whether the Lebowa Police Force receive any (a) equipment and/or (b) assistance from the South African Police, if so, (i) what specified (aa) equipment and (bb) assistance, (ii) what are the relevant dates and (iii) at what cost,

(5) whether any equipment used by the Lebowa Police Force was transferred from the South African Police when the Lebowa Police Force became an independent force, if so, (a) what specified equipment and (b) what was the value of that equipment as at the end of the 1985-86 financial year,

(6) whether any members of the Lebowa Police Force were members of the South African Police Force; if so, (a)

(vi) and (vii) separate facilities are being provided where necessary in accordance with departmental policy which is continually being adapted with a view to ensuring that common facilities are provided whenever such an arrangement is practicable. The provision of separate facilities is more often than not dictated by the status of the officials concerned

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ment and (b) in respect of what date is this information furnished?

THE MINISTER OF HEALTH SERVICES AND WELFARE (for the Minister of Education and Culture)

- (a) (i) and (ii) Such detailed statistics are normally not kept and are dependent on a variety of factors, for instance the choice of subjects by pupils for a particular year and the school timetable which is drawn up accordingly. While it can be argued that in a Latin class of 15 pupils the same number of vacancies exist, this would be a misrepresentation. Statistics regarding the exact number of pupils that can be accommodated in each class in each school are not kept and are therefore not readily available. The same applies to smaller primary schools where standards are grouped together. The planning is done according to local needs and vacancies which exist elsewhere do not influence the provision in local needs,
- (b) falls away

For written reply

General Affairs

Q 205 1791
adsl/bb
 805 Mr R R HULLER asked the Minister of Mineral and Energy Affairs

In respect of the latest specified date for which figures are available, (a) what was the landed cost in South Africa of crude oil in United States dollars per barrel, (b) what, in respect of 93-octane petrol, was this cost expressed in cents per litre at the pump and (c) what elements comprised the marketing margin in the latest petrol price composition?

THE MINISTER OF MINERAL AND ENERGY AFFAIRS

- (a) USA \$ 14.01 per barrel for April 1986

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- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE DEPUTY MINISTER OF INFORMATION

(See reply to Question No 839 in col 1802)

817 Mr M A TARR asked the Minister of Transport Affairs

- (1) (a) What was the authorised staff establishment of the Department of Transport in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,
- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF TRANSPORT AFFAIRS

(See reply to Question No 839 in col 1802)

818 Mr M A TARR asked the Minister of Constitutional Development and Planning

- (1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of his Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

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- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING.

(See reply to Question No 839 in col 1802)

819 Mr M A TARR asked the Minister of Foreign Affairs

- (1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of his Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,
- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF FOREIGN AFFAIRS

(See reply to Question No 839 in col 1802)

820 Mr M A TARR asked the Minister of National Education

- (1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of his Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

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- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF NATIONAL EDUCATION

(See reply to Question No 839 in col 1802.)

Staff establishment

823 Mr M A TARR asked the Minister of Public Works

- (1) (a) What was the authorised staff establishment of the Department of Public Works and Land Affairs in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,
- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF PUBLIC WORKS

(See reply to Question No 839 in col 1802.)

Staff establishment

824 Mr M A TARR asked the Minister of Education and Development Aid

- (1) (a) What was the authorised staff establishment of the Department of Education and Training in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks,

- Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF EDUCATION AND DEVELOPMENT AID

(See reply to Question No 839 in col 1802.)

Staff establishment

825 Mr M A TARR asked the Minister of Education and Development Aid

- (1) (a) What was the authorised staff establishment of the Department of Development Aid in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,
- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF EDUCATION AND DEVELOPMENT AID

(See reply to Question No 839 in col 1802.)

Staff establishment

827 Mr M A TARR asked the Minister of Manpower

- (1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of his Department

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- regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF MANPOWER

(See reply to Question No 839 in col 1802.)

Staff establishment

828 Mr M A TARR asked the Minister of Trade and Industry

- (1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of his Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,
- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF TRADE AND INDUSTRY

(See reply to Question No 839 in col 1802.)

Staff establishment

829 Mr M A TARR asked the Minister of Justice.

- (1) (a) What was the authorised staff establishment of his Department, excluding the Prisons Service, in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c)

- what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF JUSTICE

(See reply to Question No 839 in col 1802.)

Staff establishment

830 Mr M A TARR asked the Minister of Justice

- (1) (a) What was the authorised staff establishment of the Prisons Service in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Service regarding the promotion of Blacks, Coloureds and Indians to higher grades,
- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF JUSTICE

(See reply to Question No 839 in col 1802.)

Staff establishment

831 Mr M A TARR asked the Minister of Agricultural Economics.

- (1) (a) What was the authorised staff establishment of the Department of Agricultural Economics and Marketing in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date

and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF AGRICULTURAL ECONOMICS

(See reply to Question No 839 in col 1802)

Staff establishment

832 Mr M A TARR asked the Minister of Water Affairs

- (1) (a) What was the authorised staff establishment of the Department of Water Affairs in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF WATER AFFAIRS

(See reply to Question No 839 in col 1802)

Staff establishment

833 Mr M A TARR asked the Minister of Mineral and Energy Affairs

- (1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c)

what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF MINERAL AND ENERGY AFFAIRS

(See reply to Question No 839 in col 1802)

Staff establishment

834 Mr M A TARR asked the Minister of Finance

- (1) (a) What was the authorised staff establishment of the Department of Finance in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF FINANCE

(See reply to Question No 839 in col 1802)

Staff establishment

835 Mr M A TARR asked the Minister of Finance

- (1) (a) What was the authorised staff establishment of the Office of the Auditor-General in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that

date and (c) what is the policy of this Office regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF FINANCE

(See reply to Question No 839 in col 1802)

Staff establishment

836 Mr M A TARR asked the Minister of Environment Affairs and Tourism

- (1) (a) What was the authorised staff establishment of the Department of Environment Affairs in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

(See reply to Question No 839 in col 1802)

Staff establishment

837 Mr M A TARR asked the Minister of Home Affairs

- (1) (a) What was the authorised staff establishment of his Department in various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c)

what is the policy of his Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF HOME AFFAIRS

(See reply to Question No 839 in col 1802)

Staff establishment

838 Mr M A TARR asked the Minister for Administration and Economic Advisory Services.

- (1) (a) What was the authorised staff establishment of his Department, excluding the Commission for Administration, in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of this Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

- (2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER FOR ADMINISTRATION AND ECONOMIC ADVISORY SERVICES

(See reply to Question No 839 in col 1802)

Staff establishment

839 Mr M A TARR asked the Minister for Administration and Economic Advisory Services.

- (1) (a) What was the authorised staff establishment of the Commission for Administration in the various grades of employment as at the latest

specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of the Commission regarding the promotion of Blacks, Coloureds and Indians to higher grades,

(2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER FOR ADMINISTRATION AND ECONOMIC ADVISORY SERVICES

The under-mentioned details also serve as answer to identical Question nos 813 and 814, 817 to 820, 823 to 825, 827 to 838 and 840

(1) (a) and (b) The particulars supplied by individual departments/institutions as at 1 April 1986 are reflected in the following annexures *

Department/Institution	Annexure
Home Affairs	1
Foreign Affairs	2
Bureau for Information	3
Finance	4
Prison Service	5
Trade and Industry	6
Justice	7
Office of the State President	8
Office of the Commission for Administration	9
Office of the Auditor-General	10
Agricultural Economics and Marketing	11
Manpower	12
Mineral and Energy Affairs	13
National Health and Population Development	14
National Education	15
Environment Affairs	16
Education and Training	17
Development and Land Affairs	18
Public Works and Land Affairs	19
Central Economic Advisory Service	20

Central Statistics Service	21
Constitutional Development and Planning	22
Transport	23
Water Affairs	24

(1) (c) In terms of the official employment policy, there is no discrimination against any candidate/officer of any population group. The principles of merit and efficiency are always applied when posts are filled

(2) No Membership of the various staff associations is determined by their respective constitutions. The Commission for Administration is not called upon to prescribe to these associations what their membership requirements ought to be

*[Reply to subparagraphs (1)(a) and (b) of this question, re Annexures 1 to 24, bound in Annexures of Parliament—see M147-1986]

Staff establishment

840 Mr M A TARR asked the Minister of National Health and Population Development

(1) (a) What was the authorised staff establishment of his Department in the various grades of employment as at the latest specified date for which figures are available, (b) how many (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians were employed in each grade as at that date and (c) what is the policy of his Department regarding the promotion of Blacks, Coloureds and Indians to higher grades,

(2) whether staff of different race groups belong to the same staff association, if not, why not?

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

(See reply to Question No 839 in col 1802)

HOWARD
Cahora Bassa scheme
841 Mr L F STOFBERG asked the Minister of Mineral and Energy Affairs +

(1) (a)(i) What amounts have been invested in and/or spent on the Cahora Bassa scheme by the State, State institutions and other local institutions with the permission of the State and (ii) in respect of what specified period is this information furnished, (b) what percentage of the total investment in the said scheme do these amounts represent and (c)(i) in what manner are these amounts being repaid and (ii) what amount has been repaid,

(2) (a) how much electricity has been supplied to the Republic by this scheme in each specified year since it was put into operation and (b) what was the planned supply to the Republic in respect of each such year,

(3) (a) at what price was this electricity supplied to Escom in each of these years and (b)(i) what is the current price of such electricity in terms of the Nkomat Accord and (ii) in respect of what date is this information furnished?

THE MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) (a) (i) The State has made available an amount of R35 million to the Portuguese Government to cover expected losses during the first few years of operation of the project. An amount of R144,8 million was lent to Escom for the construction of power lines and a sub-station on RSA territory. The Industrial Development Corporation granted R41,5 million, in the form of export credit financing, to the South African contractor who was a member of the consortium that built the scheme

(ii) From 1973 to 31 December 1985

(b) This figure is not available as the final cost of the project which was the responsibility of the Portuguese Government, is not known

(c) (i) The amounts of R35 million and R41,5 million are redeemed in instalments. In terms of an agreement Escom is not obliged to repay the amount of R144,8 million unless there is a decrease of the tariff paid by Escom for power supplied from Cahora Bassa. The benefit which may be gained by Escom by such a decrease must be paid over to the State until the amount advanced to Escom is redeemed

(ii) In respect of the amount of R35 million Nil
In respect of the amount of R144,8 million Nil
In respect of the amount of R41,5 million R27,3 million

NOTE The first instalment in respect of the amount of R35 m is not payable before February 1989

Year	GWh	MW (Maximum Supply)
1977	4 232	
1978	6 927	
1979	6 651	
1980	8 714	
1981	2 606	
1982	2 111	
1983	4 839	
1984	Nil	
1985	149	
Year	GWh	MW (Maximum Supply)
1977	5 000	1 000
1978	7 200	995
1979	10 278	1 385
1980	10 278	1 370
1981	10 278	1 370
1982	10 278	1 370
1983	10 278	1 370
1984	10 278	1 370
1985	10 125	1 355

Western Cape

(3) No

Consolidation proposals
 931 Mr P G SOAL asked the Minister of Constitutional Development and Planning

(1) Whether the final consolidation proposals for (a) Lebowa, (b) Gazankulu, (c) KwaNdebele and (d) KwaNgwane have been completed, if not, (i) why not and (ii) when is it anticipated that they will be completed, if so.

(2) whether these proposals will be tabled in Parliament, if not, why not, if so, when?

THE MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) (a) Yes

(b) Yes, except for the Constantia area where the Government has not yet taken a final decision

(c) Yes

(d) No

(i) and (ii) In respect of KwaNgwane the preliminary proposals have been formulated by the Commission for Co-operation and Development and it is anticipated that these will shortly be presented to the Cabinet for consideration

(2) Yes, as soon as the administrative procedures in regard to the proposals have been completed

947 Mr K M ANDREW asked the Minister of Constitutional Development and Planning

No (Community Councils have not yet been vested with this function)

(1) Whether, with reference to the reply of the Minister of Co-operation, Development and Education to Question No 30 on 26 March 1985, he or any member of his Department has received any representations concerning the decision of the George Municipality to dismiss Black workers in favour of Coloured workers, if so, (a) from whom, (b) when and (c) what was the response, if not.

(2) whether he will take steps to investigate this matter in the light of the abolition of the Coloured labour preference area policy, if not, why not, if so, when?

THE MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) No (a), (b) and (c) Fall away

(2) No, as no such decision has been taken by the Municipality of George

948 Mr K M ANDREW asked the Minister of Constitutional Development and Planning

(1) What was the total population of Lawaakamp near George as at the latest specified date for which information is available,

(2) whether (a) the residents of Lawaakamp are to be removed and (b) the township of Lawaakamp is to be disestablished, if so, (i) when, (ii) why, (iii) where are these residents to be relocated, (iv) what steps will be taken in respect of the land on which Lawaakamp is situated and (v) who took the decisions in this regard,

(3) what were the rentals charged for houses in Lawaakamp as at (a) 1 January 1985, (b) 31 December 1985 and (c) the latest specified date for which information is available,

(4) whether these rentals are to be increased, if so, (a) when, (b) why and (c) by what amount,

(5) whether the payment of any of these rentals is outstanding, if so, what total amount was outstanding as at the latest specified date for which information is available,

(6) whether any other charges are levied on residents of Lawaakamp, if so, (a) what charges and (b) in respect of what services are these charges levied,

(7) whether any services were suspended in Lawaakamp in 1986, if so, (a) what services, (b) when and (c) why,

(8) whether these services have since been re-instated, if not, why not, if so, when,

(9) whether any new services are to be provided in Lawaakamp, if not, why not, if so, (a) what services and (b) when?

(iv) The land belongs to the Municipality of George and has been planned for the extension of the adjoining Coloured township

(v) The Town Council of George in collaboration with the RSA Government, the Divisional Council, the East Cape Development Board and the Liaison Committee of Black residents of Lawaakamp. The decision was unanimous and the members of the Liaison Committee present were in full agreement with the decision

(3) (a) No rentals were charged but an amount of R13,24 per month per tenant in respect of service charges was levied

(b) No rentals were charged but an amount of R13,45 per month per tenant in respect of service charges was levied

(c) No rentals were charged but an amount of R13,45 per month per tenant in respect of service charges was levied as at 30 April 1986

(4) No rentals are applicable but service charges are to be increased

(a) With effect from 1 June 1986

(b) Service charges were subsidised by the Town Council of George. In view of the recent unrest and wilful damage to the property of the Town Council of George no sufficient explanation could be given as to why subsidisation should continue. The Town Council was consequently obliged to bring service charges in line with those paid by the Coloured community.

(c) By R11,55 per month to bring the amount to a total of R25,00 per month

THE MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) Approximately 6 000 persons as at 31 March 1986

(2) (a) Yes

(b) The area in it's present form is not an area set aside for permanent Black occupation

(i) and (ii) Fall away

(iii) A new Black town is being developed nearby at Sandkraal as no Black town existed in the vicinity of George

Fears of more tension over scrapping of job reservation

Miners reject new laws

SRAL

177

By Sheryl Raine

New laws proposed by the Government to scrap job reservation on the mines have been rejected by virtually all parties in the industry — and some union leaders fear the laws will increase labour tension on the mines

This week the Minister of Mineral and Energy Affairs, Mr Danie Steyn, announced that job reservation would be scrapped during the current session of Parliament. He said draft legislation had been sent to the Chamber of Mines and all unions in the industry, including the National Union of Mineworkers (NUM)

Industrial Relations adviser to the chamber, Mr Johann Liebenberg, would not comment on the draft Bill's content but said the chamber was unhappy and still hoped to persuade the Government to amend it

According to information the Government seems determined to create a statutory committee to control the advancement of blacks on the mines

'SCHEDULED PERSON'

The Government proposes to change the Mines and Works Act which defines a "scheduled person" as a white person and bars blacks from 13 key mining jobs. Without access to these jobs, blacks are barred from reaching the top in the industry.

The words "scheduled person" are to be changed to "competent person". A statutory committee of 14 has been proposed to determine who qualifies for five of the 13 job categories presently reserved for whites. The committee's composition is unpopular with the chamber, the NUM and most white mining unions.

- The committee will include:
- The Government mining engineer
 - Two nominees from the Department of Manpower
 - Two Mineral and Energy Affairs officials
 - Two representatives of the chamber
 - Five people with blasting certificates and at least 10 years' blasting experience, nominated by unions
 - Two further union nominees who hold either a winding-engine driver's, locomotive-engine driver's, lampman's or onsetter's certificate of competency.

LONGSTANDING OPPONENT

This means that half the committee will consist of white Mine Workers Union (MWU) members, the SA Technical Officials' Association and the SA Engine Drivers' Firemen's and Operators' Association who could together block or retard black advancement.

The MWU, a longstanding opponent of scrapping job reservation on the mines, will discuss the most recent proposals at an executive meeting on Tuesday.

It was believed that the committee was mooted as a catalyst to achieve agreement between the deeply divided parties involved in negotiating an end to job reservation. Now, unless last-minute representations to Government can force an amendment to the draft Bill, the committee seems set to become a reality.

One mining union has suggested that unions as well as the chamber refuse to serve on the committee

oksburg, Brakpan, The Johannesburg, Kemptonholzer, Paarl, Pinetown, Bfontein, Roodepoort, Springs, Stellenbosch, Benignig, Westonaria, Empangeni, and Richards

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NUM job proposal is unorthodox

CLAIRE PICKARD-CAMBRIDGE

CHAMBER of Mines president Clive Knobbs said yesterday it would be highly unorthodox of the National Union of Mineworkers (NUM) to introduce the issue of job reservation into annual talks on wages and conditions of employment.

Knobbs said job reservation was a separate issue and it would complicate wage talks if it was introduced after the union had already presented its package of demands.

The NUM said it reserved the right to introduce the issue into wage talks for members if it was not satisfied with government's progress in scrapping job reservation.

The NUM presented its demands, which included a 45% across-the-board increase,

last week. However, NUM general secretary Cyril Hamphosa said it had rejected some of the preconditions laid down by the chamber at the start of the wage talks.

The chamber is also expected to hold separate talks with the NUM and the white mining unions over the third draft Bill for the scrapping of job reservation which Government has sent to the parties for discussion.

The chamber and several unions are unhappy with the Bill.

The chamber has not yet specified its

objections to the Bill. But white unions and NUM say they are unhappy with the concept of a statutory committee which will control the advancement of blacks on the mines.

They reject the principle of government interference in future arrangements for the industry. And they believe the removal of job reservation should not be replaced by another mechanism, a committee which could reinforce discrimination.

Many white unions also opposed the Bill because it prevents them reaching agreement with the chamber on establishing an industrial council to monitor security of employment provisions.

Whites occupy all plum posts in Public Service

By Bruce Cameron,
Political Staff

CAPE TOWN — White South Africans not only have most of the jobs in the Public Service, but also the plum positions

This is clear from questions asked in Parliament, mainly by Mr Mike Tarr (PFP, Pietermaritzburg South)

But Minister for Administration and Economic Advisory Services Mr Eli Louw said the official employment policy in the Public Service was one of "no discrimination against any candidate or officer of any population group"

"The principles of merit and efficiency are always applied when posts are filled"

Mr Tarr responded bluntly "I don't believe it"

It is only in portfolios such as Education and Training that blacks fill most of the posts and are pushing into the top bracket.

Those departments which do not specialise in black affairs

are dominated with whites, not only at the top levels but also in the middle strata, with blacks mainly being brought in to do menial and unskilled tasks

And the discrimination goes further, with the overwhelming number of top and key jobs being held by Afrikaners

The tricameral system of Parliament has not as yet improved the position of the coloured people, and particularly the Indians

The ratio is nowhere near the 4:2:1 on which the tricameral system is based

'DANGEROUS'

For example, in the Department of Environmental Affairs, which has an Indian Deputy Minister, there are four Indians to 3 383 whites

In the President's Office there is not one Indian, coloured or black in one of the advisory or senior positions

The Commission for Administration, which is responsible for

the Public Service, is itself heavily tilted in favour of whites

Not one person of colour holds a decision-making or executive making job on the commission

Mr Tarr feels the commission should launch an "affirmative" programme to include and train blacks, coloured people and Indians

He said the present position was dangerous.

