

MANUFACTURING — Iron, STEEL, ENGINEERING &
METALLURGICAL Industries

7 JAN. 1982 — 30 April 1982

the murder and robbery... with their investigations and... still assisting them in connec... with similar offences commit... in the Transvaal area

Some heat off but S A not out of trouble

Mercury Reporter

THE decision by the Attorney General of Natal, Mr Cecil Rees, to prosecute all the mercenaries allegedly involved in the hijacking has been welcomed by diplomats in Washington but greeted cautiously by the International Civil Aviation Organisation (ICAO)

Diplomats in Washington and the State Department who were watching events in South Africa closely said they regarded the decision as 'positive news'

They said it was important for the international community to see that justice was running its course

Speaking from Montreal yesterday, a spokesman for ICAO said the council had always made it clear that it expected South Africa, as a full participating member, to live up to the obligations it had signed

He said some of the decision to... all the... but only just... in the morning... it was difficult to say what effect it would have on the council

Majority

He anticipated that the matter would still be discussed in full when representatives of the 33 countries which made up ICAO met for the general session beginning in March

He said that while a majority could vote South Africa out of the council, the organisation had no power to impose any form of air sanctions against SAA

'That is a decision which can only be taken by the individual countries themselves,' he said

However, reliable sources indicate that a decision of this sort or even one by ICAO to expel South Africa is highly unlikely because airlines earning high profits from travel to southern Africa would strongly oppose efforts of Third World politicians to use the incident to beat the sanctions drum

But they point out that the incident has already done damage in turning ICAO an

Court, Durban

In papers before Mr Justice Shearer yesterday, Miss Hannan said that for as long as she could remember, her father had had a drinking problem. He was continuously changing his job and in 19 years he had had between 40 and 50 jobs. As a result of his pattern of life, she had attended 21 schools and eventually matriculated in 1980

When she was nine, her parents were divorced but they remarried a year later and were still married. Her mother had made six attempts to commit suicide and had been treated in a variety of institutions for psychiatric illness, she said

Miss Hannan told the Court that at the beginning of 1981 she came to work in Durban. Her father, who had given permission arranged for her to stay with an elderly couple and she went home at weekends when possible

Her father had resumed drinking to excess and was involved in a religious organisation called the Assembly of God. She said she was locked out of the house

During a weekend visit in late November, her father told her he would not allow her to return to work in Durban because 'the Bible said she must stay at home until a man comes to take her away'. He also called church ministers and members of the congregation to speak to her

When she informed him she was determined to return to work, he locked her in the house and on the Monday telephoned her employers to cancel her employment. She succeeded in leaving the house the next day and telephoned her Durban landlady to send someone to fetch her

Miss Hannan said her father telephoned her on the Thursday to tell her that her mother had attempted suicide once more. He blamed her for what happened and accused her of 'killing one of the family'

Later that day he arrived at her work and asked her to get into his car to speak to her sister about their mother. He drove off to Scottburgh where he bundled her into the house and locked all the doors

After drinking liquor he started to assault her with a leather belt, which he afterwards told her to eat. The Court was told he ordered her to take off all her clothes and sit on the floor where he pulled her hair

Thereafter he instructed her to go and telephone the couple, with whom she stayed in Durban, to fetch her. She borrowed clothes from her 18-year old sister and went to a nearby hotel to do so

When she came out of the telephone booth, her father was waiting. He grabbed her by the hair and dragged her out of the hotel

Drugged

Miss Hannan said he then told her the telephone call was a trap to bring the couple to his house so he could kill them. He also told her

Workers

189 152 300
peeved

143
about

Mercury
pension

7/1/82
pay-outs

Mercury Reporter

DISSATISFACTION over contributions to a compulsory pension fund led to a work stoppage yesterday involving 400 black employees of McWillaw Iron and Steel Foundry at Isipingo

A strike was averted when the workers agreed to go back to their jobs on condition that the management stops making pension contributions compulsory and approaches the Metal Industries Group Pension Fund to establish when current pension contributions would be refunded

Mr T S Khumalo, secretary of the Steel Iron and Engineering Workers Union, said that a joint letter, signed by himself and the manager of the foundry, Mr Bill Evans would be sent to the fund

He said there would be a meeting of the pension fund on January 19 when it was hoped the issue would be resolved

Delay

Mr Khumalo explained that the management of McWillaw Iron and Steel had a problem in that they had entered into an agreement with the pension fund

He said that his union was not happy with the delay of six months before workers received their pension contributions. Pension monies were normally paid out at 65 — the normal retirement age for whites

Mr Khumalo pointed out however, that most blacks did not live that long. Only two out of 10 blacks reached the age of 65

The investment of pension monies was not in the interests of blacks but helped white institutions, he declared

In addition, there were of ten problems with the pay-out of pensions. Sometimes unnecessary documents such as a medical report were demanded as well as a death certificate

Mr Evans declined to speak to the Press while the stoppage was in progress

Top lawman

PRETORIA—Mr J E Knoll has been elected president of the Association of Law

In July 1981... present... credit... charged... owners... were losing... return... The Motor Industry... did not... he would... a third... sales

Negotiator

Government... suggested... passed... but... to... claim... with... ed

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Mr... general manager... Durban... be... and

He said... who should... of... to... if he wanted it

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Seifsa looks abroad

RPM 7/11/82
 (189)
 [Signature]

By PENNY CUMMINS

WITH a downswing in the economy looming, the Steel and Engineering Industries Federation of South Africa is pinning its hopes on South Africa's major trading partners experiencing a recovery by the end of the year.