First, blacks would be angered by the lack of jobs being made available for them in the Public Service, which would also raise doubts about the Government's intentions to get rid of racial discrimination

The other problem was that when blacks had a major say in Government they would insist on bringing in blacks on a large scale. This would result in many under-trained or untrained people being put into jobs, which would cause chaos in the Public Service

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Sackings and the law: video

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INDUSTRIAL relations in the Eastern Cape has pioneered another breakthrough — the launch of a comprehensive video programme on the complicated question of Industrial Courts and unfair labour practices

It will be the first programme of its type produced in South Africa and is the result of thousands of hours of work in script-writing, rehearsal and filming with a professional and semi-professional cast of more than 60

The concept of producing the R90 000 series of three videos — with a total viewing time of 105 minutes — is that of University of Port Elizabeth industrial training consultant Bruce Bishop

Production has taken place on location at factories and offices in the

Eastern Cape and at Port Elizabeth's Emthonjeni Training Centre, under the direction of the training centre's audio-visual manager Bata Pascher

Financial backing has been provided by local industry and the project has the full support of UPE

"Over the years since the Wiehahn Commission [on industrial relations], much theoretical training has been directed at senior management," said the head of the university's Industrial Relations Unit, Prof Roux van der Merwe

"But the vital areas of middle management — and especially shopfloor training — has received very little appropriate attention"

Prof Van der Merwe said the training programme had been researched and

developed to address these shortcomings and to switch the emphasis to a straightforward and practical approach to that "crucial interface where the majority of disciplinary problems arise"

"That's the shopfloor," said Mr Bishop, who first realised the shortcomings of current training three years ago while himself working in industry

"What we want to do is to make it as easy as possible for line management — who have lots of other things to do — to understand the law and regulations covering dismissals and to prevent time and money being wasted"

Mr Bishop added that the course would also be available to trade unions

"After thinking about it and discussing it, I thought the best method would be to

produce an 'action drama' on video as a service to industry throughout South Africa"

Turning the idea into action produced an immediate shock for Mr Bishop — the initial quote for filming by a Transvaal company was R250 000

But Emthonjeni — which has full professional-level equipment and staff — was anxious to undertake the project at a reduced cost and filming began late last year

Borrowing props from local shops and companies and using their premises — "The level of co-operation was fantastic," said Mr Bishop — filming often took place after hours and over weekends

"There were many times when we worked into the early hours of the morning

to get everything just right as it was essential the programmes were totally realistic," said Mr Bishop

Result of the months of work is the series, which is broken into three parts

The first deals with 10 key aspects of unfair dismissal actually dealt with by the Industrial Court and contained in five dramatically produced case studies

The second deals with the "real life" consequences of these, from the highly emotional reaction of management through to large amounts of time, production and cost being lost through preparing for and appearing before the Industrial Court

The final part shows how the cases should have been handled properly and fairly

TC

BUSINESS DAY, Friday, June 20 1986

3 out of 5 Afrikaners work for govt

State employment of whites growing

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MORE whites are employed by large government organisations than private concerns — and those numbers are increasing steadily, a market survey has shown

Market Research Africa's (MRA) employment index shows two out of every five white adults in full or part-time employment work for government, one in two is working for the private sector and one in 10 is self-employed

The findings are based on representative samples of 1 000 white urban adults covering the adult population

MRA said yesterday 21% of white urban adults were in full or part-time work for large government organisations compared with 18% for large private concerns

In July 1985 the figure stood at 18%, in

November 1985 at 20% and by March this year had risen to 21%, with another 2% working for small government organisations

More Afrikaners are working for government — three in five — compared with one in five English speakers

MRA MD and chairman Clive Corder said "SA cannot afford to have such a large proportion of its working resources employed by government

"The private sector is declining, and is less able to finance growing government expenditure Unless there is a rapid cut back in government expenditure and a corresponding reduction in corporate taxation, the free enterprise section of the economy will continue to decline. There is also a grave risk the economy will suffer serious damage" — Sapa

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Fiscor closes down this month

20/6/86

BUS DAY

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CHRIS CAIRNCROSS

THE Fisheries Development Corporation (Fiscor) will shut down at the end of this month, Environmental Affairs and Tourism Minister John Wiley confirmed in Parliament this week

Replying to a question from Progressive Federal Party leader Colin Eglin, Wiley said the research functions of Fiscor were being transferred to the Sea Fisheries Research Institute of the Department of Environmental Affairs

Its finance functions were to be taken

over by the Small Business Development Corporation, and its responsibilities for fishing harbour construction and maintenance would go to the Chief Directorate Marine Development of the Department of Environmental Affairs

Cash reserves were to be transferred to the SBDC, while Fiscor's Cape Town premises on the foreshore would be taken over by the State

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Govt is big white boss

There are now more whites employed by large government organisations than by large private companies, and the number of whites employed by government is growing

Market Research Africa's employment index has found

● 21 percent of white urban adults now work full or part-time for large government organisations, compared with 18 percent for large private concerns. And the number is increasing

● In July 1985 the figure stood at 18 percent, in November 1985 at 20 percent and by March this year had risen to 21 percent, with a further two percent working for small government organisations

● Two out of every five white adults in full or part-time employment are now working for the government, one in two is working for the private sector and one in 10 is self-employed

MORE AFRIKANERS

More Afrikaners are working for the government — three in five — compared with one in five English speakers, the index found.

"South Africa cannot afford to have such a large proportion of its working resources employed by government," head of the research organisation, Mr Clive Corder, said

He said the private sector was declining, and was less and less able to finance growing Government spending. Unless there was a rapid cut-back in government spending and a corresponding reduction in corporate taxation, free enterprise would continue to decline.

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Anglo urges business to mediate in conflict

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A fruit juice firm has given Shawco 2 000 litres of orange juice for Crossroads relief. Loading the bottles on Shawco's 40-ton trailer are, from left, Mr Richard Richards, Mr Edward Sauls and Mr Abdullah Fakier.

The Argus Correspondent

JOHANNESBURG — The Anglo American Corporation has urged employers to play an increasing role in negotiations to resolve political conflict which spills over into the workplace

In their annual report released today Anglo's directors said several companies had taken the initiative in mediating directly between the police and local authorities on the one hand and company employees on the other, in trying to resolve conflicts which spilled over into the workplace

"It remains in the interests of all parties to negotiate the settlement of conflict quickly and employers are encouraged to play an important role in facilitating this process," the report said

Unemployment

The corporation was deeply concerned about the recent outbreaks of violence on several mines and the social unrest spilling over from nearby communities

Referring to the traumatic economic year last year Anglo said recessionary conditions spread to many sectors of the economy with disastrous effects

Declining real incomes and rising unemployment contributed to the rising tide of political unrest This had reinforced growing sentiment overseas in favour of disinvestment and punitive sanctions

Looking at the country's socio-political needs the corporation said that until fair access for all to employment opportunities, land, housing and capital were addressed, the major problems facing South Africa would prevent the achievement of sustained real economic growth and eventual political stability

Anglo urged the Government to press ahead with a nationwide housing programme with substantial private-sector involvement and the proclamation of land close to places of employment as a prerequisite for stability

Discrimination

The corporation also urged the speedy removal of the last vestiges of racial discrimination from the Mines and Works Act which prevents blacks from holding 13 jobs on the mines

"Removal of this provision is of great importance to the industry and it is hoped that the Minister of Mineral and Energy Affairs will act quickly to give it legislative support

"It is essential that once the scheduled person clause is removed, remaining obstacles to the achievement of merit-based selection and advancement on the mines are removed"

Although the corporation endorsed the demand for a non-racial education system, it did not believe school boycotts and stayaways were solutions to the country's education problems

It commended the National Education Crisis Committee and the Department of Education and Training for their handling of the education situation at the start of 1986, noting that it was encouraging to see how conflict could be resolved through negotiation

Development boards, influx control scrapped

Political Staff

DEVELOPMENT boards were dissolved at midnight last night

Formerly the administration boards, they were the main managers of influx control

They issued permits for those who were allowed to live and work permanently in urban areas They policed the system and they endorsed those who did not qualify for "rights"

Now the boards and their 40 000 officials have been transferred to the provincial administrators

They will continue to render various other development services from their same offices until many of the officials can be relocated in other branches of the public service

UNIFORM DOCUMENTS

President P W Botha promised this year that the pass laws would be swept away by July 1 and reference books for blacks be replaced by uniform identity documents for all

With the scrapping of the system have come restored rights for blacks, including South African citizenship and the right to full property ownership in urban areas under the jurisdiction of black local authorities

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 NURSERYMEN WHO CARE

**ER BULB
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per 4

Blacks say white diggers should be retrenched

By Mudini Maivha

Unemployed blacks are concerned that whites are encroaching on their jobs and that soon there will be no opportunities left for them.

Whites are being employed by various town councils as casual workers for R5 a day. They are given tasks such as digging trenches and cleaning parks.

The sight of whites digging trenches surprised many blacks who said they never thought this could happen in South Africa. Overseas this was not an unusual sight, but such jobs were done by blacks in South Africa, they maintained. Many said they viewed the situation with concern.

"This kind of job has been done by our people who, because of various reasons, are not skilled.

"It is unfair for whites to monopolise both skilled and unskilled work," said a man who claimed he had been unemployed for two years.

The scheme was initiated by the Department of Manpower last year to offer unemployed people casual work at minimum payment.

The scheme draws thousands of blacks, some of whom sleep in queues to ensure employment.

"We are afraid whites will take our jobs," said one worker who wanted to remain anonymous.

A messenger who passed a site at which whites were working said blacks were experts at digging

trenches.

"Whoever hired these whites to dig trenches does not know what he is doing. I am sure he has never seen blacks at work," he added.

"Blacks resort to rhythm and blues when digging trenches. They sing various tunes as they lift the picks above their heads and slam them into the ground. You do not dig a trench as an individual."

Songs such as "Chocholozza" had been composed especially for trench-digging.

"I plead with the authorities to let blacks continue digging trenches, if they want to have their job well done and completed on schedule," said the messenger.

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30/11/88 BUS DAY (177)

Action on pay rates 'as swiftly as possible'

ACTION is to be taken "as swiftly as possible" to eliminate pay discrimination between the races working for the State, a statement by Minister for Administration and Economic Advisory Services, Eli van der Merwe Louw, said yesterday.

Nurses, paramedics and teachers will be first in line.

No details were given of the money nor the number of people involved.

The Minister of National Health and Population Development would soon announce further particulars in this regard, the statement said.

The elimination of disparities with regard to educationalists was still re-

ceiving attention and the relevant minister would issue a statement in due course, the statement added.

Louw also said certain State employees would receive priority pay rises this year, mentioning specifically the position of director-general which, he said, needed to be made market-related.

Earlier this week, Minister of Education and Development Aid Gerrit Viljoen said the training of black

teachers was the nucleus of a 10-year plan to achieve parity in education.

Every year more than 50% of the department's 100 477 teachers were involved in some form of training, Viljoen told reporters in a briefing.

The percentage of unmatriculated teachers dropped from 74% in 1983 to 68% last year, due mainly to the department's adult education programme, he said.

The need for sufficient adequately

qualified teachers was reflected by the fact that the teacher-pupil ratio at primary schools was still 1 40,5 and at secondary schools 1 32,5.

A large percentage of teachers — 95% — could be regarded as non-qualified or under-qualified, Viljoen said.

However, the department aimed to train teachers so that there were enough adequately qualified teachers to ensure equal education opportuni-

ties as soon as possible.

It was envisaged that 11 600 teachers would attend about 378 week-long in-service training courses at the So-shangwe College for Continuing Education this year, Viljoen said.

The department aimed eventually to establish about 60 of these centres.

The expertise and effectiveness of standard eight to standard 10 teachers would be improved by a new project, called "Project Alpha"

About 780 teachers would be involved in the project this year, and 1 500 and 3 000 respectively next year and 1988.

More than 11 000 teachers were registered for courses at Vista University this year.

The department also had various other projects and training courses to improve its teachers' qualifications, he said.

About 13 600 principals and senior staff would be involved in a management training programme over the next three years.

"Training is an investment in the future," Viljoen said. — Sapa-Reuter

The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

ergy Affairs Minister Danie Steyn

The discriminatory definition of a "scheduled person" in the Mines and Works Act, which bars blacks from qualifying for certificates of competency to perform 13 key mining jobs, is at the heart of the matter. The Chamber of Mines and the established mining trade unions have been engaged in negotiations to scrap it since 1981. However, stonewalling by Arrie Paulus's rightwing Mineworkers' Union (MWU), and its ally, the SA Technical Officials Association (SA-TOA), ensured that not much progress was made.

Early this year, the Department of Mineral and Energy Affairs (DMEA) stepped in (*Current affairs* March 7 and 28). It circulated a draft Bill which proposed that a statutory selection board be established to decide which workers should be eligible for five of the 13 certificates. However, the DMEA's proposals about who should sit on the board were biased in favour of the MWU.

The Bill was rejected by the chamber and most of the unions. The DMEA's legal draftsmen went back to the drawing board, but two subsequent revisions were also rejected.

A copy of the latest draft — the fourth — is in the FM's possession. It says that the Minister shall consult with unions which, in his opinion, are representative of the majority of employees holding certificates, any other unions (including, presumably, the black National Union of Mineworkers — NUM), as well as mine owners, for advice on who should be eligible for certificates of competency. Seemingly then, rightwing unions will still be among those able to influence these decisions.

The Cabinet was due to discuss this draft last week. The fruits of its labours will be tabled during the parliamentary session starting on August 18.

Meanwhile, after months of disagreement over manning and training levels, the chamber and the majority of unions reached accord two weeks ago. The unions had feared that blacks will flood the market when the change is effected. Now they have agreed to establish an industrial council, and — more important — on a formula for protecting white miners' security of employment. The agreements have been sent to Steyn.

According to the FM's sources, the industrial council agreement would make provision for the mining industry's closed shop to be extended to all workers who will, in future, qualify for jobs previously reserved for "scheduled persons," provided that the constitutions of the unions concerned allow for it. This has been specifically designed to ensure that the closed shop is not used as a

job reservation mechanism by some unions, like the MWU, which have racially exclusive constitutions.

The security of employment agreement, which will form part of the industrial council's constitution, provides for equal pay for work of equal value, protection against unfair dismissal, changes in work practices to be negotiated, employment to be on merit only, training and re-training of all workers, and for the industrial council to exercise a form of control when there are allegations of overtraining. The last point is the most vital.

In terms of the agreement, the industrial council — and not the minister — will control training levels. This represents a change of sentiment in the chamber, which previously insisted that this was a management prerogative.

The chamber's agreement with the nine unions was presented to the MWU and SA-TOA at separate meetings last week. Both have yet to say whether they will become party to it. The signs, however, are inauspicious.

The FM understands that the nine unions have also given the Bill the green light. This seems to contradict their agreement with the chamber, and they will have to clarify their position.

The chamber has not yet formulated its response to the Bill, it was scheduled to do so on Wednesday. However, the Bill does not appear to differ greatly from its predecessors, and the chamber may reject it too.

If it does, Steyn will have a clear choice. He can press ahead with his Bill and face criticism for being afraid to challenge the rightwing. Or he can drop it and accept the measures contained in the agreement between the chamber and the nine unions. The rightwing unions can be placated by the simple expedient of extending the industrial council's agreement. For the sake of sanity — and to prevent labour unrest from the NUM, which obviously wants blacks to advance on the mines — he cannot afford to prevaricate any longer. ■

F.M. 8/8/86
MINE JOB BARS

Vat hom, Danie

Moves aimed at scrapping SA's last statutory job reservation, which applies in the mining industry, have reached a critical stage. The ball is now in the court of the Cabinet and, particularly, Mineral and En-

End to job reservation questioned

Reaction mixed to mining Bill

CONTROVERSY surrounds the Bill to scrap job reservation in the mining industry.

The Mines and Works Amendment Bill, tabled in Parliament yesterday, has met with mixed reaction

It eliminates clauses reserving certain key jobs for whites and provides for a non-discriminatory, competent-person definition. It extends the power of Mineral and Energy Affairs Minister Dame Steyn to set conditions for issuing certificates of competence.

Chamber of Mines industrial relations adviser Johann Liebenberg has declined to comment on the Bill, but says the chamber will give evidence to the Parliamentary standing committee on mineral and energy affairs later this week.

Industry sources say the chamber is unhappy with the Bill, particularly with clauses enabling the minister to set certain selection criteria for obtaining certificates of competence.

They believe this could be aimed at mollifying the right-wing and could be perceived as being able to control black advancement.

The Bill states that preconditions for issuing certificates of competence will be set only after consultation with employer and employee organisations, with help provided by advisory committees appointed by the minister.

But PFP manpower spokesman Peter Gastrow says the Bill scraps the job reservation section without explicitly

CLAIRE PICKARD-CAMBRIDGE
and CHRIS CAIRNCROSS

scrapping job reservation itself.

He says the composition of the advisory committees has not been dealt with in the Bill. "This rouses the suspicion that 'loaded committees' could in a more subtle way be responsible for a continued form of job reservation."

Robbie Botha of the Mine Surface Officials Association says the association and the predominantly white mining unions — excluding the Mine Workers' Union (MWU) and SA Technical Officials Association (Satoa) — are happy with the Bill because it does not have discriminatory provisions.

But Council of Mining Unions (CMU) secretary Ben Nicholson says the white unions are "anxious to get clarity on the interpretation of the section saying the minister will determine qualifications for candidates to be eligible for training to obtain certificates of competence."

"I think the wording of the draft Bill is vague and does not clearly indicate whether industry in conjunction with the minister will establish qualifications for obtaining certificates of competence."

Satoa's Henne van der Berg says the Bill does not guarantee miners sufficient security of employment. MWU leader Arrie Paulus could not be contacted yesterday, but said earlier he was unhappy with government proposals.

All job bars on mines set to be scrapped

Parliamentary Staff

CAPE TOWN — The remnants of job reservation in the mining industry is to be outlawed in terms of draft legislation tabled in Parliament yesterday.

The Mines and Works Amendment Bill excises all remaining regulations contained in the Mines and Works Act of 1956 which reserves certain work for whites only.

The bill eliminates the definition of a "scheduled person" from the legislation, which effectively prevented blacks from qualifying for a blasting certificate — a necessary prerequisite in order to move up the job ladder within the industry.

It is now being replaced with a regulatory prescription which extends the powers of the Minister of Mineral and Energy Affairs to set the conditions governing the issuing of certificates of competency on a non-discriminatory basis.

The bill emphasises that these preconditions will be set only after consultation with employers' and employee' organisations, with help provided by advisory committees appointed by the minister.

This is designed to allay any possible apprehension white workers may still have about their future job security within the industry.

It was such fears that for the most motivated the rightwing Mineworkers' Union, whose members will be directly affected by this amending legislation, to strenuously resist any attempts to scrap this last element of job reservation.

The bill also transfers all powers relating to conditions of employment and labour practices embodied in the Mines and Works Act from the Department of Mineral and Energy Affairs to the Department of Manpower.

Durban

urged to

lift job

21/8/86

restrictions

Municipal Reporter

A DOZEN Durban community organisations have called on the City Council to establish a sub-committee to investigate the deregulation of by-laws hindering self-employment

The Durban, Chatsworth and Asherville housing action committees and the Newlands East, Austerville and Hambanati residents' associations participated in a series of discussions on ways of fighting unemployment hosted by Diakonika, a church-based anti-apartheid organisation

The Lamontville Coordinating Committee, Newlands East Holy Family Parish, Phoenix Working Committee, Merewent Ratepayers' Association and the Joint Rent Action Committee also attended.

Abolition

Informal sector activity was as limitless as human need, the 12 organisations said in a statement. They included among the activities domestic duties, market gardening, backyard carpentry and mechanics, shoe polishing, street musicians, pavement artists, food vendors and street hawking

The statement said 'The informal economy is in a sense business by the people and for the people. We do not call for the wholesale abolition of every by-law relevant to the subject.

'The city council is responsible for the red tape strangulation of many thousands of potential breadwinners by the maintenance of highly restrictive by-laws.

'In those areas where the threat of competition has made itself felt, the establishment has reacted in a very negative manner

'The spectre of armed policemen forcing poor commuters from unlicensed mini-buses on to empty, expensive buses, and the action against hawkers is incomprehensible to all right-thinking people and will live in the minds of those affected by these violent acts as another example of white democratic 'free enterprise'

MINE JOB RESERVATION

The end is nigh22/8/86
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FIN MAIL

The parliamentary Standing Committee on Mineral and Energy Affairs meets on Friday to consider an amendment Bill, tabled on Monday, which provides for the cancellation of the discriminatory definition of "scheduled person" in the Mines and Works Act.

The definition — the last remaining job reservation provision in SA Statutes — has blocked black advancement to skilled jobs — notably, the emotive occupation of competent blaster — on the mines since the beginning of the century.

Mineral and Energy Affairs Minister Danie Steyn has pledged to do away with the definition during the parliamentary session. When it goes, it will open the way for blacks to qualify for 13 certificates of competency to do skilled work. The best known of these is the blasting certificate.

The underlying problem from government's point of view is, of course, fear of rightwing reaction. Moves to scrap job reservation sparked the 1922 Rand Revolt. But for how long can a government committed to free enterprise and reform equivocate?

In essence, the committee's task is simple: the discriminatory definition must be replaced with a non-discriminatory one of "competent person". But, as always, there are complications. They arise from steps to resolve the issue by the Chamber of Mines and the established mining unions on the one hand, and by the Department of Mineral and Energy Affairs (DMEA) on the other.

The chamber-union negotiations to cancel the definition have been in progress since 1981. All along, opposition from the white Mineworkers' Union (MWU), headed by arch-conservative Arrie Paulus, has been a confounding factor.

Earlier this month, however, nine of the 11 unions involved in the talks reached accord with the chamber on the prerequisites for cancelling the definition: They are establishment of an industrial council for the mining industry, which would control all aspects of training for the certificates, and measures to protect white miners' job security (*Current Affairs* August 8). Aside from the MWU, the other dissenting union is the SA Technical Officials' Association.

For its part, the DMEA produced a series of Bills in the course of the year. Its initial Bill proposed a statutory selection board to determine which workers should be eligible for five of the certificates. The Bill met with a barrage of criticism for a simple reason: representation on the proposed board was heavily weighted in favour of the MWU, which would be able to continue impeding black advancement.

Since then the Bill has undergone four

revisions. Although there is no overt bias towards the MWU in the fourth, it still makes provision for committees to be appointed to advise Minister Steyn on which workers should be eligible for certificates of competency.

On the face of it, there are now two possibilities for resolving the impasse: the Bill, and the chamber's agreement with the nine unions. But there is an additional complication. Notwithstanding their agreement with the chamber, the nine unions have also indicated that they find the Bill acceptable. The big question, therefore, is how the chamber views the Bill.

The chamber has opposed all three previous Bills. It met recently to consider the fourth. The outcome of those deliberations is not known. But, on Friday, a chamber representative will make its attitude clear to the standing committee.

The *FM* understands that Paulus, too, has been invited to make representations, and that several of the other unions are pressing for the opportunity to have their say as well. The DMEA has said that if the hearings are not completed on Friday, a further session will be held.

If the chamber opposes the fourth Bill — and if events so far this year are anything to go by, it will — the standing committee will have to make a difficult decision. It will face a number of choices: to endorse the DMEA's Bill, to support the chamber's agreement with the nine unions, or, depending on the representations, work out a compromise between the two.

□ Meanwhile, the chamber and the black National Union of Mineworkers (NUM)

were due to meet at conciliation board level on Thursday for talks on their wage dispute. The board was appointed by the Minister of Manpower last week. Because the appointment came only after the standard 30-day period, the NUM is entitled to stage a legal strike, but there is no immediate prospect of one. The union will see on Thursday whether the chamber is prepared to budge on its offer. Thereafter, NUM's course of action will depend on decisions taken by its central committee which is scheduled to meet in about two weeks. ■

PARLIAMENT

No reform jamboree

Any hopes that the brief session of parliament, which convened on Monday, would produce major political changes, have been deflated by last week's National Party (NP) federal congress in Durban.

The session had been billed as a likely reformist jamboree, there was speculation that a new reform package might be unveiled by State President P W Botha and implemented. But he drew the line. Constitutional Affairs Minister Chris Heunis was expected to clarify his complicated plans for a better SA, but the possibility (based on expectations generated by NP sources) of a broadening of the reform initiative, did not materialise.

Instead, with the reform bubble having burst in Durban, the session is now little more than extra time to clear up some of the work left over from earlier in the year.

MORE THAN 8 500 DETAINEES

Government's admission that it is holding 8 501 people in jail without trial in terms of the emergency regulations is a "terrifying indictment" of its inability to maintain law and order through the normal process of the law, says the Progressive Federal Party's (PFP's) Helen Suzman.

Suzman observes that the detentions indicate the "massive tide of resistance against apartheid."

The names were released by the Law and Order Minister Louis le Grange in a document tabled in parliament on Monday. He was obliged, in terms of the law, to release the names to parliament when it reconvened after the recess.

It was the first time government had

acknowledged the extent of its crackdown in terms of emergency regulations.

Until now, opposition monitoring groups such as the PFP's Missing Persons Bureau and the Detainees' Parents Support Committee have estimated that the number of detainees varied from 5 000 to 13 000. In recent weeks, *The Star* has valiantly published the names of 4 156 detainees.

There were doubts this week that Le Grange's list contains the names of all detainees. Apparently, the names of some people known to be in detention do not appear. The list gives no indication of whether or not it includes the names of people already released.

The bars go, but the knots live on

THE notorious colour bar on South African mines is to be legislated out of existence after 94 years

But white miners' unions could retain considerable control over the entrance of black workers to their trades and the real effects of the new laws may only be clear once individual mining houses decide on how to implement them

Mineral and Energy Affairs Minister Danie Steyn introduced a bill last week to do away with racial job reservation in the country's biggest industry — the last vestige of legal racism in the workplace

The Mines and Works Amendment Bill seeks to scrap the "scheduled persons" provisions which have reserved 13 job categories for whites and coloureds, and prevented blacks from upward job mobility.

Behind this seemingly simple alteration to the law lies a complex tangle of mining regulations and employment practices with widespread ramifications for the working lives of thousands of mineworkers

The Mines and Works Act (MWA) governs the mining industry, enabling the state to regulate mining operations

By JEAN LEGER and
PHILLIP VAN NIEKERK

ostensibly in the interests of health and safety of workers

However, unlike mining codes in other countries, the MWA regulations have protected the "white miner" by reserving certain tasks and skills for "scheduled persons" who could only be white or coloured

The right to acquiring a blasting certificate has been the most important privilege reserved for "scheduled persons".

The Sixth Wiehahn Report of 1981 proposed the scrapping of the racist provisions and both the Chamber of Mines and the black National Union of Mineworkers (Num) have applied pressure to have them taken off the statute book

Since the formation of the Num, job reservation has ranked only behind wages and safety as an important and emotive issue for black miners, and the union threatened national strike action over mining apartheid

On the other hand, the all-white Mine Workers' Union (MWU) has adopted a hard-line defence of the provisions, consistently opposing the

removal of their members' legal privileges

The new bill, coming five years after the government accepted the Wiehahn proposals, eliminates the "scheduled persons" definition and replaces it with a nonracial definition of a "competent person"

However, much confusion still surrounds who will be a "competent person" as the Minister of Mineral and Energy Affairs will acquire substantial power to decide what qualifications are necessary.

And he will have to make these decisions in consultation with the white miners' unions, representing the majority of workers in those trades

Whether this is merely a sop to recalcitrant white miners, who fear job insecurity, or a means for the white miners to severely restrict entry to their trades will only be known once the new provisions are introduced

It is not entirely clear now because the bill makes provision for consultation with employers and other unions, presumably including the Num, over the minimum qualifications

Key questions arise over the future

status of the team leader, at the moment the most senior category of black worker underground, and the method of payment for blacks included in the new dispensation

Production at the moment is carried out by teams of eight to 10 workers. Each unit has a team leader who supervises their work, and for about every three teams there is a white miner in charge

Widespread exemptions granted in the seventies allowing team leaders to do the work of white miners may now be removed

Thus for production to continue on the mines it may be necessary to include team leaders — who are currently, in terms of the exemptions, doing the work reserved for white miners — as "competent persons".

White miners are paid substantially more than team leaders and according to a different system whereby about half of their wages comes in the form of production bonuses

But if the team leader now acquires a certificate of competence, will he be paid in a similar manner to white miners? This would mean a massive hike in the wage bill and a fundamental adjustment in the industry.

Miners in Parliament

WEEKLY MAIL REPORTER
1977

SENIOR officials from the National Union of Mineworkers will give evidence before a parliamentary select committee today on proposed amendments to job reservation on the mines

The Mines and Works Amendment Bill has been hotly opposed by white miners, but criticised by the Chamber

WEEKLY MAIL REPORTER
of Mines and black mineworkers for not going far enough to end job discrimination

Num will be represented by its secretary general, Cyril Ramaphosa, president, James Matlatsi, and Elijah Baraji, the union's vice-president and the president of the Congress of South African Trade Unions

CAP TUES 6/9/86

NUM gives evidence to House committee

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By EBRAHIM MOOSA
Political Reporter

REPRESENTATIVES of the largest progressive trade union in the country — the National Union of Mineworkers (NUM) — yesterday gave evidence to a parliamentary standing committee concerning legislation which attempts to eliminate job reservation on mines.

The NUM secretary, Mr Cyril Ramaphosa, and president, Mr James Motlatsi, addressed the Standing Committee on Mineral and Energy Affairs on their objections to the Mines and Works Amendment Bill.

The cancellation of the discriminatory definition of "scheduled persons" in the Mines and Works Act would open the way for blacks to qualify for 13 certificates of competency to do skilled work. The best known of these jobs is the blasting certificate which till now has been reserved for whites.

Dr Michael Veldman, chairman of the committee, confirmed that the NUM delegation — one of the major

components of the umbrella trade union federation Cosatu — did give evidence yesterday. The move is viewed as significant in terms of industrial relations between the government and the labour movement.

Dr Veldman pointed out that the NUM had not reached any agreement with the Chamber of Mines over the prerequisites to scrapping the discriminatory definition.

"We had a very frank discussion over the bill. Mr Ramaphosa put his case very well. I was surprised to receive a response from the NUM and their discussion is something to be thankful for," Dr Veldman said.

It is understood that the NUM is opposed to the bill because the Minister of Mineral and Energy Affairs, Dr Danie Steyn, would still hold wide-ranging discretionary powers.

Although the bill attempts to remove racial criteria for skilled jobs on the mines, the NUM maintains discrimination is possible in terms of proclamations which can be issued

THE National Union of Mineworkers (Num) says it is extremely disappointed with the Draft Mines and Works Amendment Bill aimed at removing job reservation on the mines

Mine union anger at white fears' clause in new Bill

By SEFAKO NYAKA

In a lengthy memorandum submitted to the Standing Committee on Mineral and Energy Affairs in parliament last Friday, Num has registered its disagreement with the precondition that, prior to effecting an amendment to the "scheduled person" definition, "adequate measures are taken to allay possible apprehension about future job security on the part of white workers within the industry"

give adequate protection against the racial victimisation of black workers
"The motive behind this requirement is clearly to keep the majority of black workers out of the affected occupations"

The Num delegation is comprised of its president, James Motlatsi, vice president Elijah Barayi, secretary general Cyril Ramaphosa, legal adviser Cuban Pillay and information officer Marcel Golding

Num says the educational requirement is the worst one, in that previously no such qualification was needed
Access to educational qualifications

Num says there is an "inherent contradiction between the expressed intention of the Amendment Bill and the precondition of 'allaying the apprehension' of white workers"

Mine dispute board meets again

By SEFAKO NYAKA

It cannot be pledged that racial discrimination is to be removed when in practice the steps that are a prerequisite to effect non-discrimination yield to the demand of a particular race group, the union argues

THE Conciliation Board meeting set up to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers will sit again on Monday

The union says it is also opposed to the requirements with which a person must comply in order to be admitted as a candidate for the acquisition of a certificate of competency

The board was to have met last Thursday but the session was adjourned to give the chamber a chance to meet with its principals

The requirements include standards of practical experience, command of language, physical health, security, age, education or training

The board was set up after negotiations on wages and working conditions between Num and the chamber reached a deadlock

"It is common cause that the majority of workers in the mining industry are not proficient in any of the official languages," the union says

Num has declared disputes with 29 gold mines and 18 coal mines affiliated to the chamber

Num terms the requirements discriminatory, saying they will fail to

The union demands a 30 percent increase across the board, against the Chamber's offer of between 15 and 20 percent

The meetings and the wage offers were confirmed by a representative of the Chamber of Mines

"The new wage offers were implemented in July after an

is a highly controversial and political issue in South Africa,

Num says it believes requiring educational qualifications will leave the majority of workers in the industry without protection against racial victimisation, because the white population enjoys access to educational facilities, whereas the

agreement with the union. However, they later came back and told us that after consulting with their members they were now rejecting the chamber's offer," the representative said

A legal strike is looming at Ergo on the East Rand after the majority of workers voted in favour of industrial action

Num has also declared disputes with De Beers Mine, Nufcor, Winterveld and the Union Carbide-owned Tubatse Ferrochrome

Settlement has been reached with the Barlow Rand-owned Dhuva and Rietspruit Mines in Witbank, Rand Refinery, Consolidated Murchinson, Havercroft Verref Mines and The Employment Bureau of Africa (Eeba)

Strikes have been called recently on several different mines

same is not the case for the black population

The physical health requirement is unnecessary, in that the Act provides for this

The security requirement is "both ambiguous and superfluous"

The union also objects to the institution and composition of committees to advise the minister and to the matters about which the committees must advise the minister

"This will have the effect of introducing an outside body to determine the issues that fall within the collective bargaining domain between employers and workers

"Apart from giving the minister a much wider form of discretion than is warranted, this will also introduce discriminatory bureaucratic machinery through the committees"

At Grootvlei in the West Rand, 204 workers went on strike recently, demanding the reinstatement of a worker who was dismissed for defending himself against an alleged assault by a white miner

On the same day, 6 000 workers at the President Brand shaft 2 in the Free State went out on strike, demanding production bonuses

At the FSG Mine, 4 000 workers staged a 34-hour sit-in

Last week about 3 000 workers at the Western Holdings Shaft 3 went out on strike, demanding the reinstatement of four shaft stewards

On Sunday 7 000 workers at the Beatrix Mines downed tools in protest against incidents of alleged unfair dismissals and demotions

On Tuesday at the Matla Coal Mines near Bethal, 130 workers were retrenched. Some workers received little more than R500 in severance pay

Work ban is blackmail M'bique

Eve Post 11/10/84 (177)

MAPUTO — Mozambique says South Africa's decision to ban employment of its nationals and repatriate tens of thousands of those already employed is blackmail and will be resisted.

A commentary on State-run Radio Maputo said SA's action, announced yesterday by several Government departments, "is another in a series of sanctions".

"The measure is a continuation of destabilising actions which Pretoria has carried out against our young republic and against our still fragile economy," it said.

"But Mozambique will know how to find ways of resisting the latest South African blackmail, particularly now that the international community realises that the apartheid regime is the destabilising factor in Southern Africa."

SA said it acted against Mozambique because of that country's alleged backing for the African National Congress.

There are about 55 000

Mozambicans currently employed in SA, Mozambique's official news agency, AIM, reported today.

Mozambique and SA signed a non-aggression pact in 1984, barring each from backing the other's enemies, but Pretoria blamed Maputo for a landmine explosion near the border on Monday in which six South African soldiers were wounded.

Mozambique has frequently complained that SA was breaching the non-aggression pact by arming the right-wing Mozambican National Resistance (MNR) rebels, who have been battling President Samora Machel's Government since independence in 1975.

In Johannesburg the Minister of Manpower, Mr Pietie du Plessis, said last night the decision was taken in the national and security interests of SA.

Mr Du Plessis said no country in the world could allow virtually free access to its labour market and, on the other hand, al-

low its security to be undermined by that country which benefited from "job opportunities and so forth in SA".

"The fact is you cannot milk your cow with one hand while you are busy cutting its artery with the other hand."

He said the step had been taken in the interests of the maintenance of security within the borders of SA.

"This is a preventive measure to stabilise the security situation and to prevent infiltration from Mozambique," he said.

The National Union of Mineworkers said last night that the plan was an outrageous and unwarranted retaliatory action.

"This action is purely part of an attempt to defend apartheid in the wake of concerted international pressure and is not a solution to the South African question and peace in the sub-continent," the union's spokesman said.

The Chamber of Mines said it regretted the Government's decision.

FORC...

Whites 'block black workers' progress

AKG 2/10/86

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The Argus Correspondent

JOHANNESBURG. — White resistance to black advancement is a major factor holding up black workers' progress in South Africa

This was the finding of a Human Sciences Research Council (HSRC) study presented at the Psychological Association of South Africa's annual congress here

The study involved in-depth interviews with all levels of staff at 24 retail stores which are part of a large retail chain

"The workplace is a key aspect of the political situation in South Africa," said Dr Peter Franks of the HSRC's Human Development division

He said black advancement was "inextricably connected" with the search for political dispensation in a broader society

"Last month's Kinross mine tragedy makes one wonder what it will take for management to face the crisis it faces," he said

"The problem surrounds the whole question of leadership and the traditional white leadership principle of 'baasskap'"

Discrimination was seen as a problem by "almost all" black and coloured employees

Some of the strategies of white resistance were

- Anti-unions-for-blacks attitudes,
- Blocking advancement,

- Setting people up for failure,

- Biased appraisals and tests,

- Subverting communication channels and grievance procedures, and

- Creating a climate for industrial conflict

Indications of "baasskap" in organisational management were

- Attempts to create an illusion of development, and

- Excluding blacks from decision-making

"Black managers and supervisors are torn between their responsibility towards management and their responsibility towards their own people in the political struggle" said Dr Franks

"Management strategy has been to try to raise blacks to the level of managers and supervisors and make them mediators between white managers and black personnel

"In this way white management has pulled back into the laager, leaving black managers and supervisors to face the music"

The study's recommendations were

- That the apartheid "dreamland" give way to the realities of the African context, and

- That access to decision-making be extended to all peoples

Whites impede black progress

By Joe Openshaw, Medical Reporter

White resistance to black advancement is a major factor impeding black progress in the South African work situation.

This was the finding of study by the Human Sciences Research Council (HSRC), details of which were given on Tuesday at the Psychological Association of South Africa's annual congress in Johannesburg, by Dr Peter Franks of the Human Development Division of the HSRC.

The study involved in-depth interviews with all levels of staff at 24 retail stores which are part of a large retail chain.

"The workplace is a key aspect of the political situation in South Africa," said Dr Franks. "Black advancement is inextricably connected with the search for political dispensation in broader society."

"The tragedy at Kinross mine raises the question of what it will take for management to come to terms with the crisis it faces — a crisis inseparable from the crisis facing the country as a whole.

"The root of the problem surrounds the whole question of leader-

ship and the traditional white leadership principle — 'baaskap'. It was found there was surprisingly little antagonism towards whites among blacks and coloureds while there was antagonism towards blacks, in general, from whites.

Discrimination was perceived as a problem by almost all of the black and coloured staff.

Some of the strategies of white resistance are

OVERT

- Anti-unions-for-blacks attitudes
- Blocking advancement
- Not training or developing subordinates

COVERT

- Setting people up for failure
- Biased appraisals and tests
- Seeing and hearing what one wants to
- Subverting communication

and grievance procedures

- Discriminate application of rules

- Creating a climate for industrial conflict

Indications of "baaskap" in organisational management

- Attempts to create and illusion of development
- Excluding blacks from decision making
- Demands that blacks adapt to "white expectation"
- Hoarding of information
- Consistent appointment from outside the organisation

"Black managers and supervisors are torn between their responsibility towards management and their responsibility towards their own people.

"Management strategy has been to attempt to raise blacks to the level of managers and supervisors and make them mediators between white managers and black personnel

"White management has pulled back into the larger leaving black managers and supervisors to face the music"

BUSDAY
25/11/86
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Three Bills will remove barriers on certain jobs

CHRIS CAIRNCROSS

NEW draft legislation giving effect to the Competition Board's (CB) brief of eliminating restrictive and collusive practices in the SA economy is dribbling through to Parliament for consideration during the next session.

Three Bills expected to be tabled during 1987 are the Valuers' Amendment Bill, the Professional Land Surveyors' and Technical Surveyors' Amendment Bill, and the Town and Regional Planners Amendment Bill.

The first proposes changes to the Valuers' Act, eliminating a clause reserving the valuer's job to certain professions only.

A restriction requiring a person registered as a valuer to pass a prescribed examination within five years to stay registered is also to go.

Job reservation provisions contained in the Professional Land Surveyors' and Technical Surveyors' Act are also to be eliminated. So, too, is the prescribed tariff of fees.

In terms of Section 10 of the Town and Regional Planners Act, the Minister of Manpower and Public Works may reserve the kinds of work for town and regional planners.

Rules can also be set down fixing the tariff of fees a town or regional planner can charge for his professional services.

These regulations are now seen as restrictive practices, and amending legislation aims at removing them.

MINING

First black mining engineer graduates

9/12/86
TUESDAY

THE first black mining engineer graduates from Wits University tonight, but government legislation will prohibit him from working as a miner in SA.

The Scheduled Person definition in the Mines and Works Act will block graduate Patrick Rangwetsi from obtaining a blasting certificate — a pre-requisite for entry to mine management.

The discriminatory clause, which prevents advancement to skilled jobs, is expected to be removed early next year. However, until the definition is scrapped, Rangwetsi will have to undergo training at one of the homeland mines of his employer, Johannesburg Consolidated Investments (JCI).

JCI director Jeremy Nel said: "The scheduled person's clause was not a problem in terms of Rangwetsi getting his degree. But we were constantly aware that it would raise its head once he had graduated."

JCI sponsored Rangwetsi's education after spotting his "obvious potential"

CHERYLYN IRETON

during training courses at Rustenburg Platinum mines, where he was employed for a number of years.

His practical postgraduate training will take place at either JCI's Atok mine or one of its Bophutatswana mines

Graduating along with Rangwetsi are the first four black candidates for BSc (Engineering) degrees in metallurgy, materials and surveying

Another pioneer is Gavin Foley, who will become the first Wits graduate to obtain a BSc (Eng) degree in mine surveying.

At the ceremony, Professor Desmond Midgley, SA's leading authority on hydrology and water resources, will receive the honorary degree of Doctor of Science in Engineering.

In all, the engineering faculty will confer 148 degrees, 42 higher degrees and 54 postgraduate diplomas

23/12/56

EB. Buddah 177

LABOUR lawyers and other specialists have been studying the draft Bill published on Friday amending the Labour Relations Act (LRA)

While the overall response has been positive, a number of anomalies have been noted and they will no doubt be the subject of representations to the Department of Manpower in the coming weeks

Various components of the unfair labour practice (ULP) definition, particularly, have drawn comment. For one, unlawful strike action is to be considered an ULP. This is seen as one the most anomalous aspects because an unpublished National Manpower Commission report actually recommends the decriminalisation of strike action

The Bill also clearly sets out to prevent secondary industrial action. A strike would be unlawful if the employer or employees involved are not directly involved in the dispute which gives rise to it. And boycotts involving unions or employers not involved in a dispute are deemed to be unfair

It is now a simple administrative matter to declare a dispute and apply for the establishment of a conciliation board (CB)

But it remains to be seen whether the courts would rule that it is legitimate, say, to declare a dispute against a retailer who refuses to discontinue stocking the goods of a manufacturer involved in a dispute. The key seems to be the interpretation of the word "directly"

Employers are likely to be unhappy at being unconditionally barred from replacing one employee with another at less favourable

Anomalies in draft Bill Uncovered

The Labour Relations Amendment Act published last Friday has been applauded for its enlightened contents. But many anomalies still need to be ironed out. ALAN FINE reports.

terms of employment. One attorney described this as "a strange inroad into management prerogative".

The prohibition on unfairly discriminating on the grounds of race, sex or religion has been welcomed. But there is some concern as to how the word "unfairly" will be interpreted

Lawyers warn that the clause preventing the conclusion of an agreement "without the prior authorisation of members" is a potential problem. While the intention — a commitment to the democratic process — is sound, agreements are often ratified after the fact

And the exclusion from the ULP definition of "any practice which has been agreed upon" opens up the possibility of an agreement, inherently unfair to a third party, nullifying the latter's rights.

The Bill also appears to contain some procedural anomalies

While it removes from the Minister the prerogative to decide whether or not to appoint a CB, it has given similar powers to the Industrial Court on the question whether to arbitrate over an unfair dismissal. The court is empowered to make this decision based merely on the report on the dispute by the chairman of the CB or industrial council which considered it.

This is seen as an obstacle to automatic access to the court. In addition, the Bill lays down no clear criteria for such decisions

The Bill also does not appear to give the new special labour court the power to act as a court of appeal on unfair dismissal arbitrations heard by the Industrial Court. Section 8 of the Bill, which

amends section 35 of the LRA, apparently sets out to expedite the dispute-resolving process. It does this by barring the establishment of a CB (and hence access to the Industrial Court) unless the application is lodged within 30 days of the dispute arising, or 14 days in the case of an alleged unfair dismissal

The intention is laudable. But the strict time limits are likely to discourage the use of procedural arrangements agreed between unions and employers, because those procedures often take longer than the period prescribed in the Bill

Another area of concern is section 9 of the bill which gives departmental officials wide powers to delay the completion of the work of a CB, and hence lawful strike action

Finally, the Bill completely deletes section 17(1)(Xa) of the Act. This clause has recently been widely used to give urgent relief to allegedly wronged parties. For example, GM won an order preventing the National Automobile and Allied Workers' Union from supporting the recent strike there.

And the National Union of Mineworkers won an order against Gold Fields for the holding of strike ballots — a case now on appeal.

One labour lawyer says it is a pity there is nothing to replace this section. In terms of the Bill there is no allowance for urgent applications, a process which has often facilitated settlements

In conclusion, despite the advanced thinking reflected in the Bill, there are many aspects which will have to be amended prior to passage through Parliament to correct anomalies, poor draftsmanship and mistranslations.

MANPOWER — RESERVATION OF WORK

1987

INDUSTRIAL AID CENTRE*

Address: Room 312, Trevor Building, Voortrekker Street, Vereeniging 1930

Phone: (016) 22 1700

Vice-Chairman: B.M. Sechaba

General Secretary: Esau Ralitsele

Membership and Constituency: Has a membership of people who cannot join trade unions.

Aims and Objectives:
Helps Industrial and domestic workers with their problems.
Helps people who have influx control problems draft their affidavits.
Helps to initiate community projects.
Educates workers about their rights by running seminars.

Facilities and Resources:
Library: Yes, small library with diverse material relating to trade unionism and labour legislation.
Training Materials: Prepares educational materials on matters of interest to workers and carries out research on agreed matters of interest to workers.

Current Programme: Educating workers about their rights by running seminars.

Mines chief tells State not to slow black progress

Chamber of Mines president Mr Peter Gush has warned that the mining industry will "vigorously and publicly" expose any attempt to bar blacks from scheduled-person jobs when the scheduled-person definition in the Mines and Works Act is repealed.

He told the annual meeting of the Colliery Managers' Association in Johannesburg yesterday the repeal of the relevant clause in the Act was still bogged down in politics and legislation.

"I understand this will now be deferred to the Parliamentary session later in the year. I find it unacceptable that in 1987 the Government is not prepared to remove forthwith the last legislation reserving jobs for whites.

'INCUMBENT ON EMPLOYERS'

"Flawed as we perceive the amendment to the Mines and Works Act to be, I believe it is so important that the scheduled person should be removed that I urge Government not to procrastinate.

"If, when the Act is amended, the enabling clauses are used to prevent blacks from gaining access to the jobs concerned we in the industry will expose such action vigorously and publicly.

"I believe it is incumbent on us as employers, especially at this juncture in our country's history, not to deviate from what we perceive to be the correct course for our industry and our country.

"That in itself might in a small way encourage some of our politicians to exhibit enlightened leadership which South Africa needs at this time. At the very least we will know we have done the right thing and so will black South Africans." — Sapa.

Bill to remove job protection questioned

ALAN FINE

THE Chamber of Mines yesterday called on Parliament to revise certain aspects of the Mines and Works Amendment Bill before passing it as speedily as possible.

The Bill is designed to remove the last vestige of job reservation from SA's statute books. However, the chamber fears that one clause could be used to continue obstructing black advancement in the industry.

Tabled last year, the Bill was immediately referred to a joint standing committee. A revised version is yet to be tabled.

The Bill repeals what the chamber calls "the odious 'scheduled person' clause" which has prevented blacks, Indians and some coloureds from obtaining blasting and other certificates which must be held before certain key mining posts can be occupied.

The chamber has welcomed this, but has expressed concern at new powers given to the Minister of Economic Affairs and Technology to set selection criteria for people who wish to be trained for these certificates of competency.

These criteria include educational standards and age.

The chamber believes they could be used to "negate the effect that the abolition of the clause is intended to have".

called on union members to demonstrate their dissatisfaction at the polls

This development came amid renewed speculation that MWU general secretary Arrie Paulus is about to retire, and confirmation by the Conservative Party that he has been "identified" as their possible candidate for Carletonville. Paulus denies the first and refuses to comment on the second. But the Right is bound to use the Bill as a rallying point.

The standing committee has made at least two important changes to the Bill, first tabled in parliament on August 18 (*Current Affairs* August 22). Neither is likely to please the MWU.



MWU's Paulus ... rightwing candidate in Carletonville?

The Bill provides for committees to be appointed to advise the Minister of Economic Affairs and Technology on which workers should be eligible for the 13 certificates of competency at present denied to non-scheduled persons, that is, blacks. The August 18 version stated that, in establishing such committees, the minister should consult unions which, in his opinion, represent *the majority of employees* who are holders of a particular certificate, any other unions, and mine employers.

In theory, this meant that a union like the NUM could be involved in the process. The standing committee's changes, however, reflect concern to ensure consultation with *all* interested parties. The new wording is that "the minister shall consult with *any* employees' or employers' organisation which, in his opinion, may have an interest."

The other change concerns the requirements with which those who hold certificates of competency must comply. These relate to factors such as experience, command of lan-

guage, physical health, age, and educational or training qualifications. In what seems to be an attempt to ensure that blacks should not be placed at a disadvantage, the committee has now inserted the words *provided that no distinction shall be made on the basis of colour* into the Bill.

Says Brian Goodall, the Progressive Federal Party's representative on the committee: "The final Bill, while not exactly what we want, is a great improvement on the one tabled last year." ■

MINE JOB BARS

An election issue

The Mines and Works Amendment Bill — which provides for the abolition of job reservation on the mines — is now on parliament's order paper. Although the Bill was due to have been passed last year (a promise by Danie Steyn, the minister in charge of mines), parliament was prorogued earlier than expected.

It again seems unlikely, however, that the Bill will be debated in the short session before the May election. And with the right-wing dead against the removal of the last statutory job reservation, government is unlikely to want to give its opponents any ammunition. The mining houses, not to mention the black National Union of Mineworkers (NUM), want job reservation to go.

Nonetheless, it is clear that job reservation has already become an election issue. Last week Cor de Jager, president of the right-wing Mineworkers' Union (MWU), which for years has blocked attempts to scrap the provision, warned the union's congress that blacks will be granted the blasting certificate this year unless something is done. De Jager

Backdoor apartheid

177 13/2/87 F/M

If Pretoria's protestations that it intends to reform away from apartheid are to be believed, then it must not be seen to swap blatant discrimination for more covert means of achieving the same thing. A case in point is the Mines and Works Amendment Bill, soon to be debated in parliament, which has the ostensible aim of abolishing the last vestige of statutory job reservation.

This vests in the discriminatory definition of "scheduled person" in the Mines and Works Act, which renders blacks ineligible for various certificates of competency to perform skilled mining work.

But while the Mines and Works Amendment Bill is designed to remedy that by deracialising the definition, it also contains some disturbing provisions. Mineworkers who wish to obtain any of the 13 certificates reserved for "scheduled persons" must pass a test administered by a Commission of Examiners appointed by the Government Mining Engineer. The regulations to the Act stipulate the minimum

qualifications with which candidates must comply for each certificate. In the main, they relate to age, practical experience and the candidates' moral standing.

If the Bill is adopted as it now stands, candidates will face a whole new set of preconditions. For one, before they even get near a Commission of Examiners they will have to comply with criteria set by the minister of Economic Affairs and Technology who may be advised by special committees appointed by him. For another, the Minister would be empowered to expand on the minimum requirements candidates must possess.

The suspicion must be that government is changing the rules just because blacks are about to be allowed to qualify for certificates. In the Chamber of Mines' view these new regulatory powers could be used to impose regulations to negate the removal of the explicit racial barrier. Our guess is that most reasonable people will see the additional red tape in the same light. ■

CALL TIMES 18/2/87
Mine dispute goes to IC

JOHANNESBURG. — The Industrial Court is to be asked to settle a dispute between the Chamber of Mines and the whites-only Mineworkers' Union (MWU) over the training of coloured winding engine drivers, according to a chamber spokesman. Yesterday a conciliation board meeting failed to resolve the dispute.

Food and
Milk Dist Tr, CENTRAL A
Icecream manuf and Out A
433 Ed MTR & Snacks
387
Coal C
Trade

the end of 1991 but it will be 1993 before the mine is fully operational
At full capacity, Northam is expected

The UG2 reef, which will be mined at a later stage, has values of 6,6g/t

MWU in dispute on training

THE Industrial Court is to be asked to adjudicate in a dispute between the Chamber of Mines and the whites-only Mineworkers' Union (MWU) over the training of coloured winding engine drivers, according to a chamber spokesman
The chamber declared a dispute with

18/2/87
ALAN FINE
the MWU last month, alleging an unfair labour practice, when the union rejected a proposal that its members assist in

● To Page 2 →

Dispute over coloured trainees

training coloured winding engine drivers on the same basis as they assist white trainees.

Yesterday a conciliation board meeting in Johannesburg failed to resolve the dispute

The Mines and Works Act presently bars all except whites and some classes of coloureds from qualifying as "scheduled persons" and carrying out 13 types of skilled work on the mines, including

18/2/87
● From Page 1
that of winding engine driver

But a Bill abolishing this job reservation is due to be passed by Parliament this year, probably soon after the general election. The MWU has fought bitterly against such a move for several years. MWU general secretary and CP candidate for Carletonville Arrie Paulus declined to comment on the dispute, saying it was sub judice

Rand Mines (RM), part of the Barlows group, is one of the pioneers in the field of black advancement.

The company's Equal Opportunity Development Project began in 1983

The project was based on economic sense — the need to maintain a flow of sufficient, competent, skilled and managerial staff to ensure future profitability

"The mining industry is one of the toughest in which to get such an equal opportunity programme going," says Mr Don King, the RM director in charge of human resources, a job which covers 98 000 employees

"Remember, we are the only industry which still has statutory job reservation"

An integrated approach was adopted to overcome the major barriers standing in the way of black advancement

The mining industry is one of the toughest in which to get such an equal opportunity programme going

The programme consists of four main elements

● Selection

At first "over selection" occurred to ensure average or better performance from candidates moving into a somewhat hostile work environment where it was felt they needed to be protected from the unnecessary trauma of failure. It was vital that promotion be seen to be based on merit and competence

● Preliminary training or bridging education at the R8 million RM Training Centre south of Johannesburg

Training is designed to overcome socio-cultural and academic differences to prepare candidates to take full advantage of the opportunities within the company

Courses over a period of about 16 weeks include language fluency, communication skills, assertiveness and human relations skills, study skills and self-management

An interesting facet of this section of preparation is attendance at an "Outward Bound" leadership course in Lesotho for white and black employees from the same work environments to build a sense of camaraderie and interdependence

● Mentorship

This is applied to both white and black employees on a structured basis. Mentors, usually immediate supervisors or at one level above, regularly meet trainees to coach, counsel and assess progress. Each mine has a mentor co-ordinator and these meet at the Training Centre every quarter. Mentor training has also been introduced

Equal opportunity in an industry where job reservation still survives



Rand Mines MD Don King understanding the workings of international business culture is vital to success

Mentors are sometimes able to prevent problems such as white backlash and black victimisation from arising

"Mentors can open doors for the trainee and see that there is fairness in job training. It is very easy to see that the black apprentice

'It is very easy to see that the black apprentice sweeps the filings from the floor while the white apprentice does the filing'

sweeps the filings from the floor while the white apprentice does the filing," notes Mr Gordon Chilvers, chief training officer of the Equal Opportunity Programme

● Orientation seminars for white employees

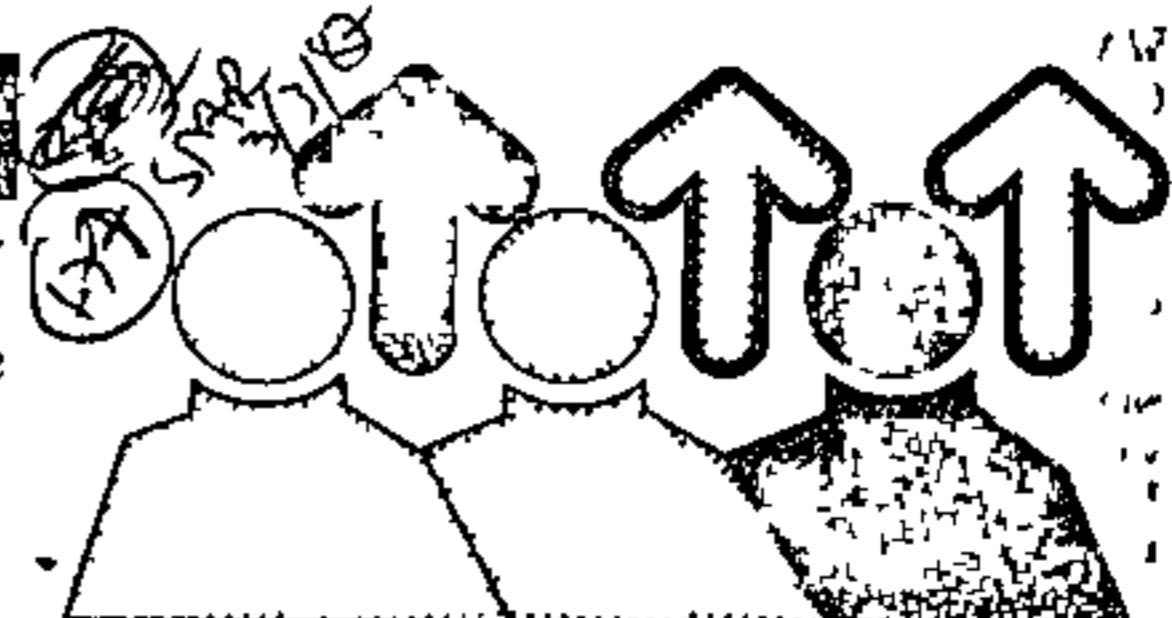
These consist of a semi-structured programme to inform white employees on the mines about the process of change, to influence their attitudes to black advancement and allay fears about being replaced by blacks

The object of the seminars is to explain to white employees the economic necessity of black advancement and to shift the debate from the political to the economic arena

The entire project is not designed

Building for Tomorrow

Local corporate giant Barlow Rand is setting out on the road to equal opportunity. Some of the group's 500 companies are ahead of others in this field. Rand Mines is acknowledged as one of the leaders. SHERYL RAINE reports in part 3 of this series



as a scouting exercise to find managers. Instead it is designed to provide comprehensive skills training which will allow individuals with ability to progress to the highest rank possible

The project is approached scientifically and there is empirical measurement of results

While it is still too early to cry "success" from the rooftops, there are encouraging signs the programme is working

There has been increased recruit-

'We don't believe there is an ideal approach and we need to remain sensitive to change at all times'

ment of black people with potential for promotion. Improvements have been noted in language fluency and human relations skills. Mentors have helped ensure fairness in on-the-job training. There has been some change in white employee attitudes towards black advancement

In retrospect, Don King highlights some mistakes

"An early error was to assume that if we were going to get black people to achieve, they had to appreciate the white man's culture. There was an implication that black culture was somehow inferior. We now believe that to succeed black and white employees need to understand the workings of international business culture

"Another mistake we made was to allow some of our initial training courses to take place separated from the integrated facilities of the group training centre. At the Training Centre there is a multicultural environment in which trainees can grow all the time and experience the benefits of an integrated society

"We don't believe there is an ideal approach and we need to remain sensitive to change at all times."

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1984

	Coal		Gold	
	Mine 1*	Mine 2	Mine 3*	Mine 4
Job Security	78	85	78	65
Economic Reality	82	93	83	75
Job Competence	87	92	84	74
Sample Size	31	25	37	7

* These mines served as controls in 1983

Source: Rand Mines

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1983

	Open Cast Coal Mine		Deep Level Gold Mine	
	Control	Treatment	Control	Treatment
Job Security	66	77	53	60
Economic Reality	71	81	58	78
Job Competence	73	82	49	81
Sample Size	42	94	98	98

Source: Rand Mines

Survey gives findings on equal opportunities

The challenge of effective black advancement has been identified as a priority in terms of the growth and profitability of the Barlow Rand Group

A manpower steering committee was asked to investigate every aspect of black advancement and recommend guidelines for consideration by the group

An action unit carried out a survey of the black advancement scene in South Africa, involving a total of 43 companies in South Africa, Namibia and Zimbabwe

Significant findings included

- Most companies did not have an explicit black advancement policy although the majority felt such a policy was necessary
- In only two companies did a clear statement of intent exist, but its communication was virtually non-existent
- Recruitment and selection of candidates were found to be a critical component of a black advancement strategy and one of the most poorly implemented components with "gut feel" and subjective strategies playing a significant role
- Although all levels of people interviewed regarded bridging and preliminary training as vital, few companies had bridging programmes
- Preparation of the environment for black advancement was identified as another vital aspect but few companies had any formal environment preparation
- About 50 percent of all people interviewed said mentorship was critical to the success of black advancement strategies. However, virtually no mentor training was done
- Lack of candidate support systems was identified as a serious area of weakness
- Training and development were also identified as critical components and yet there was very little emphasis on the training of blacks at other than the skills level

Based on this research the unit listed critical success factors and defined successful programmes for black advancement. The information has been made available to all Barlow Rand companies

Cape Verde wilts as sanctions threaten

As Kenya denies any intention of cutting South African air ties unilaterally, eyes are again focused on tiny Cape Verde, which relies on South African Airways payment for landing rights to provide a massive proportion of its foreign income

says that the islands' GNP grew at 5.5 percent a year on average between 1973 and 1980, this was one of the highest rates in Africa. It has made good and honest use of the aid which Russia, Portugal, Cuba and the United States all chip in

"It's not going to go down a hole as it tends to in some other places," says a Western diplomat. The customer symbol of African privilege

The islanders have persuaded some donors to make long-term promises of both food and money. They have also won some general balance-of-payments support

Despite the aid, and a formal adherence to the Marxist principles of the late independence leader Amilcar Cabral, Cape Verde cannot afford to turn away South African Airways

Mr Aristides Pereira, Cape Verde's president, says he is in favour of economic sanctions on South Africa. "We are for solidarity, but not for suicidal solidarity"

By suspending air services between America and South Africa, the United States will have cut the islands' income by \$3.5 million (R7.3 million) this year. Since workers' remittances will also probably decline, and the Government's export promotion policies can have no sudden effect, the coming years will be tough

ARGUS 24/3/87

(176) (10)
**Unions reject
'unqualified
artisan' move**

Labour Reporter

MOVES by employers in the electrical contracting industry to introduce a new category of "unqualified artisan" have been firmly rejected by unions

The unions see the proposal as an attempt to create a grade of skilled worker who could do an artisan's work without the necessary legal qualifications but would be paid less than an artisan

The scheme was proposed by employers during recent national industrial council negotiations on wages and conditions of work

A spokesman for the Electrical and Allied Workers' Trades Union said all member unions had rejected the move. They saw it as undermining artisan wages because it would tempt employers to employ unqualified people at the lower pay rates

The union spokesman said the employer body, the Electrical Contractors' Association, had refused to negotiate on wages until unions accepted this proposal

"We have revoked all agreements, formal and informal, with the Western Cape region of the ECA," he said

(177) 5/11/87 22/4/87

Racist employees' jobs are in danger

Barlow warns managers against discrimination

By Michael Chester

Heads of departments inside the vast Barlow Rand business empire have been given blunt warning that their jobs will be in peril if they engage in racial discrimination in the running of their sections.

An editorial in the house magazine published by the company, the largest industrial group in the country, tells the 232 000-strong labour force "Managers and supervisors who have no respect for their people have no place in Barlow Rand for their attitudes are abhorrent to the group"

Code of practice

It revealed that incidents of discrimination were still emerging, even though the group nearly a decade ago laid down a special code of employment practice

"In spite of the tremendous progress that has been made throughout the group, company man-

agers should constantly be reviewing their progress in this sphere and focusing on what still has to be done", says the editorial

"Managers must be aware of the necessity for both black and white employees to change attitudes and perceptions, to narrow the gap and to negotiate together.

"They must be aware of the fact that instances of 'white terrorist managers' do, unfortunately, still occur and that they need to be eradicated

"At the same time, white employees who are apprehensive of the impact of black advancement also need to be advised of the necessity for the total scrapping of discrimination

"The Barlow Rand group is committed to the promotion and preservation of the dignity and self-esteem of all employees.

"The prime objective of the group in 1987 is the total eradication of discrimination. Only when this has been achieved can we rightfully claim that all of our employees have made their contribution to meaningful change in our country"

Men for whom a white skin is not a passport to a job

Johannes Coetzee is living proof that a white skin is not an automatic passport to success in white-dominated South Africa

At 6.30 one chilly morning, Mr Coetzee (44) stood in line outside Johannesburg's main railway station with a dozen other whites, all wearing drab clothes and hangdog expressions

They were unemployed. Some, out of work for several years, had the beaten look of people who knew things were never really going to get much better

This forlorn gathering represented a sample of the poor whites of South Africa, those who failed to make the grade to the prosperity cherished by their well-heeled brethren in lavish suburbs and lush farmlands

They had come because they had heard there were jobs available — 16 000 in all, after a bitter and long-running strike against a State-run transport company had culminated in a number of workers, all black, being sacked

Whites were applying for jobs normally filled by blacks, rare in a country where race separation policies meant that, to a great extent, whites and blacks did not do the same jobs

But Mr Coetzee was not concerned about the finer points of social engineering

"I'll do anything I must find something to do. I must help my (invalid) brother," he said

His job record to date included a spell as a hospital porter, a job in a slaughterhouse and attendant at a swimming pool. The last, which paid R445 a month, fell through when the pool closed for the winter

The present generation of poor



HARD TIMES: Two unemployed men sit and dream of finding jobs.

whites could not say the Government had been kind to them, but they will probably vote solidly for the long-dominant National Party in next week's all-white election — out of habit if nothing else

The NP, in its 39 years of rule, has sought to spread wealth to Afrikaners. Since most of the poor whites are Afrikaners, the NP can generally count on their allegiance, even though not much of that wealth trickles down to them

Realistic unemployment statistics are hard to come by in South Africa because the Government counts only those who register themselves as being unemployed

Economist Mr Ronnie Bethlehem says that a likely unemployment rate for blacks is about 35 percent, while for whites, Asian and coloured communities, the highest the unemployment rate reached was five percent

That was in September last year, when South Africa was in the trough of an economic reces-

sion, from which it is now slowly emerging

As a result, unemployment among all races has drifted lower, Mr Bethlehem says, adding that economic sanctions imposed by the United States and the European Economic Community have had only a minimal effect on the economy

The problem for Mr Coetzee is that, unlike most other whites, he lacks job skills, so that even in economic boom times, he would be hard put to be employed in other than menial work

The same applies to the youth standing next to him in the queue at the railway station. Eighteen-year-old Nevada Lantz has never had a job, did not complete high school and is three months behind on his monthly rent of R280

Asked if he would consider leaving South Africa, he said he would if he could. But with a South African passport and a total lack of qualifications, he would find it next to impossible to find any country to accept him

Still, with 16 000 theoretical job vacancies in the offing as a result of the strike dismissals, prospects for the early morning job-seekers seemed bright

But a spokesman for the South African Transport Services, the company which had the vacancies, said the whites, if they were employed at all, would be hired on a day-to-day basis because the company was anticipating that almost all of the dismissed black strikers would seek reinstatement

If they did get their jobs back, Coetzee, Lantz and their like could soon be back in a job queue

— Reuter

(177)
SPM
215187

THE Commercial and Catering Workers' Union is to conduct an inquiry into discriminatory employment practices following a widespread belief among retail workers that many companies are guilty of such practices.

This follows the national congress of Ccawusa in Johannesburg last weekend. Ccawusa, one of the

biggest affiliates of the Congress of South African Trade Unions (Cosatu), resolved to institute an inquiry into discriminatory employment practices, including selective employment and

training opportunities. The union said it had noted the "widespread belief among retail workers that many companies are guilty of discrimination, even those who officially call themselves

By THEMBA MOLEFE

'Unequal chances'

equal opportunity companies"

It has decided not to adopt the Freedom Charter drawn up by the Congress of the People in 1955 at Kliptown because some of its members support the Azanian Manifesto drawn up in

1984 by the Black Consciousness groups

It resolved to discuss the aims and programme of the working class at all levels, starting from the shop floor upwards. "True socialism is fully democratic," Ccawusa said.

Ccawusa condemned violence between conflicting organisations involved in the liberation struggle and stressed the need for unity

The union also called for the unbanning of the outlawed organisations, as well as the release of political leaders including Nelson Mandela and Zeph Mothopeng and trade unionist, Moses Mayekiso



Job reservation finally out?

Political Staff

GOVERNMENT has decided to push ahead with promulgating legislation this year removing the last vestiges of job reservation from the statute books — namely that concerning the definition of a "scheduled person" contained in the Mines and Works Act.

But, at the same time, it has resolved to introduce blocking measures which will prevent mine employers from adopting usually normal recruiting practices of deciding for themselves who to employ in those job categories that will supposedly be opened to people of any colour.

These new measures are designed to empower the Minister of Economic Affairs and Technology, Mr Danie Steyn, administratively to control and decide who mine employers can recruit to fill those job categories that are currently still the preserve of whites only.

The proposals foresee the appointment of committees "as and when necessary" to advise the minister on entrance and candidate requirements for these jobs and the labour requirements of the min-

ing industry

They also propose that these committees would be introduced under the chairmanship of the Government Mining Engineer, or an official of the Department of Mineral and Energy Affairs.

This means that it will be left to government appointed officials to arbitrarily decide to what extent work reservation will remain entrenched within the mining industry, or how rapidly it should be dismantled.

It also means that mine employers will have to adopt fairly tortuous recruiting procedures when attempting to appoint any black employee to any of those 13 work categories, from which they have previously been excluded.

Government's stance on this issue was disclosed yesterday by Deputy Minister of Economic Affairs and Technology Mr George Bartlett during the second reading of the Mines and Works Amendment Bill in the Indian House of Delegates.

The Bill, if passed, will effectively excuse the "scheduled persons" definition, permitting blacks for the first time to obtain a blasting certificate — a prerequisite for them to progress up the job ladder

to the highest level possible within the mining industry

The job categories range from onsetter (mine lift operator) upward through to mine manager

The Bill has been sitting on the sidelines for more than two years, waiting on mine employers and the unions — and specifically the right-wing white Mineworkers' Union — reaching agreement on a means of allaying the fears of white mineworkers over their future job security within the industry

Mr Bartlett noted yesterday that the majority of mine owners and several trade unions have indicated their preparation to participate in the establishment of an industrial council

But, more importantly, those trade unions which specifically represent workers holding blasting certificates, or who are banksmen or hoist drivers — and are represented by the Mineworkers' Union — have not been able to reach agreement with employers on the establishment of such an industrial council

Mr Bartlett said that in view of this impasse, government had decided to extend the regulatory year

powers under the Mines and Works Act, to enable the Minister to "prescribe" what should be done in future

□ The Chamber of Mines and Anglo American spokesmen welcomed the move to scrap the "scheduled persons definition" but said they could not comment on the committees until these were clearly set out.

A mining group spokesman who did not want to be named said the government would reserve the right, in terms of the draft legislation, to appoint committees to ensure the industry complied with the government's guidelines on employment in previously reserved jobs

He said the issue was whether the committees would go beyond requirements for competency and be influenced by race

The mines, he said, had already expressed concern and reservations about this

A spokesman for another mining group said the Mineworkers' Union and another union had refused to sign the security of employment agreement which mine other unions signed with the chamber last year

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CAPT Terts 19/6/87

The Star



An end to job reservation

SOUTH AFRICA has waited many years for the last vestiges of job reservation to be scrapped. The Mines and Works Amendment Bill seeks to reach that goal by abolishing 13 reserved categories in the mining industry.

Even when Parliament has passed the legislation — as we hope it will — there is still a danger that administrative obstruction could prevent the free advancement of all race groups into jobs on merit.

Fears have been expressed that provisions in the legislation could result in job reservation by sleight of hand. The Minister of Economic Affairs and Technology is being given the power to control what type of people the mines can recruit. Considering the assurances given by the Government, however, and the approach of the mining companies, which point to helping the industry to operate at maximum efficiency without the encumbrance of racial restrictions, we look to a new era in which job reservation will be rooted out in law and in

practice. Then black miners, the backbone of the country's most vital industry, will be able to find their level and be encouraged to reach for the sky from the rockface they know so well.

There is one major stumbling block to be overcome. That is the resistance of the white miners. Over decades they have obstructed any attempt to upgrade the status of blacks. Unfortunately the training of black miners for jobs in the presently restricted categories rests in their hands. It would be quite intolerable that this position of influence should be abused.

White miners must remind themselves that they are a protected species. The lifting of job reservation does not place their jobs in jeopardy. Their jobs are secure and the rate for the job prevents their position from being undercut.

South Africa needs neither the slur that job reservation brings nor the disadvantage of limited selection for jobs that are crucial to the continued welfare of the whole country.



SOUTH AFRICA'S top 100 companies are to be rated against a 'home grown' code of employment practices — initiated by a group of leading black management executives

The controversial labour code founded by the Rev Leon Sullivan is in tatters following the American cleric's decision to support the disinvestment lobby. But now comes a new plan to monitor obstacles in the way of upwardly mobile blacks in industry and commerce as part of a drive to enhance the quality of local black management in South African business. Its organisers are the under-

— and it is hoped to have the first ratings ready by the end of the year. The preliminary target of 100 companies is a rough guideline.

Attitudes

The organisation with its head office in Johannesburg and regional branches throughout the country was set up soon after the 1976 Soweto disturbances to counter negative attitudes to blacks in the work place and

to promote quality black management. Mr Shuenyane, who himself holds the position of Social Responsibility Manager for the now wholly-South African-owned Makro company.

Part of the problem in the past was the number of token black managers in executive positions — some of whom were insufficient. They were placed there because it looked good to the mother companies overseas. Their lack of competence tended to harden white atti-

tudes and to reinforce racial stereotypes, whites were being exposed to the wrong culture of black managers.

As a result, he says, blacks immediately below the black executive saw him as a puppet or stooge while white managers did not accept him as a colleague.

A large percentage of whites only come into contact with blacks at the gardener and messenger level. Hence it is the responsibility of black management to play a role model with the

intention of melting white attitudes.

Says Shuenyane, it was to some extent a them and us' scenario. Black managers were often regarded as Uncle Toms and as part of the problem.

Unacceptable

In turn, these managers often did not identify sufficiently with the problems of the black community and were not accepted by them. They didn't belong anywhere.

Blacks produce own code to monitor SA companies

Explains Shuenyane. "We have no preconceived views about capitalism socialism or any of the isms"

"We are commissioning a team of researchers who have a mandate to investigate a suitable ism for our special circumstances"

Says Forum chairman Mr L. M. Ndlovu. We are into development and democracy

"The individual member must be equipped to fit shape and harmonise his two key spheres: society and the corporate world"

Both environments have acute shortcomings which impede individual and group advancement.

The Forum's President Mr Don Mkhwanazi is the Marketing Development manager for Smith and Nephew. The vice-president, Mr L. Ndlovu is Labour Relations manager for Afrox.

Other directors on the Forum's 15-man board are listed as holding executive positions in companies such as Shell SA, SAB, and Cadbury, among others.

The forum has an open-ended stance on the economic base on which the future South Africa should be built.

The Forum is not politically-orientated. But the reality is that many of the new entrepreneurial management class will be among the leaders in a post-apartheid society.

Ingrained prejudices on both sides are not broken down overnight. Progress since 1976 has been slow. But a recent survey conducted by the Wis Business School estimated there are now more than 200 black managers — some of whom hold key positions in their companies.

By MICHEL DESMIDT

WHILE welcoming yesterday's announcement that they would enjoy pay parity with their male colleagues in future, senior women teachers in Port Elizabeth have urged that the "equal work, equal pay" principle be applied to all the grades

The Minister of National Education, Mr F W de Klerk, announced yesterday that women teachers in posts from head of department (post level two) upwards would receive the same salaries as their male counterparts from November 1

Despite now enjoying equal pay status, senior women teachers,

especially those who are married, still face some discrimination in applying for top posts, according to one teacher. Another bone of contention is that married women teachers do not qualify for housing subsidies

The principal designate

of Ruebeek College in Uitenhage, Mrs Natalie Stear, said the profession would only be satisfied once the women employed at post level one also enjoyed equal pay

Mrs Stear said it was simple to grant this privilege since there were rel-

atively few women in top posts. Among the co-educational high schools in PE only two, Pearson High and Alexander Road High School, had women as deputy principals

Even in girls-only schools, men were often preferred

However, married women were often reluctant to apply for senior posts since many were not breadwinners and, therefore did not want to assume added responsibilities

Mrs Stear said while equal pay was welcomed,

Male teachers 'still favoured'

white teachers had to guard against being "greedy", considering the need for the upgrading of black education

The principal of the Collegiate High School for Girls, Miss Pam Ellis, said she was under the impression that parity had been introduced last April

At the time of going to Press, this could not be confirmed with the director-general of the Department of National Education, Dr Rudolf Venter

The head of the English department at Victoria Park High School, Miss Theresa Waldek, said it was "about time" that women received equal pay

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THE statutory job colour bar, which has been entrenched in the mining industry since the 1890s, will probably be scrapped this year — on paper at least.

Unless the Department of Mineral and Energy Affairs or the cabinet lose their collective nerve before the expected Conservative Party onslaught, the Mines and Works Amendment Bill, now in the second reading stage in parliament, will theoretically kill the last legally prescribed industrial colour bar before the year's end.

None of the parties most closely involved are happy about the manner of the Bill's passage. True, the Amendment Bill scraps the notorious "scheduled persons" concept whereby the necessary certificates of competency required for entry to the more skilled mining jobs are denied to black miners. But other sections of the new Bill give the minister of mineral and energy affairs key discretionary powers.

The ultra-rightwing white Mine Workers' Union believe that the new ministerial powers have been introduced to please the Chamber of Mines. The largest trade union on the mines, the 300 000 strong National Union of Mineworkers, argued that its mainly black membership would suffer discrimination due to the specific wording of the Bill.

The Bill contains three controversial new clauses, 12(1) (nA), (nB) and (nC). Clause (nA) empowers the minister to issue new mining regulations laying down the qualifications required by candidates for training for the newly-opened certificates of competency, in particular the blasting certificate, the key certificated skill of the underground miner. These qualifications may, for the first time, stipulate the educational standard, linguistic proficiency and physical health required of would-be miners.

The second clause (nB) allows the minister to appoint advisory committees to guide him in matters on which he wishes advice, including apparent-

W/mael 3/17-6/8/87 (177)
Exit the colour bar. But will it still haunt the mine shafts?

The colour bar is likely to leave the statute books this year, if the cabinet don't lose their collective nerve. But there's good reason to believe that the new dispensation won't make much difference. **WILMOT JAMES and JEFF LEVER report**

ly issues arising from clause (nA) and the question of "overtraining" which some unions regard as the secret intention of the Chamber of Mines.

Clause (nC) requires that the minister, in setting up these advisory committees, should consult organisation(s) representing the majority of holders of certificates of competency, other mining trade unions and representatives of mine owners. The first part of this clause thus requires the minister to consult the MWU, since the union represents some 63 percent of holders of blasting certificates.

The ministerial powers and their vagueness with regard to actual implementation reflect the complicated genesis of the Bill in the years since the Wiehahn Commission. The government accepted for the most part the Wiehahn recommendation that the colour bar be scrapped. Implementing this in the mining industry was left up to employers and trade unions to negotiate within a "reasonable time".

The key problem, as dictated by Wiehahn and accepted by all trade unions except the MWU and later the NUM, was to negotiate job security and other safeguards for the existing white mine labour force while scrapping statutory job reservation. The government indicated it would approve any such deal provided it com-



Black miners' leader Cyril Ramaphosa ... not consulted
 Picture: **TREVOR SAMPSON, AFP**

manded an industry consensus.

The latter possibility, however, never seemed more than a pious hope in the light of the stand of the MWU and Arrie Paulus, its redoubtable general secretary. Paulus demanded the retention of the colour bar, denying that a shortage of white miners existed.

When the chamber and the mining unions got down to serious talks on a package which would include a request to the minister to scrap the scheduled persons clause in the Mines and Works Act, the MWU attended as observers only.

Part six of the Wiehahn report on the mining industry recommended that the abolition of the job colour bar go hand in hand with a restructuring of the mines' industrial relations system, buttressing employment security guarantees for white employees. The way to do this, argued Wiehahn, was to form a mining industrial council in terms of the Labour Relations Act, giving employer/union collective agreements greater credibility and enforceability.

The opening rounds of negotiations after 1981 were spent on fruitless arguments over the issue of an industrial council, with the chamber willing but a number of unions at most lukewarm. A spirit of urgency was only injected into the talks by the initiative of the Department of Mineral and Energy Affairs, which first set a target deadline of December 31 1985 for an agreement. When that failed it produced its first draft Mines and Works Amendment Bill in January 1986. This proposed to give the MWU such power to regulate entry to scheduled jobs by way of an obligatory mine labour selection board. The chamber and nine union negotiating partners were galvanised into signing a comprehensive three-part agreement in

July 1986.

This chamber/union agreement came up with an interlocked series of proposals. Both chamber and union signatories would request the scrapping of the racially discriminatory aspects of the M&W Act. In return, the unions were guaranteed their closed shop, participation in an industrial council and the protection of a formal "Industrial Council Security of Employment Agreement".

Besides conceding standard union demands regarding equal pay for equal work and maintenance of uniform training requirements, the security agreements also offered the protection of a Dismissals Appeal Board and, most important, a mechanism to monitor and stop cases of alleged "overtraining" for certificates of competency by mine managements.

Observing that these guarantees were worthless, the MWU and its much smaller ally of convenience, the Technical Officials Association, refused to touch the agreement.

By July 1986 the upshot was that white mining employees were being offered two separate forms of job security protection — one in the form of a much watered down draft M&W Amendment Bill with the ministerial powers, the other an employer/trade union collective agreement with the statutory backing of the Labour Relations Act. Both, however, entailed the scrapping of job reservation, in its explicit form at least.

The snag for the unions which had signed the agreement with the chamber was that the latter has intimated it will not proceed with its side of the bargain if a new M&W Act is implemented in a way which amounts to racial discrimination. The minister in turn hinted last year that his discretionary powers need not be put into operation if the proposed mining industrial council and the accompanying agreements worked satisfactorily.

Who is then to move first? Given the continued hold out of the MWU and the political threat from the right, the government seems likely to appoint committees and amend the mining regulations in the light of their advice. The chamber, in the meantime, will watch developments and consider whether or not to implement one or more aspects of its agreements with the nine mining unions.

Whether the upshot of present moves is thus training control mechanisms instituted by government or by a mining industrial council, the consequences will probably be similar. A slow move away from the rigid colour division of the past.

Something similar has happened in other areas of the white workforce where black advancement has not been blocked by the requirement of certificates of competency. After the six artisan unions operating on the mines in 1981 agreed to the indenturing of black apprentices, mine management began the integrated training of black apprentices. In 1985 some 140 black apprentices were newly indentured in mining, compared to 1 560 whites indentures. Similarly, by 1986 blacks in officials occupations formerly considered "white jobs" constituted around 10 percent of the total number of officials.

Given the likely constraints on training black workers for blasting certificates in particular, no rapid shift in black/white employment patterns in jobs hitherto reserved for scheduled persons over the next five years is likely to materialise, other things being equal.

● Wilmot James is a lecturer in the Department of Sociology, University of Cape Town, and Jeff Lever is in the Department of Sociology at the University of Stellenbosch.

BUSINESS IN PROFILE

THE president of the Chamber of Mines, T. "Naas" Steenkamp, speaks to HILARY JOFFE about labour relations in the mining industry and proposed amendments to the Mines and Works Act.

What is your reaction to the National Union of Mineworkers' threat of a legal strike?

Increases ranging from 17 percent for category eight employees to 23 percent for category one employees were implemented on July 1 this year. We sincerely hope that the NUM will not carry out its threat to strike as these increases are in excess of the average increases other unions have negotiated over the past six months and were well received by the employees.

What is the purpose of maintaining the Chamber of Mines as a unified bargaining unit if every year the various mining houses make different wage offers?

The chamber industrial relations

system is flexible and supple and needs to be so to satisfy the needs of its members. There have been occasions in the past when the individual members wished to make different wage offers to the NUM and the chamber industrial relations system coped admirably. This year the increases did not differ. All the mines that are chamber members implemented the same percentage increase.

What plans are there to set up an industrial council?

The chamber and nine trade unions and officials' associations reached an agreement last year to establish an industrial council for the mines and the employees that wish to regulate their relationship on a more formal basis. The constitution of this industrial council is currently being finalised. Only employers and unions that voluntarily wish to be subject to the jurisdiction of the industrial council will be members.

The amendment to the Mines and Works Act seems to give the minister discretionary power to decide who is entitled to a blasting certificate. What are your views?

This is a misinterpretation of the Mines and Works Amendment Bill. The provisions the Bill will introduce into the Mines and Works Act will give the minister the right to appoint a committee to advise him on the entry qualifications for certificates of competency, provided that these qualifications may not discriminate on the basis of race or colour. The cham-



Naas Steenkamp

ber's main objection to this new provision is that in our view it is not necessary to consider new entry qualifications. The qualifications required for certificates of competency are well defined and have been used for many years to ensure that persons who acquire the certificates are competent.

Will employment practices in the mining industry alter very much with the change in legislation?

Yes. The 13 jobs currently reserved for persons of certain specified races will legally be opened to persons of all races and gradually persons of all races will in fact be employed in these 13 jobs.

What changes does the chamber want to see to the legislation regarding the job reservation issue?

The chamber would have preferred the "scheduled person" definition to be excised clearly from the Act without any new provisions being added. What will the chamber do if the legislative changes are not satisfactory?

The chamber will now wait to see whether the minister actually appoints the advisory committee the law will permit him to establish and if he does, how these committees will function before considering any action. However, we have had repeated assurances from the minister that he will invoke these provisions only for health or safety reasons. We take him at his word and are confident that the provisions will not be used in any retrograde manner.

Now that influx control has been abolished, what is the chamber doing about working towards a settled mine labour force?

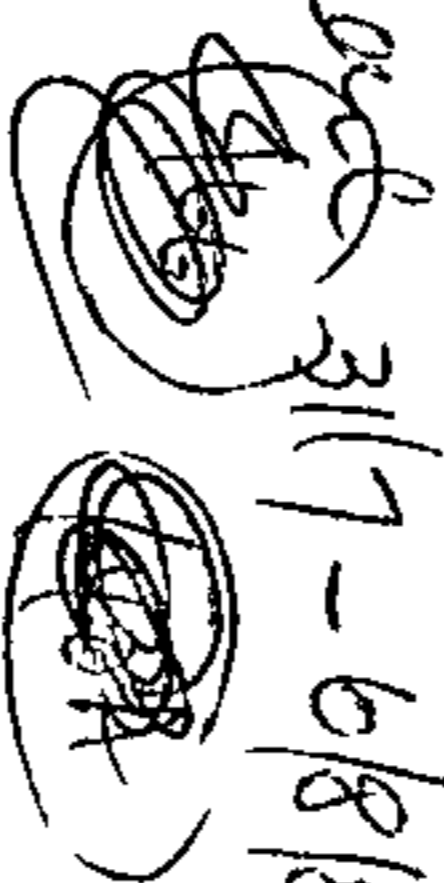
Manning mines with migrant employees is not the most efficient or desirable method of manning and various mining houses are pursuing a variety of plans to make their mines less dependant on migrant labour and to provide jobs to more employees who reside with their families on the mines or in near proximity to the mines. For many years to come mines will, however, remain dependant on migrant labour.



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Paulus blasts new mining job regulations

Sowetan 11/8/87

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THE white miner would defend his blasting certificate as he had done in the strike of 1922 unless the Government acted to curb the appointment of blacks to senior posts in the mining industry, Mr Arrie Paulus (CP Carletonville) said yesterday.

Moving in the second reading debate on the measure that the Mines and Works Amendment Bill be read "this day six months," he said every blasting certificate given to a black worker has a step towards communism.

The 1914 and 1964 strikes were over the chamber of mines' attempts to replace white workers with black labour.

The National Party had, over all those years, guarded the jobs of white workers.

But now it was leaving them in the lurch.

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, had said in his explanatory memorandum to the Bill that there was a shortage of labour on the mines. This was devoid of all truth, Mr Paulus said. The chamber was trying to persuade the Government that there was a shortage so that it

would have an excuse to bring blacks in to these posts.

Mr Paulus said that there was in fact unemployment at the moment and this was the first time in his memory that white workers were unable to get jobs in the industry.

Needs

The NP newspaper, *The Nationalist*, had said white workers alone could not meet the growing labour needs of the mines. This was not true. There were enough whites, he said. The only reason the Government was changing the law was to satisfy the chamber and the outside world.

A total of 2088

blasting certificates had been issued in 1985 and 1821 in 1986. This year, with four months still to go, 1700 certificates had been issued. This showed that the white worker still attached importance to working in the industry, Mr Paulus said.

The Government was even bringing in black workers from "hostile" states such as Mozambique for training for blasting certificates.

The white mineworker was prepared to help train black workers, even up to managerial level, but only in their own territories.

He was not prepared to work under a black man in white South Africa, he said — Sapa.

Coal sanctions boomerang — Reddy

EFFORTS by the former Australian Prime Minister, Mr Malcolm Fraser, to destroy the South African coal industry had boomeranged, the Leader of the Opposition, Dr J N Reddy, said in the House of Delegates

Speaking in a debate yesterday on the trade and industries vote, he said Mr Fraser had come to South Africa "hellbent" on introducing sanctions against the export of coal

"Thank God his efforts to destroy the South African coal industry have boomeranged on Australia

"I hope this blackens his face," Dr Reddy said

Mr Fraser had visited the country twice

"Within 72 hours of arriving on his first short visit, he had already decided to recommend sanctions "

In many cases sanctions had meant the end of the forward mobility of people of colour in South Africa, Dr Reddy said

Companies pulling out of the country had disposed of their stock to the large corporations, which were mainly white-controlled — Sapa

Mine certificates a 'right for all'

By DALE LAUTENBACH
Parliamentary Staff

SCRAPPING the last statutory job reservation clause in the mining industry had "nothing to do with rights of groups" and everything to do with the "rights of ordinary people", according to the Deputy-Minister of Economic Affairs and Technology, Mr George Bartlett

He said scrapping legislation which provided that only whites and some coloured workers could qualify for 13 of the industry's different certificates of competence, including the blasting certificate, was a stand "in principle against discrimination"

He was replying yesterday to the second-reading debate on the Mines and Works Amendment Bill

The Bill was passed in the House of Assembly yesterday with only the Conservative Party opposing

"This Bill has nothing to do with the rights of groups but the rights of ordinary people — like the right to become a blaster"

The Progressive Federal Party supported the Bill, but Mr Roger Hulley said it was not appropriate to congratulate the National Party, just as one would not congratulate a man who had stopped beating his wife

"Blacks have been excluded from skilled positions in the mining industry since its early days," he said

The official Opposition opposed the Bill. The CP's spokesman, Mr Arrie Paulus, former general secretary of the National Mineworkers' Union, said the NP had guarded jobs for whites

on the mines for years but was now "leaving them in the lurch"

The Chamber of Mines claimed there were not enough white workers for the industry. Mr Paulus said this was untrue and the legislation had been drawn up by the Government simply to please the chamber and the international community

The Government was brought to power in 1948 by the miners' vote and it was a government which rightly believed that giving blasting certificates to blacks was the "beginning of communism", said Mr Paulus

"The white miner is not prepared to work under blacks and he will defend his blasting certificate," he said

Mr Bartlett and Mr Hulley expressed concern that Mr Paulus might have intended this as a threat

New requirements

Mr Hulley expressed his party's reservation about seven new requirements to be met by the individual seeking a certificate. After such a long history of discrimination these would be greeted with suspicion as they could be applied as a subtle form of discrimination

He asked why the requirements — which include "command of language", "educational qualifications" and "security" — had been built into the legislation and not left to the discernment of those applying the certification tests

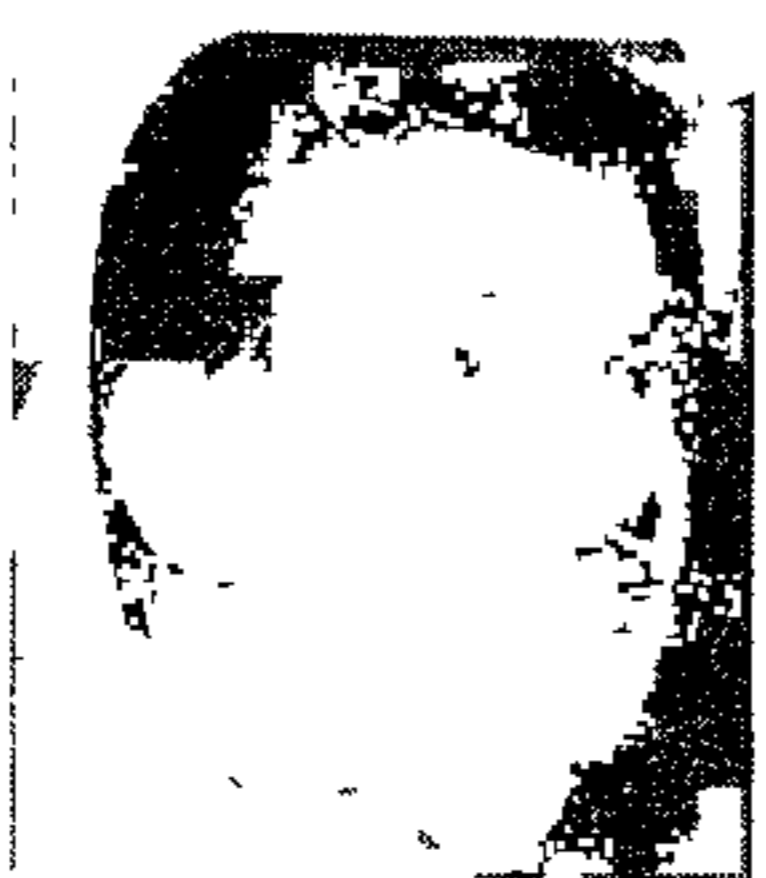
Mr Bartlett said the new requirements were designed to "promote the safety and health of the mine workers" and not as potential discrimination



Mr Bartlett



Mr Hulley



Mr Paulus

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Opposition's views attacked by Nats and PFP

Parliamentary Staff

THE official Opposition was attacked for its "racism" by National and Progressive Federal party members during debate on legislation aimed at scrapping the last statutory job reservation in mining.

The Conservative Party put up heated opposition to the second reading of the Mines and Works Amendment Bill in the House of Assembly yesterday, with nominated member Mr Clive Derby-Lewis saying the Bill was a "sell-out of white mine workers by the radical left-wing Government"

"DISGUSTING"

While enumerating the "rights" of white miners, PFP member Mr Roger Hulley interjected "What about 20-million black South Africans?"

Mr Derby-Lewis "What is a black South African? Do you know what happens to a black South African if you prick him with a pin? You'll see"

This was greeted with rumblings on both sides of the House and the comment "Disgusting" rang clear of the general din

The PFP's Mr Peter Gastrow said most of the CP members had opposed the Bill by arguing in the interests of white workers

"But in the case of Mr Derby-Lewis his opposition is because of his plain hatred for blacks. As simple as that he hates blacks. The only English-speaker in the CP has flipped over, he's 101 percent conservative, he's trying to outdo his colleagues and he's dangerous"

That Mr Derby-Lewis said there was no such thing as a black South African was the "maddest thing I've heard in eight years in this Parliament", said the NP's Dr J J Vilonel

"So are you going to give them voting rights?" shouted Mr Derby-Lewis

When Mr Derby-Lewis spoke about the Government selling out on white mine workers, he was showing little more than his "deep-seated racist feelings", said the Deputy-Minister of Economic Affairs and Technology, Mr George Bartlett

"Remember that what you say here is recorded and future generations will read this"

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75yrs of job reservation ends: NUM has doubts

The Argus Correspondent

JOHANNESBURG — The scrapping by Parliament of job reservation in the mining industry has been welcomed by the Chamber of Mines, but the National Union of Mineworkers (NUM) remains guarded about new legislation

The chamber's president, Mr Naas Steenkamp, said the repeal of the scheduled persons definition in the Mines and Works Act after 75 years was to be welcomed

"The practical effect of this is that capable black workers on the production side of mining who achieve the necessary qualifications will be able to move all the way up the hierarchy to the level of mine manager, and beyond," he said

But Mr Marcel Golding, a spokesman for the NUM, said "We reject many new criteria which are included in the legislation as a mechanism to regulate the number of black miners who will obtain blasting certificates. These include age, security and language

"We believe a worker's competence should be determined by his ability to do the work and should not be based on these criteria"

The past general-secretary of the white Mineworkers Union, Mr Arrie Paulus, who is Conservative MP for Carletonville, said "I'm shocked that the National Party is to allow blacks, especially from hostile neighbouring states, to obtain blasting certificates on South African mines. At least 80 per cent of black miners come from outside South Africa"

The Argus Political Correspondent reports that the effect of the Assembly passing the Mines and Works Amendment Bill yesterday is that job reservation has been scrapped now in all labour fields. Only the CP opposed the legislation

The Bill scrapes the last forms of job reservation in the mining industry, the last major industry which still had such restrictions. Previously only whites and certain categories of "Cape coloureds" were allowed to hold 13 certificates of competency in various mining fields. Chief among these was the blasting certificate

● See pages 3 and 7.



Mr Arrie Paulus



Mr Peter Gastro



Mr Frank le Roux

Job reservation on mines scrapped

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Political Staff

THE last vestiges of job reservation in the mining industry came to an end at 5.30pm yesterday, when the House of Assembly passed the Mines and Works Amendment Bill after a division.

It now awaits only the president's signature before becoming law. The bill paves the way for members of all races to earn 13 different kinds of certificates of competence.

The Bill was passed after a division by 116 votes to 19, with the PFP supporting the government.

The debate took place against the background of the largest legal mine strike in South Africa's history.

Carletonville MP Mr Arrie Paulus, the former general secretary of the all-white Mineworkers' Union, warning that white miners would defend their blasting certificate, as they had done in the 1922 strike, unless the

government acted to curb the appointment of blacks to senior posts.

It was a remark which prompted Mr Peter Gastrow (PFP Durban Central) to ask just what he meant by "defend". Mr Paulus said every blasting certificate given to a black was a step towards communism.

He said the 1914 and 1964 strikes had been sparked by attempts by the Chamber of Mines to replace white workers with black labour.

Mr Gastrow said the CP was motivated by racism.

Denying the racist tag, Mr Frank le Roux (CP Brakpan) said the president had slapped down the Rev Allan Hendrickse for using a white beach, which meant he was a racist too.

Replying to the debate, the deputy-minister of Economic Affairs and Technology, Mr George Bartlett said some members of the CP were racists who were exploiting the white man's fears for job security.

Hulley on mine regulations 'Protection' for

Political Staff

REQUIREMENTS which had to be met in order to obtain a certificate of competency could be used as a "back door" method to continue with current discriminatory practices, MP for Constantia Mr Roger Hulley said yesterday.

Mr Hulley, the PFP's spokesman on economic affairs and technology, was speaking during the second reading debate in the House of Assembly on the mines and works amendment bill.

He said the PFP supported the bill, which de jure removed the last vestiges of discrimination from the mining industry and opened the door for blacks to obtain 13 different certificates of competency.

However, one of the new requirements was language, and he hoped black miners from outside South Africa would not be penalized in this way.

HOUSE OF REPRESENTA

There was protection for them in respect of the leasing provision in the Usury Act Bill, the Deputy Minister of Finance Dr Org Marais, said yesterday.

Speaking during the second debate of the bill, which was unanimously approved, Dr Marais said a lease expired and the borrower of the leased movable property declared nil, the consumer had a choice on whether to buy or to enter into a lease.

The bill also amended the provisions of "ledger fees" to enable managers to levy an annual

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Job reservation axed on mines

From NICO MULLER
Parliamentary Reporter

CAPE TOWN — Job reservation was effectively removed from South African mines when the second reading of the Mines and Works Amendment Bill was passed in the House of Assembly here yesterday, with a government and Progressive Federal Party majority

The Bill has already been passed in the other two tricameral houses

It means that black mineworkers complying with entrance requirements will be allowed to obtain certificates for 13 categories previously denied — including the "blasting ticket"

Black mineworkers may now become mine managers, mine overseers, mine assayers, mine mechanical and electrical engineers, winding engine drivers, locomotive engine drivers, stationary engine drivers, boiler attendants, blasters, lampmen and onsetters

While the rightwing Official Opposition Conservative Party's MP for Carletonville, Mr Arrie Paulus, attacked the Bill

as a "legislative sellout of white mineworkers by the leftwing radical National Party", the Progressive Federal Party backed it with certain reservations

The MP for Constantia and PFP spokesman on Economic Affairs and Technology, Mr Roger Hulley, said it was an ironical coincidence that the debate took place on the day that the biggest strike in the mining industry was shaping up

Mr Hulley said the PFP welcomed the Bill as it removed "de jure" job discrimination on mines, but added that "it is not necessary to point out that we do not believe that it is appropriate to congratulate a man who has stopped beating his wife"

"He should not have been beating her in the first place," he said, adding that CP objection to the Bill was a "blatant display of racism"

He added that the new requirements for the

certificates of competency have aroused strong suspicion in some quarters and that in practise, new requirements might be applied in such a way as to continue to place black miners in a disadvantaged position

Another PFP reservation was about ministerial advisory committees deciding about the certificates of competency, and Mr Hulley asked why the minister could not leave the matter to the ordinary process of collective bargaining in the workplace. He said, however, that his party accepted government assurances about their reservations

The Deputy Minister of Economic Affairs and Technology, Mr George Bartlett, denied that the seven requirements of practical experience, command of language, physical health, security, age, educational requirements and training standard would be used to discriminate against blacks

CP opposes new mining legislation

Bill takes 'a stand against discrimination'

Political Staff

The scrapping of the last statutory job reservation clause in the South African mining industry had "nothing to do with rights of groups and everything to do with the rights of ordinary people", the Deputy Minister of Economic Affairs and Technology, Mr George Bartlett, said in the House of Assembly yesterday.

In the second reading debate on the Mines and Works Amendment Bill he said the scrapping of legislation which provided that only whites and some coloureds could qualify for 13 of the industry's different Certificates of Competence, including the blasting certificate, was a "stand in principle against discrimination".

The Progressive Federal Party supported the Bill but Mr Roger Hulley, spokesman for this department, said he did not believe it was appropriate to congratulate the National Party, just as one would not congratulate a man who had stopped beating his wife.

"Blacks have been excluded from skilled positions in the mining industry since its early days," he said.

The Opposition opposed the Bill and their spokesman, Mr Arrie

Paulus, former general secretary of the National Mineworkers' Union, said the NP had guarded jobs for whites on the mines for years but was now "leaving them in the lurch by saying that blacks can get a blasting certificate".

The Chamber of Mines claimed there were not enough white workers to fulfil the requirements of the industry, said Mr Paulus. This was untrue.

"There is no need for this legislation. There are enough whites to do the job but this Bill will mean that white workers will have to make way for black labourers from other states, most of which are not well-disposed to South Africa. So here we are in white South Africa giving blasting certificates to foreign blacks."

The Government was brought to power in 1948 by the miners' vote and it was a Government which rightly believed that giving blasting certificates to blacks was the beginning of Communism.

"The white miner is not prepared to work under blacks and he will defend his blasting certificate," said Mr Paulus.

Both Mr Bartlett and Mr Hulley expressed concern that Mr Paulus



might have intended this as a threat.

Mr Hulley expressed his party's reservation about seven new requirements to be met by the individual seeking a certificate. After such a long history of discrimination, these requirements would be greeted with suspicion as they could be applied as a subtle form of discrimination.

He asked why the requirements — which include command of language, educational qualifications and security — had been built into the legislation and not left to the discernment of those applying the certification tests.

Mr Bartlett said the requirements were designed to promote the safety and health of the mineworkers and not as potential discriminatory measures.

Scrapping of last

MD backs

Num slams new mine regulations

THE repeal by Parliament of the scheduled persons definition in the Mines and Works Act has come in for criticism by the National Union of Mineworkers, although it was promulgated to do away with discriminatory legislation.

The Num's assistant General-Secretary, Mr Marcel Golding, said yesterday some of the new criteria, like language, security and age, had been included to regulate the number of black miners getting blasting certificates.

"The Num feels that a worker's competency should be decided by the worker's ability to perform," he said.

He added that the committee to monitor the entrance qualifications was "completely unacceptable" and had been included to "allay the fears of white miners to limit the number of blacks getting blasting certificates."

Mr Golding added: "Conditions of employment and job advancement should be regulated by employer and employee organisations and not by a statutory third party." — Sapa.

Sanyan

12/8/87

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[scribble]

177

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Chamber 'bent over to allay fears'

5/10/87

THE Chamber of Mines and government had "more than bent over backwards" to allay white fears over the scrapping of job reservation in the mining industry, chamber president Naas Steenkamp said yesterday.

12/18/87

Steenkamp welcomed the enabling legislation which will remove the Scheduled Person Provision in the Mines and Works Act.

He said the Security of Employment Agreement which will apply, would satisfy most white workers who could be affected by the scrapping of job reservation.

The Mines and Works Amendment Bill went through its second reading in the Assembly yesterday.

Steenkamp said the chamber had earlier opposed the amendment Bill because it provided for a special board to control the entry of candidates into previously reserved jobs, which could have had the same effect as job reservation.

It had since been changed and the minister had assured that government would only exercise control over health and safety matters. — Sapa.

scribbles

177 14/8/87
FIM

JOB RESERVATION

Scrapped at last

Statutory job reservation in the mining industry was effectively scrapped in parliament this week in spite of opposition by the Conservative Party (CP), described at times as "blatant racism". The Mines and Works Amendment Bill must now only be signed by the State President to become law.

The ending of *de jure* job apartheid on the mines follows nearly five years of negotiations with groups involved. But government's problems may be far from over.

The CP gave notice of a "resistance" campaign by white miners. And the Progressive Federal Party warned that stringent conditions for qualifying for previously "whites only" jobs could perpetuate *de facto* apartheid in the 13 work categories affected, leading to further bitterness among blacks.

But the CP caught the attention in the parliamentary debate with a display of emotion and implied threat that led to one of its MPs being accused of "hating blacks". Clive Derby-Lewis (CP nominated) said the Bill is the "legislative sell-out of the mineworkers by the leftwing radical NP."

Earlier, Arrie Paulus (CP Carletonville), a former leader of the white Mineworkers' Union, said that by scrapping the last categories of job reservation on mines and allowing "qualified" blacks to do work previously reserved for whites, the NP is going back on its word and letting down white miners.

Paulus disputed government claims that scrapping job reservation will ease the shortage of skilled labour on the mines, saying there is now unemployment among white miners for the first time in history.

He said the only reason government wants to scrap job reservation is to please the Chamber of Mines, the "money-power" (*geldmag*), and the outside world. "There is no need to amend this law," he said.

Paulus said the amendment means white South African miners will have to make way for foreign blacks. He reasoned that allowing foreign black workers into SA to be trained in the use of explosives could at some stage pose a threat to national security. Paulus said white miners are not prepared to work under blacks.

"I want to say again that if we do not prevent this, nothing will stop the miner. He will defend his blasting certificate as he did in 1922," he warned.

The National Union of Mineworkers (NUM) also has reservations. Assistant general secretary Marcel Golding claims some of the new criteria, like language, security and age, are intended to control the number of black miners getting blasting certificates.

Golding says the union "feels a worker's competency should be decided by his ability to perform." Further, the committee to monitor the entrance qualifications is "unacceptable," and has been set up to "allay the fears of white miners and limit the number of blacks getting blasting certificates." Condi-

The *FM* brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

tions of employment should be regulated by employer and employee organisations, not a statutory third party, he says. ■

HOMELANDS

Greater powers

Long-awaited details of government's controversial plan to give greater legislative powers to non-independent homelands have been released in Cape Town by Constitutional Development and Planning Minister Chris Heunis.

The powers will be contained in the Self-governing Territories Bill, to replace the National States Constitution Act, which will be tabled in parliament later this year.

Heunis says the move is the result of two years of talks with homeland leaders. It stems from an announcement by P W Botha in January 1985 that government was investigating "further stages of autonomy between self-government and independence."

A number of anti-apartheid groups have expressed concern that the Bill could strip blacks of more rights in "white" SA.

The Bill aims to

- Increase internal autonomy of "self-governing" territories as regional authorities,
- Extend "decentralisation of decision-making",
- Remove "unnecessary limitations and irritations" from the Act, and
- Rationalise and reform the terms in which the homelands form part of SA as "regional authorities of a particular kind."

Heunis says the most important change will be a "new approach" in defining the legislative powers of homelands. New powers will allow homeland governments to

- Establish their own State departments and Supreme Courts,
- Negotiate agreements with other governments with the consent of the Minister of Foreign Affairs,
- Raise loans from the Development Bank and Land Bank,
- Control provincial roads in their territories, and
- Enter agreements with provincial authorities or other "self-governing" territories to promote regional co-operation.

Heunis says the homelands will retain existing legislative authority over matters such as education, health and welfare, public services, housing, agriculture, public works, labour, direct taxes, civil defence, tourism, forestry, nature conservation, registration of

companies and deeds, legal aid, sport and recreation, and public holidays.

The Bill will not apply to a homeland government automatically. It will have to make application.

Heunis emphasises that the measures are not intended to address "broader constitutional issues," merely to provide a framework within which non-independent homelands function.

It remains government's view that the citizens of homelands that refuse to accept "independence" must be politically accommodated within SA.

Representatives of four of the six non-independent homelands — Gazankulu, Lebowa, KwaNdebele and Qwaqwa — attended final talks with Heunis in Cape Town this week. There were no representatives of KwaZulu or KaNgwane. ■

CAMPUS VIOLENCE

Flak from both sides

Last week UCT vice-chancellor Stuart Saunders, after a hard-talking session with Education Minister F W de Klerk, decided to act against student violence on the campus. Now he is in the dock.

Saunders finds himself entangled in a Supreme Court case. Two Moderate Students' Movement (MSM) officials are asking for an order setting aside their suspension from UCT. Saunders also summarily suspended six offenders for their part in disrupting a meeting due to be addressed by Denis Worrall.

Mudslinging has continued, as he receives flak from both sides. Two major student organisations, the National Union of SA Students and the SA National Students' Congress, have started a campaign for the reinstatement of the six offenders.

They reject the argument that disruption of the meeting curtailed Worrall's right to freedom of speech. They claim that Worrall supports the State of Emergency, so does not support freedom of speech anyhow.

On the other hand, the moderate University Freedom of Speech Association complains that the sentence imposed on the two MSM officials, Lance Terry and Rafi Peer, is "unduly harsh" as it is the same as that given to "those (six) guilty of criminal offences."

Terry and Peer were suspended until the end of the current academic year — and barred from holding office in any university association if re-admitted.

They were found guilty by Saunderson of disobeying an instruction to postpone a meeting which was to be addressed by Tom Linda, co-president of the United Conciliation Party.

□ Meanwhile, another meeting which was to be addressed by Linda — at Rhodes University — was cancelled at the last minute for fear that students' lives would be endangered if violence erupted. ■

AKG 17/10/87

Job reservation: Economics vs ideology

THE last bastion of job reservation has fallen — but was the game ever worth the candle?

When the National Party was pushing for power in the years before its 1948 election victory, one of its promises was to protect "civilised" labour — another sop to the white working class voters it was wooing so assiduously

Protection of "civilised" labour — a euphemism for white workers, and especially Afrikaans workers — was nothing new

Determined

But the NP government which took office in 1948 was determined to organise the country according to its own peculiar vision, including protection of whites from increasingly stiff competition by black workers

The Industrial Conciliation Act of 1956 (which also barred mixed trade unions from official registration) made it possible for certain types of work to be reserved for persons of specified race groups

But it wasn't until the Act was amended in 1959 that "job reservation" appeared

That amendment made it possible for the Minister of Labour, at his discretion, to direct the industrial tribunal to investigate the desirability of making a job reservation determination

According to Muriel Horrell, in *South Africa's Workers*, the Minister said that as a result of the dilution of work following mechanisation, numbers of operations had been allocated to semi-skilled workers at rates of pay on which the white man was unable to live

When a complaint about "non-white" competition was received, the employer was notified. If he agreed to raise wages to a level considered adequate for whites no further action was taken

Opposition

But if he did not the matter was referred to the industrial tribunal

Strong opposition was voiced in Parliament. The South African Congress of Trade Unions was vehement-

By DICK USHER
Labour Reporter

ly opposed, the Trade Union Council of South Africa suggested a rate for the job with "realistic minimum wages" and the right-wing labour organisations supported it

Employer groups such as Assocom, the Federated Chamber of Industries and the Steel and Engineering Industries Federation claimed it would "disturb industrial progress making it impossible to attain optimum productivity. The arbitrary power conferred on the Minister would create a sense of uncertainty

But, no matter

Widespread

By 1974 there were 27 job reservation determinations in existence, of which 26 were still in force. One, the first made, had been declared *ultra vires* in court

In terms of pure numbers, slightly less than three percent of the working population were affected by "formal" job reservation determinations. But its effects were widespread and there were other measures such as the Mines and Works Act, the Motor Carrier Transportation Act, the Bantu Labour Act, the Physical Planning Act and the Group Areas Act which expanded reservation's scope

In 1974 the South African Institute of Race Relations summed it all up

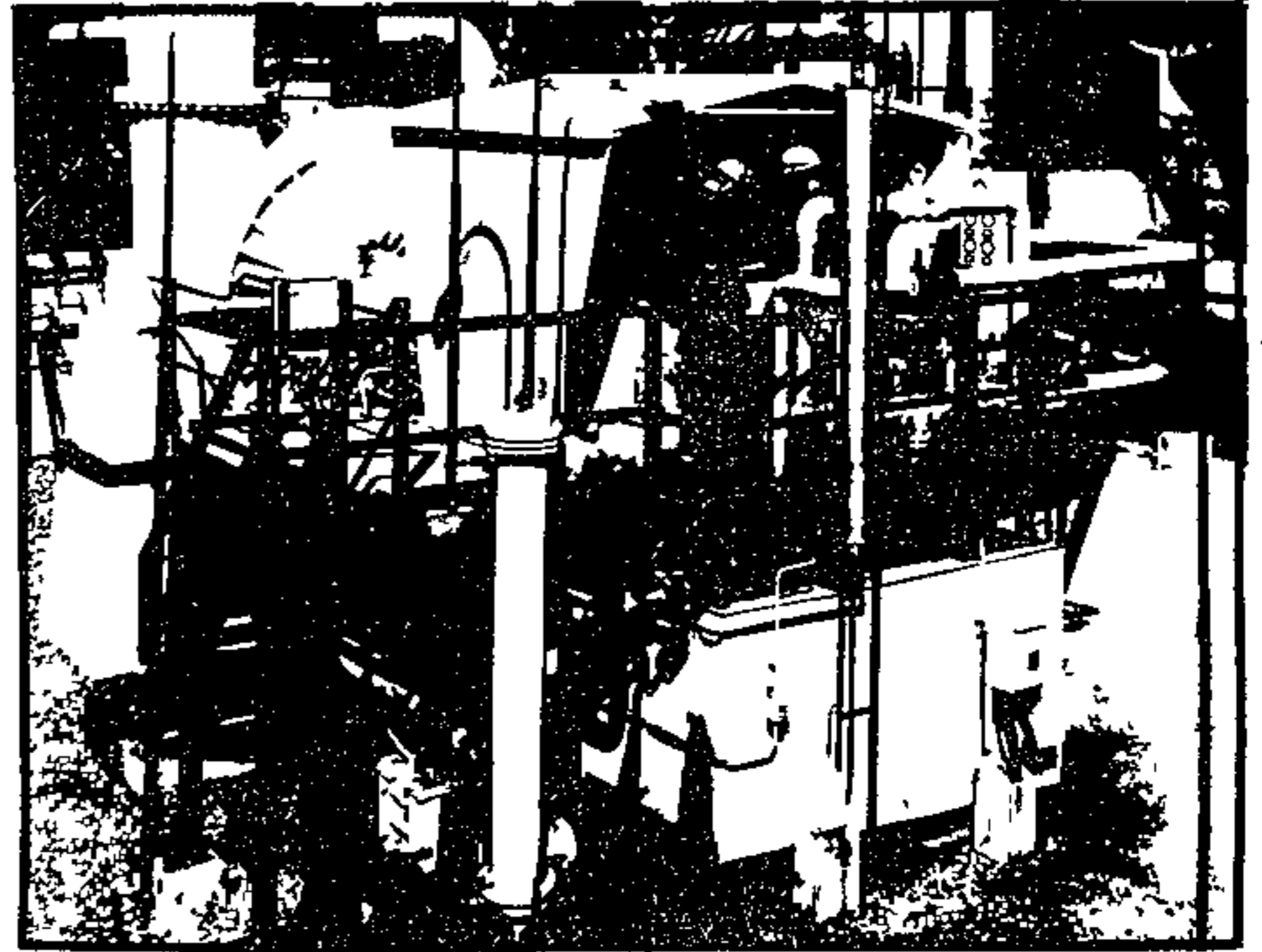
"The fact that legally enforced job reservation affects relatively few workers gives a misleading impression of the industrial colour bar

Restrictions

"African advancement is seriously impeded by legal and artificial restriction to artisan status attainment and also by ratios of unskilled and semi-skilled to skilled workers laid down in industrial council agreements and wage board determinations

"These legislative barriers effectively impede much African job advancement

"Furthermore, there is a marked tendency among



many whites, including white workers anxious to safeguard their own economically privileged position, to preserve conventional colour bars in employment

"The government attitude to apprenticeship was defined by the Minister of Labour in 1972 when he said that the policy in terms of the Apprenticeship Act was not to indenture Africans in the "white" areas

"The Institute strongly recommends that this complex of law, policy and custom be drastically revised"

It was, of course not only Africans who were affected, but anyone who was not white

Reservations affected a wide variety of occupations — the clothing industry, the metal industry, truck drivers, builders, barmen, ambulance drivers, traffic police and firemen — among others

Determination number five in 1960 reserved for whites the work of operating passenger lifts in many categories of buildings in Johannesburg, Pretoria and Bloemfontein

Protection

The *Survey of Race Relations* for that year said that "numbers of Africans were replaced by whites in large stores and other undertakings. Some of the smaller firms adopted the use of automatic devices in lifts, thus doing away with the necessity of attendants"

So much for job protection

But from the outset the tide of economics was setting against ideology

By 1974 many exemptions had been granted, some of them blanket exemptions for a whole industry

Between 1972 and 1974 no new determinations were made and soon after the government quietly started to scrap the existing ones

Stronghold

By 1978 only five were still in force, three more were scrapped in 1979 and in 1982 reservation in Cape Town's traffic police, ambulance service and fire department was scrapped

That left only the mines, a stronghold of right-wing white unionism, with the questionable honour of being the last outpost of job reservation

The miners fought a rear-guard action, led by the general secretary of their Mineworkers Union Mr Arrie Paulus, now the Conservative Party MP for Carletonville. But they had lost the support of government and mine employers who had been against job reservation for most of the century

When the Mines and Works Amendment Bill was passed last Monday job reservation in the mining industry ended

Not totally, because there are criteria in the Act which the National Union of Mineworkers claims have been included to regulate the number of black miners getting blasting certificates

MENT

1) 673-4160

Home Affairs Minister Botha is to become the sole media for Press freedom under continued government.

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as have already been vrnment to look on as their liberties are rther inroads into the press are a signal into t have been predicted

SOUTH African's civil service has virtually become a closed shop for white males, holding severe political dangers, particularly for reform

This is the conclusion reached by Mr Roger Burrows MP, PFP spokesman on the Commission for Administration, after investigating the structure of the civil service

Mr Burrow's investigation comes hard on the heels of the serious criticism levelled by former Sanlam chief, Dr Andries Wassenaar, about the overly generous pension scheme for civil servants

Mr Burrows listed what he viewed as major problems with the structure and employment conditions of the civil service. These were

- The heavy bias in employing white males,
- The multi-level structure of posts with middle ranking civil servants receiving out-of-proportion employment packages,
- The extremely low wages paid to the black labour groups, and
- The large number of allowances which were not incorporated in basic pay

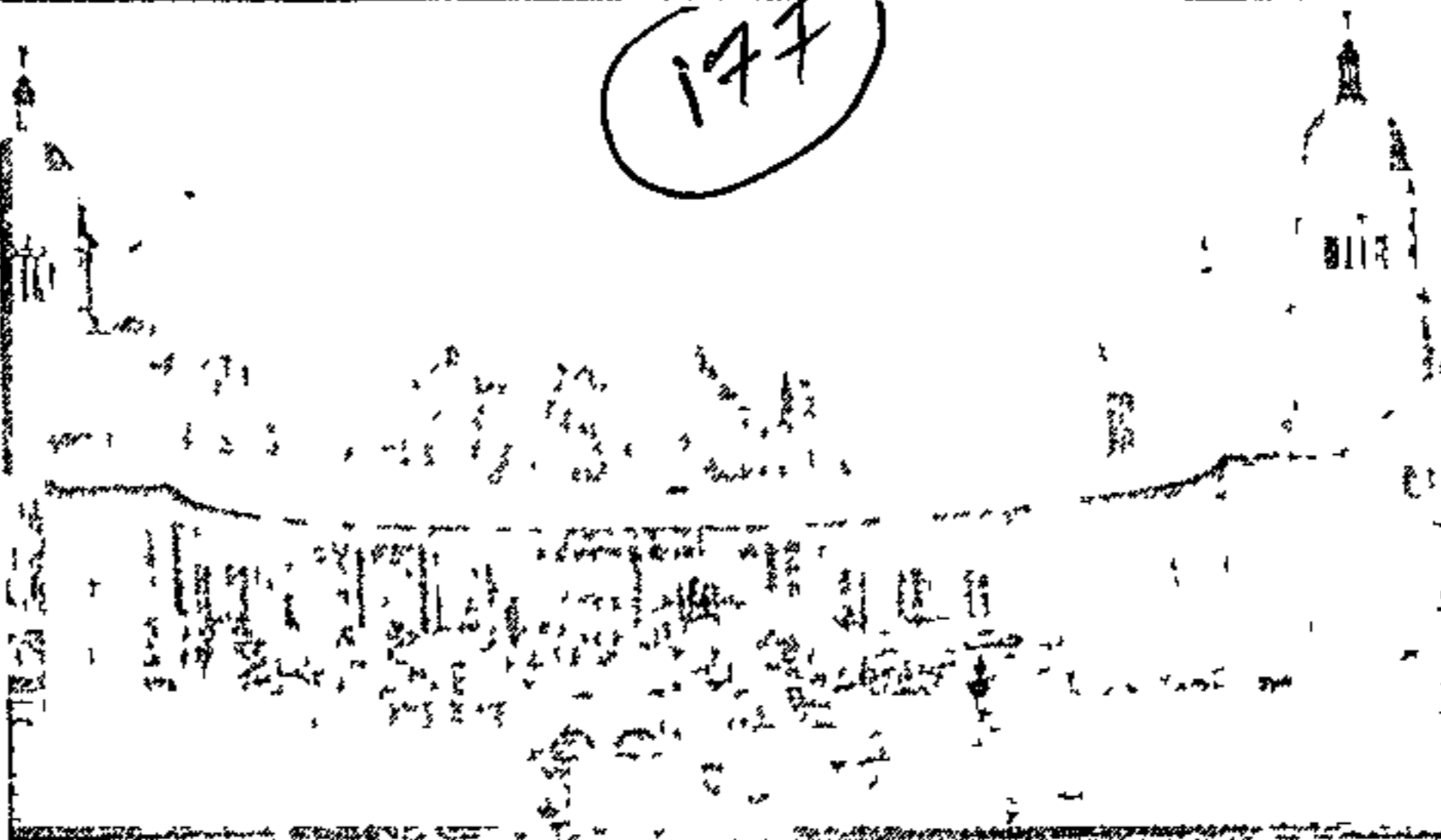
Problems

In an interview Mr Burrows said the most serious aspect of the civil service was that it is heavily racially skewed

"And there appears to be no serious attempt whatsoever to bring blacks into the middle and upper ranks of the civil service"

In fact, he says, that a political danger lurks if the select group of white civil servants perceive reform as threatening their jobs

They could very well delay reform to prevent - Africanisation of the civil service



THE Union Buildings seat of administrations

Bias in the civil service

SOWETAN Correspondent

FOCUS

Based on replies to questions he has asked in Parliament, Mr Mr Burrows said that there were more than 250 000 people in public service departments (excluding the provinces)

Although 62 percent of the employed were not white fewer than five percent were in the top jobs

Of the total, 10 966 employees were in the upper eight post levels

In these posts one could see how there was a total bias towards whites

Of posts 96 percent (10 534) were held by whites, 0,7 percent (78) by coloured, 1,4 percent (152) by Indians and 1,8

percent (202 by blacks) the senior posts in these departments

Of the 202 blacks the largest group were medical staff (94) employed by National Health

Even in departments which were concerned with black affairs there was a heavy imbalance in favour of whites

For example, the Department of Development Aid had 205 whites in the top eight post levels there were 272 whites and only 20 blacks

The State President, who in terms of the constitution is responsible for the black affairs, does not have a single black employed in the top eight levels

Most employed a nominal number of people of colour in top posts with 12 departments employing none at all

The Prison Service had about the best ratio with 1 181 whites to 44 coloureds to three Indians to 65 blacks in the equivalent levels

He said the Government had stated that general affairs departments were to serve all groups "so one would think they would be staffed by all groups"

The position was almost as bad in the own affairs administrations with whites holding most

the senior posts in these departments

For example another white, Mr R P Wronsley of the Department of Finance, had been appointed this week to head the House of Delegates administration.

The flip side was that not a single black was employed in the upper levels of the House of Assembly departments

Mr Burrows said there had been a recent good development in that many posts were now being advertised on a non-racial basis but the difficulty remained promotion

The bias against females was just as bad with only 12,5 percent of top eight level posts being held by women

Salaries

Dealing with salaries generally, he said the wages being paid on the labour scales were appallingly low

The minimum scale was R177 a month with very few perks For example many appeared not to qualify for pension funds

At the top end of the scale salaries and employment packages were competitive with those paid to managing directors of large private sector groups

In between the two groups there was a bulge

created by among other things the large number of post grades

By reducing the 21 post levels, Mr Burrows feels it would make salary progression more acceptable at the same time it would pull up the lower wages on the labour grades

Dealing with the scope of the employment package, he pointed out numerous allowances were paid to public servants, in various combinations, of which the most important were a service bonus (which amounted to almost 1/12th of the salary), a housing allowance and a motor vehicle allowance

There were numerous other allowances Among other problems with the numerous allowances, Mr Burrows pointed out that the Margo Commission had highlighted the states role providing an example for the payment of cash remuneration rather than adding perks

Another benefit could be easier and simple scaling of employment packages

Mr Burrows feels that the problems can only be overcome by an independent assessment of the employment packages of civil servants and a concerted effort to employ other race groups

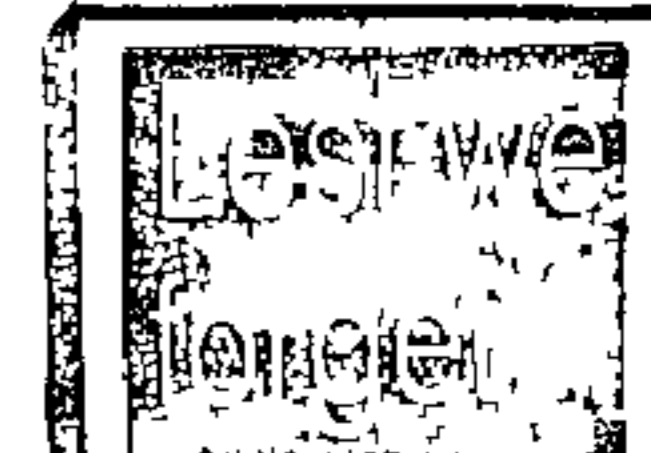
"There was no point in getting the civil service to investigate the civil service as appeared to be happening in the investigation into the public service pension fund"

The public service was an important component in giving all groups a fair stake in the economy

The public service had been used effectively to give the Afrikaners a more equitable stake in the economy and should be used in the same way for blacks

(Note to sub Here follows comparative scales Could you please tabulate Header for table)

An example of the upper scales in government departments was given recently in parliament by Mr Chris Heunis, Minister of Constitutional Development



THE Sowetan today remembers journalists around the country who are in detention: • Zwelakhe Sisulu, Editor of the *New Nation*, who has been in detention under the emergency regulations



1/9/87 (177) Sowetan

Gaum to sue

MR NOEL Gaum, the controversial Diepmeadow Town Clerk who was fired last week for his alleged racist attitude towards blacks, has consulted his lawyers with a view to suing the mayor of the township, Mr M J Mathala, following the council's action.

Mr Gaum, who is still performing duties of a town clerk despite the dismissal, also sent out a circular on Friday — a day after the council voted for his dismissal —

banning meetings of council workers from taking place on the premises of the council

The circular was issued in an effort to prevent worker representatives from reporting back the council's decision to staff members today, according to sources within the council

Worker representatives have however, vowed to go ahead with today's meeting

Mr Gaum told the *Sowetan* yesterday that the letter informing him about his dismissal, signed by Mr Mathala, contained a lot of irregularities. He said as far as he was concerned, the council never took any resolution to fire him

He could not elaborate on the planned court action and referred the *Soweto* to his attorney

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2/10

White union blamed for mine discrimination

By Mike Siluma,
Labour Reporter

The removal of job reservation in the South African mining industry shows the increasing internal pressure for the abolition of apartheid, a study just published by the International Labour Organisation (ILO) says

The study singles out the white Mineworkers' Union "and its political backers" as having been a "formidable obstacle" to the removal of statutory occupational barriers in the mines

In a discussion of the origin and evolution of job discrimination, the authors say that, although the mining industry was the first to introduce job reservation, the practice was eventually extended to nearly all sectors of the economy. But, after political turmoil in South Africa, the other sectors were the first to shed the practice, leaving mining as the last bastion of job reservation.

"The absence of economic pressures for change from African workers has also been a major reason for the persistence of job colour bars, the scarcity of skills and unequal wage rates in the mining industry," says the study when examining the reasons for the existence of job discrimination for more than 50 years

The authors also blame mining industry employers for failing, "for 50 years to make a direct onslaught on a system of race discrimination that they had frequently condemned as being morally indefensible and economically harmful"

Mineowners, they say, had not forgotten "the lessons of the 1922 Rand revolt which led to an alliance between white labour and Afrikaner nationalism"

PRESSURES BUILDING UP

The repeal of job reservation in the mining industry was a pointer to the pressures building up in the country "against Pretoria's pursuit of apartheid"

"The black majority in the towns, with widespread support in the countryside, is determined to seize political power under a constitution that would enable South Africans of all races to participate in government, abolish apartheid and narrow the gap between white and black living standards

"These are also the ultimate objectives of the African mineworkers within the structures of the mining industry. The success of their efforts depends upon the fate of the South African national democratic revolution," conclude the authors.

- (35) U'pington
 (36) Vervoerdburg
 (37) Virginia
 (38) Bloemfontein
 (39) Westonia
 (40) Carletonville
 (41) Gordons Bay
 (42) Newcastle
 (43) Stellenbosch
 (44) East London

(2) (c) impossible to determine at this stage

Johannesburg North exemptions from Group Areas Act

467 Mr P G SOAL asked the Minister of Constitutional Development and Planning

(1) Whether since 1 January 1986, his Department has received any applications for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises in the Johannesburg North constituency if so, (a) how many such applications had been (i) granted and (ii) refused as at the latest specified date for which information is available and (b) what were the reasons for (i) granting and (ii) refusing each application,

(2) whether any action was taken against (a) owners and (b) occupants of residential property in the Johannesburg North constituency in terms of the provisions of the said Act during the above-mentioned period, if so, (i) in respect of the owners or occupants of which properties, (ii) what action was taken, (iii) who initiated the action, (iv) who decided that action should be taken, (v) why was action taken and (vi) what was the outcome of the action in each case?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

Statistics regarding applications for permits in terms of the Group Areas Act, 1966 are not maintained according to par-

liamentary constituencies. The question, therefore, cannot be answered in its present form

Posts reserved

470 Mr C J DERBY-LEWIS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES

(a) to (d) No
 (i) and (ii) Fall away

Posts reserved

471 Mr C J DERBY-LEWIS asked the Minister of Constitutional Development and Planning

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(a) to (d) No
 (i) and (ii) Fall away

Posts reserved

472 Mr C J DERBY-LEWIS asked the Minister of Foreign Affairs

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF FOREIGN AFFAIRS

(a) to (d) No (i) and (ii) Fall away

The MINISTER OF NATIONAL EDUCATION

(a) to (d) No (i) and (ii) Fall away

Posts reserved

477 Mr C J DERBY-LEWIS asked the Minister of Agriculture

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF AGRICULTURE

(a) to (d) No (i) and (ii) Fall away

Posts reserved

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

Whether any posts in the Department of Trade and Industries are reserved for (a) Whites (b) Coloureds, (c) Indians and (d) Blacks, if so (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

(a) to (d) No (i) and (ii) Fall away

Posts reserved

479 Mr C J DERBY-LEWIS asked the Minister of Finance

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF FINANCE

(a) to (d) No (i) and (ii) Fall away

Posts reserved

480 Mr C J DERBY-LEWIS asked the Minister of Home Affairs

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds,

(c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF HOME AFFAIRS

(a) to (d) No (i) and (ii) Fall away

Posts reserved

481 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

Whether any posts in the South African Services are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF TRANSPORT AFFAIRS

(a) to (d) No (i) and (ii) Fall away

Posts reserved

482 Mr C J DERBY-LEWIS asked the Minister of Environment Affairs

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds (c) Indians and (d) Blacks if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF ENVIRONMENT AFFAIRS

(a) to (d) No (i) and (ii) Fall away

Posts reserved

483 Mr C J DERBY-LEWIS asked the Minister of National Health and Population Development

Whether any posts in his Department are reserved for (a) Whites (b) Coloureds (c) Indians and (d) Blacks if so (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

(a) to (d) No (i) and (ii) Fall away

HoA

Posts reserved

484 Mr C J DERBY-LEWIS asked the Minister of Public Works and Land Affairs

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF PUBLIC WORKS AND LAND AFFAIRS

(a) to (d) No (i) and (ii) Fall away

Posts reserved

485 Mr C J DERBY-LEWIS asked the Minister of Education and Development Aid

Whether any posts in his Department of Development Aid are reserved for (a) Whites (b) Coloureds (c) Indians and (d) Blacks if so (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

(a) to (d) No (i) and (ii) Fall away

Posts reserved

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

Whether any posts in the Prisons Service are reserved for (a) Whites (b) Coloureds (c) Indians and (d) Blacks if so (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF JUSTICE

(a) to (d) No (i) and (ii) Fall away

Posts reserved

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

Whether any posts in the Department of Mineral and Energy Affairs are reserved for (a) Whites (b) Coloureds (c) Indians and (d) Blacks, if so, (i) what posts and

(ii) what are the salary scales attached to these posts?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

(a) to (d) No (i) and (ii) Fall away

Posts reserved

488 Mr C J DERBY-LEWIS asked the Minister of Communications

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF COMMUNICATIONS

(a) to (d) No (i) and (ii) Fall away

Posts reserved

489 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

Whether any posts in the Department of Transport are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF TRANSPORT AFFAIRS

(a) to (d) No (i) and (ii) Fall away

Posts reserved

490 Mr C J DERBY-LEWIS asked the Minister of Water Affairs

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF WATER AFFAIRS

(a) to (d) No (i) and (ii) Fall away

Claremont exemptions from Group Areas Act

491 Mr J B DE R VAN GEND asked the Minister of Constitutional Development and Planning

HoA

(1) Whether, since 1 January 1986, his Department has received any applications for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises in the Claremont constituency, if so, (a) how many such applications had been (i) granted and (ii) refused as at the latest specified date for which information is available, (b) what were the reasons for (i) granting and (ii) refusing each application, (c) in respect of which properties were such applications granted for (i) acquisition, (ii) holding or (iii) occupation and (d) in respect of which group, as defined in section 12 of this Act, was each such application granted with reference to each such property,

(2) whether any action has been taken against (a) owners and (b) occupants of residential property in the Claremont constituency in terms of the provisions of the said Act during the above-mentioned period, if so (i) in respect of the owners or occupants of which properties (ii) what action was taken, (iii) who initiated the action (iv) who decided that action should be taken, (v) why was action taken and (vi) what was the outcome of this action in each case

(3) whether any notices in terms of section 41 of this Act were served in respect of any of the above-mentioned properties, if so when was notice (a) served on the (i) owner of the property and (ii) holder of any registered mortgage bond over the property, (b) published in the Gazette and (c) transmitted to the Registrar of Deeds,

(4) whether any of these notices have been withdrawn in respect of any of the properties concerned if so (a) in respect of which properties and (b) when?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

In view of the fact that the required information is not available in terms of parliament

- (2) whether it is the intention to adapt any switchboards in use by his Department, if not, why not, if so, when,
- (3) whether any blind persons are employed by his Department, if so, (a) how many and (b) in what capacities, if not, why not,
- (4) whether his Department intends creating posts for blind persons, if not, why not, if so, (a) what posts and (b) when?

The MINISTER OF EDUCATION AND CULTURE

- (1) OFS*
No
(a) and (b) fall away
(1) The OFSED does not have its own switchboard

(ii) None
NATAL*

No
88 Mr K M ANDREW asked the Minister of Local Government, Housing and Works

- (a) and (b) fall away
(1) No such need has been registered
(ii) 2
CAPE*
No
(a) and (b) fall away
(1) The Department of Posts and Telecommunications renders the exchange service to the head office

(ii) None
TRANSVAAL*

- Yes
(a) 2
(b) None
(1) and (ii) fall away

HEAD OFFICE

- No
(a) and (b) fall away
(1) No
(a) Falls away

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS



- (b) Falls away
(i) The Department has one blind telephonist in its service who makes use of a standard electronic switchboard

(ii) Seventeen

(2) No

- (a) One
(b) Telephonist
No The Department of Budgetary and Auxiliary Services is responsible for the investigation of the personnel structure in the Administration House of Assembly according to the needs and to make recommendations to the Commission for Administration. However, blind persons can be employed in existing posts if the nature of the work makes it feasible

(3) Yes

(a) One

(b) Telephonist

- (4) No At present no need exists and it would not be cost-effective
None in the employ of the Department of Health Services and Welfare
Eight blind persons in the employ of the Department of Posts and Telecommunications, however, operate switchboards of the first-mentioned Department
No Due to the limitation of State expenditure and the curtailment of posts
(a) and (b) Fall away

The honourable member's attention is drawn to the fact that although the Department of Health Services and Welfare serves two Ministers, only one Department exists in respect of which the above information is furnished. Kindly refer to the similar reply to Question No 85

Posts reserved

94 Mr C J DERBY-LEWIS asked the Minister of the Budget and Welfare

Whether any posts in the Department of Budgetary and Auxiliary Services are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF THE BUDGET AND WELFARE

- (a) to (d) No, but in accordance with the

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employment policy of the Public Service, when posts on the establishment of own affairs departments are filled, preference is given to members of the relevant population group

(i) and (ii) Fall away

Posts reserved

95 Mr C J DERBY-LEWIS asked the Minister of Agriculture and Water Supply

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF AGRICULTURE AND WATER SUPPLY

(a) to (d) No, but in accordance with the employment policy of the Public Service, when posts on the establishment of own affairs departments are filled, preference is given to members of the relevant population group

(i) and (ii) Fall away

Posts reserved

96 Mr C J DERBY-LEWIS asked the Minister of Local Government, Housing and Works

Whether any posts in his Department are reserved for (a) Whites (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS

(a) to (d) No, but in accordance with the employment policy of the Public Service, when posts on the establishment of own affairs departments are filled, preference is given to members of the relevant populations group

(i) and (ii) Fall away

Posts reserved

97 Mr C J DERBY-LEWIS asked the Minister of Health Services

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF HEALTH SERVICES

(a) to (d) No, but in accordance with the employment policy of the Public Service, when posts on the establishment of own affairs departments are filled, preference is given to members of the relevant population group

(i) and (ii) Fall away

Posts reserved

98 Mr C J DERBY-LEWIS asked the Minister of Education and Culture

Whether any posts in his Department are reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks, if so, (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF EDUCATION AND CULTURE

(a) to (d) No, but in accordance with the employment policy of the Public Service, when posts on the establishment of own affairs departments are filled, preference is given to members of the relevant population group

(i) and (ii) Fall away

Posts reserved

99 Mr C J DERBY-LEWIS asked the Minister of the Budget and Welfare

Whether any posts in the Department of Welfare are reserved for (a) Whites, (b) Coloureds (c) Indians and (d) Blacks if so (i) what posts and (ii) what are the salary scales attached to these posts?

The MINISTER OF THE BUDGET AND WELFARE

(a) to (d) No, but in accordance with the employment policy of the Public Service, when posts on the establishment of own affairs departments are filled, preference

is given to members of the relevant population group.

(i) and (ii) Fall away.

Bursaries for teacher training

108 Mr R M BURROWS asked the Minister of Education and Culture.

(1) Whether the total value of bursaries granted by the Department for the training of teachers is the same for each provincial education department, if no. (a) why not, (b) on what basis are these bursaries awarded and (c) what was the value of the bursaries so awarded in respect of each provincial education department in the latest defined financial year for which information is available, if so, (i) what amount was paid out by each provincial education department in respect of such bursaries in the above financial year, (ii) what was the value of each category of bursaries awarded to students studying at (aa) universities and (bb) colleges of education and (iii) how many (aa) universities and (bb) college students were in receipt of each of these categories of bursaries in that financial year.

(2) whether these bursaries are repayable in cash or not, in what manner are they repayable,

(3) whether it is the intention to make all or part of these bursaries repayable in cash or why,

(4) whether additional subsidization of such students occurred in the above financial year, if so, what sum per student was this involve.

(5) whether it will make a statement on the matter.

The MINISTER OF EDUCATION AND CULTURE

(1) No

(a) Or account of differences in staffing needs, different amounts are allocated to each provincial

education department for financial aid to students.

(b) Financial assistance is provided on the strength of academic merit, personal qualities and suitability of applicants and also in accordance with the particular needs of the department concerned

Financial year 1987/88	
Cape	R 9 047 158
Natal	R 5 026 625
OFS	R 1 572 085
Transvaal	R 27 459 319
(i), (ii) (aa) and (bb) and (iii) (aa) and (bb) Fall away	

(2) Bursaries are repayable in cash only in the case of breach of contract in all other instances redemption is done through service.

(3) No

(4) No

(5) No

Salaries/books/transport

109 Mr R M BURROWS asked the Minister of Education and Culture

(1) What total sum has been budgeted for the 1987-88 financial year for each of the provincial education departments in respect of (a) salaries and related benefits, (b) textbooks and library books (c) pupil transport, (d) loans and bursaries for teacher training (e) school equipment (f) capital expenditure and (g) stationery,

(2) what is the estimated per capita expenditure on pupils in respect of each of the above items in each provincial education department for the above financial year?

The MINISTER OF EDUCATION AND CULTURE

Cape

(1) (a) R475 940 800

(b) R4 990 000

Nusaw lashes out at Iscor

13/10/87
THE National Union of Steel and Allied Workers has claimed that Iscor's retrenchment procedures are "racist" and aim at protecting white workers at the expense of the exploited and oppressed black employees.

The union contends that this attitude emerged during negotiations between the two parties when management announced that it is intending to reduce staff because of many reasons, including the biting recession and surging inflation.

The union's general secretary, Mr Domane Tjbane, said most members were faced with the prospect of being laid off because of the company's retrenchment and rationalisation scheme.

He said the company was refusing to retrench white workers, especially those who usually go for military service and those whose function was redundant.

The company's public relations manager, Mr P M du Plessis, has denied that management was racist and intended to protect white employees.

Necessity

He said in terms of legislation they were not allowed to retrench workers who do military service and those who were apprentices. Most whites fell under these categories.

"Recent developments in the economic field have been detrimental to South Africa's heavy industries, as well as to Iscor. Consequently actions to improve efficiency at all Iscor centres, in addition to those taking place continuously, have become a matter of necessity, he said.

Under the circumstances the company was compelled to introduce further measures, including reduction of staff and closing down of certain plants, Mr du Plessis added.

However, Mr Tibane said the company was not prepared to bargain with the union in good faith because their members were going to suffer most, especially in the wake of the soaring rate of unemployment in South Africa.

He said the union was intending to hold an urgent meeting on Saturday to discuss this issue together with other aspects affecting workers.

The meeting will be held at Laudium Hotel.



STIMELA . . . ready to raise money for the families of the road accident
(177) *fonten 22/10/87* victims

Stimela play for families of crash victims

STIMELA will stage a big music festival at Fun Valley on November 1 to raise funds for families of the three people killed in a car accident which almost claimed the life of one of their members, Ray Phiri

The three were Jean Madubane, The Angels' lead singer, Peter Kunene, tour manager, and tour secretary Ashley Subel Ray Phiri was admitted to hospital for two weeks. He was in a critical condition and his quick recovery surprised the music fraternity

A week after he was discharged from hospital, Ray Phiri performed at the Atteridgeville Music Festival for two hours non-stop

Lloyd Lelosa, Stimela's founder-member and keyboard player, said

"With our people's support, we will be able to help families of our colleagues who died during the car accident. We won't benefit from the Fun Valley festival because, as a group, we believe we are obliged to raise funds for the families."

The festival will be Stimela's first major performance in Johannesburg since they undertook the Unfinished Story Music tour of Natal. Their concert two weeks ago in Atteridgeville attracted over 30 000 people

Supporting acts at Fun Valley will include Ozila, Hot Soul Brothers, Casino and Mordillo. This package can also be seen on Sunday at Daveyton's Sinaba Stadium

17605 2/11/87

New curbs on painters outrageous, court told

Labour Reporter

JUDGMENT has been reserved in a court case involving a Cape Town painting contractor charged with two contraventions of the Industrial Council agreement for the building industry

Mr David Matthews, director of Guild Painters and Decorators, and Mr Mogamat Reyners, a foreman in the company, appeared in the Cape Town Magistrate's Court before Mr O Schrenk

The State alleged that they allowed two unqualified workmen to perform skilled work and failed to pay them at the minimum rate laid down

Mr John Murphy, counsel for Mr Matthews, said the agreement (subordinate legislation to the Labour Relations Act) was a manifest injustice and "an oppressive or gratuitous interference" with rights

The new agreement, which was gazetted on April 19 1985 and came into effect on May 1, abolished several categories of semi-skilled work, including

brush-hands who had been permitted to apply paint up to the final coat

The work which it was alleged the two workers were doing had been allowed under the previous agreement

The overall result of the new agreement was that "by the stroke of a pen" most of the semi-skilled workers who continued to do what was previously legal work were now acting illegally until they qualified, Mr Murphy said

"Given that 80 percent of employees in the painting sector of the industry are brush-hands, the effect is outrageous

"Any employer who was unable to convert his semi-skilled workers to skilled workers within 12 days (a virtually impossible task) committed an offence if he allowed or required them to continue with their ordinary tasks, which they might have performed for 20 years"

Mr Schrenk reserved judgment until November 25

Miss A Peckham prosecuted

more found

Job reservation row hits mines

JOHANNESBURG — The government has been accused of trying to re-introduce job reservation in the mining industry through the back door, only months after legislation barring blacks from entering skilled positions was repealed in Parliament.

And there is a possibility the issue will lead to conflict between the authorities on the one hand, and management and organised black labour on the other.

Interested parties, including the Chamber of Mines and the National Union of Mineworkers (NUM) have made, or plan to make, submissions opposing draft regulations designed to control the entry of miners into five key skilled job categories.

The regulations effectively bar well over half the black workforce.

The regulations, published in September, state that no employee may acquire certificates unless they are citizens of South Africa or of the

TBVC states. Nearly half of the blacks working on the mines are foreign citizens.

In addition, candidates must have at least a standard eight education, and be able to communicate orally and in writing in one of the official languages.

The requirements apply to blasting, winding-engine driver's, locomotive engine driver's, lampman's and on-setter's certificates.

There is also unease at the proposed establishment of an advisory committee, on which the white Mineworkers' Union and others totally opposed to any black job advancement will be strongly represented. A Chamber of Mines spokesman noted the regulations, in their present form, would in future also exclude foreign whites.

He said there were believed to be many skilled whites in the industry who did not have a standard eight school certificate. — DDC

Govt accused of reintroducing job reservation

GOVERNMENT has been accused of trying to re-introduce job reservation in the mining industry through the back door, only months after legislation barring blacks from entering skilled positions was repealed in Parliament.

And there is a possibility the issue will develop into a major row between the authorities on the one hand and, on the other, management and organised black labour.

Interested parties, including the Chamber of Mines and the National

ALAN FINE

Union of Mineworkers (NUM) have made, or plan to make, submissions opposing draft regulations designed to control the entry of miners into five key skilled job categories.

The regulations effectively bar well over half the black workforce from eligibility.

The regulations, published in September, state inter alia that no employee may acquire certificates unless they are

citizens of SA or of the TBVC states. Nearly half of the blacks working on SA mines are citizens of foreign states.

In addition, candidates must have at least a Standard 8 education, and be able to communicate orally and in writing in one of the official languages.

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There is also unease at the proposed establishment of an advisory committee,

on which the white Mineworkers' Union and others totally opposed to any black job advancement will be strongly represented. The committee's task will be to advise the Mineral and Energy Affairs Minister on the issue.

NUM assistant general-secretary Marcel Golding, who disclosed the union's views on the regulations yesterday, said they are a hidden form of racism.

To Page 2

Govt accused of back-door tactic

He argued the citizenship, educational and language requirements were aimed at limiting black job advancement in the industry. They excluded workers from eligibility on grounds never before found to be necessary.

"Requirements for qualification should be a matter between employers and unions, and should depend on workers' abilities to do the job," said Golding.

The Chamber of Mines was unwilling to disclose at this stage the exact contents of its representations on the draft regulations.

However, the industry is on record as opposing any government-imposed conditions, believing employers alone should be entitled to determine potential candidates on merit.

A chamber spokesman noted the regulations, in their present form, would in future also exclude foreign whites.

He added the industry had no records on what proportion of white miners had Standard 8 school qualifications, since it had not been an issue until now. However,

From Page 1

er, he said there were believed to be many skilled whites in the industry who did not have a Standard 8 school certificate.

Government mining engineer G P Badenhorst, who is handling responses to the draft regulations for the department, was unwilling to comment on their merits.

He said his department was evaluating submissions and hoped to be ready to submit a report to the Minister of Mineral and Energy Affairs before June 1988. The matter would then be referred to the parliamentary standing committee before being finalised, he said.

Meanwhile the promulgation of the relevant amendments to the Mines and Works Act, passed in August, is to be delayed until the regulations have appeared in their final form, making it unlikely that any blacks at all will receive certification before late 1988.

Own Correspondent

JOHANNESBURG. — The government has been accused of trying to re-introduce job reservation in the mining industry through the back door, only months after legislation barring blacks from entering skilled positions was repealed in Parliament.

Interested parties, including the Chamber of Mines and the National Union of Mineworkers (NUM) have made, or plan to make, submissions opposing draft regulations designed to control the entry of miners into five key skilled job categories.

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The regulations, published in September, state *inter alia* that no employee may acquire certificates unless they are citizens of SA or of the TBVC states. Nearly

CAPE TIMES 11/2/87

Mines job reservation repeal

'threatened'

half of the blacks working on SA mines are citizens of foreign states.

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~~2/16/87~~

B/day 10/12/87

'We're going to take colour out of Eskom'

THE POWER behind Eskom — chairman John Maree — last night received yet another award in recognition for his services to South African industry — an honorary doctorate in Commercial Sciences from Stellenbosch University

Known for his ability to bridge the gap between government and the private sector, Maree has, in his 40-year working span, been instrumental in resuscitating many major industrial sectors

Implementing drastic changes in the R35bn parastatal electricity giant that is Eskom has been no easy task, Maree admits "We started out to make Eskom a more profitable organisation. We've still got a way to go. Results are starting to show through, but we can do a lot better"

Uppermost in his mind is the effect the recently-announced 10% Eskom tariff hike will have on the economy

"Last year we had a 12% increase, with an inflation rate of around 16%. This year's 10% level is what we promised we would hold tariff increases at in order to provide a two-point inflation cushion"

The difference between that all-important 10% — based on projections of a 1987 inflation rate of 14%, falling to 12% next year — and a previously suggested 15% hike is R400m, which Maree says will have to be saved through continuing staff rationalisation.

When Maree took over the reins at Eskom the electricity giant had a staff of about 66 000. That is now down to 57 000, but the corporation is producing 14% more power compared with two years

MICK COLLINS

ago "Not that we will have staff lay-offs. Natural attrition, plus a concerted effort to bring new personnel in with more skills at higher levels, should work

"Our need is also to rearrange skills within our present numbers. The emphasis is on performance and discipline, which makes for greater productivity"

Response to the new Eskom structure has been encouraging, with recent benchmark study results showing a 90% positive response from employees

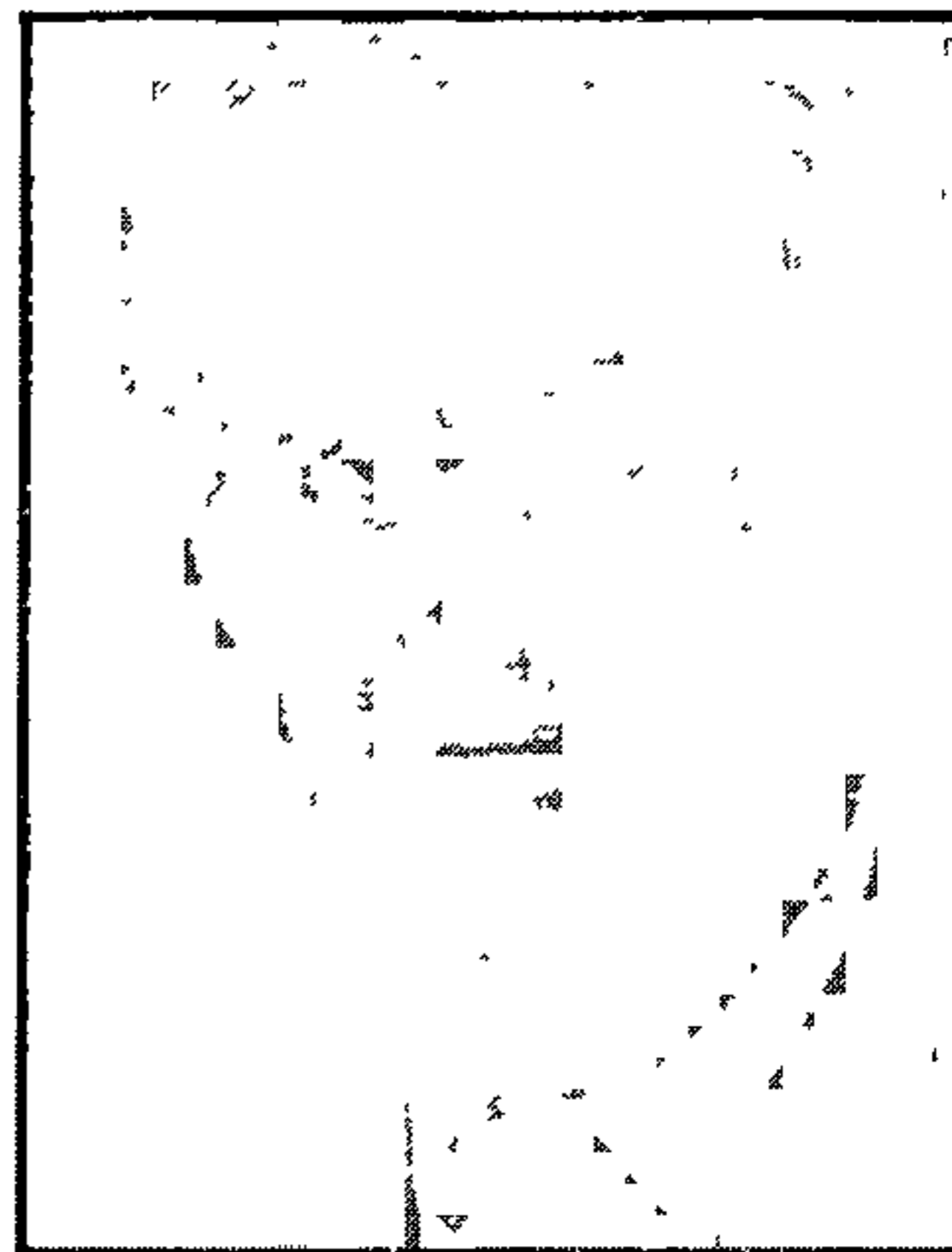
No colour

"Our open door policy has been a success. If a man — black or white — knows that his supervisor is always available, it helps. We are stressing communication at all levels

"One of the biggest obstacles I see to change is how can we get the black man into management. I don't see how you can run a future SA without input from black people. Electricity has no colour. We are going to take the colour out of Eskom"

Maree's vision is of Eskom playing a major role in implementing change

"If we are successful, not only can we encourage change in SA but we can also act as a role model. The energy — in the form of wood and coal — that the Third World burns is expensive. Electricity is much less expensive



□ MAREE . . "stressing communication"

"The question is how can we get electricity into those areas to serve 20-million people? This would be the quickest way to up-grade the quality of life in the Third World"

On the political front, Maree sees electricity acting as the catalyst for useful dialogue between SA and its neighbours. "The need is there to create better understanding. What we must now do is build on the contact that already exists between us"