Mr DL van Colker, director of Seifsa, believes that growth in the steel and engineering industry is likely to be inhibited by tightening financial conditions, strict discipline over Government infrastructure spending constraints arising from an adverse balance of payments, and possible high interest rates.

He predicts that the expected slowdown in the economy and the high level of inflation will lead to further difficulties in industrial relations.

The outlook for steel and engineering is not particularly rosy.

He predicts that physical volumes of production will vary from a minimal growth rate for the non-electric machinery sector to 3% or 4% for some sub-sectors in the electrical machinery industry and metal products.

He describes this year as one of consolidation and adjustment for the basic metal fabricating and engineering industries.

The domestic demand for steel products fell towards the end of last year and export orders for steel ingots remain depressed. The ferroalloy industry operated at reduced capacity throughout 1981 and its hopes for partial recovery in export sales this year depend on a rise in steel consumption in the major industrialised countries.

It unless steel has entered a phase of expansion, and the industry hopes for further import replacement and export demand.

The metal fabricating and engineering industries expect a slower performance in the agricultural and irrigation machinery and equipment sector, and a reduced output of motor vehicle components in the second quarter.

The heavy engineering industry is a bright spot. It has received stimulus from the expansionary phase in the mining and electricity generating sectors, and from long-term contracts being implemented in the mining industry and by Iscor, Escom and the Railways.

Boiler manufacturers especially are experiencing an upturn from orders for power station equipment and industrial boilers.

The structural steel and reinforcing steelwork sectors have also benefited from the

infrastructure developments in the mining and energy-generating sectors, but competition is severe and profit margins remain low. The industrial refrigeration and air-conditioning industries experienced buoyant conditions last year, which they expect will continue.

Shipbuilders have reasonably full order books in the short term but no orders in the medium or long term. Severe competition from overseas yards and the availability of second-hand vessels are a source of major concern for this year.

The shiprepair industry continued to be erratic in 1981, with no significant improvement in demand.

But the continuing worldwide growth in the offshore oil industry causes South African shipyards to hope for further export orders for oil rigs.

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Prospects excellent for long-term growth - Seifsa

Star ~~(189)~~
7/1/82 (189)

JOHANNESBURG — Capital investment programmes now being implemented in the metal and engineering industries underscore Seifsa's viewpoint of excellent long-term growth prospects.

the average inflation rate in major Western economies and that there will be some containment of South Africa's own current high inflation rate, estimated for 1982 at be-

tween 14.5 and 15 percent. Seifsa states that a further factor is that recovery in the economies of a number of South Africa's major trading partners is now

likely to be delayed until the end of this year, indicating that Seifsa's export-related sectors can only maintain similar levels to last year with some possibilities of an upturn early in 1983.

Seifsa (Steel and Engineering Industries Federation of South Africa) states this in a summary outlook for this year. "However, any assessing of the near-term growth prospects must take into account that the economy generally, during this year will be in a downswing situation and there are continuing external factors, beyond South Africa's control, which have a significant impact on developments."

Of predominant concern is the price of gold during 1982 and for the purpose of its forecast, Seifsa used a fluctuation of between 400 and 450 dollars.

"The assumption is also made that oil prices will not exceed

Boom predicted

South Africa will be well placed among the front-runners in the next world economic boom by the late eighties, according to Mr Ern Brenner, National Mutual's newly appointed manager for South Africa.

He sees the outlook for the economy this year as one of slower growth, but says economists foresee recessionary conditions throughout the West for the next couple of years.

But these same people are looking for one of the biggest booms in history by the late eighties he

writes in the annual report of the National Mutual's EFG Fund, the company's specialist pension fund investment system.

Mr Selwyn Herberg, investment manager at the Cape Town head office, says in the report that the strategic importance of South Africa's vast mineral resources, its greater self-reliance in the energy field through the development of Sasol II and III and the human resources available to the economy in the longer term are likely to sustain continued high economic growth.

— Pieter de Vos.

E Post 13/1/82

'No ~~189~~ ¹⁸⁹
problem
at PE ~~143~~
firm as
workers
return

Post Reporter

WORKERS at Metalbox, Port Elizabeth who last month staged a two-day walkout returned to work today after the Christmas vacation

Management have confirmed that there "are no problems", but a meeting will be held with officials of the Steel, Engineering and Allied Workers Union to discuss the unresolved issue of pay deductions for late-comers

The other issue, the dismissal of a worker, has been resolved

A spokesman, speaking on behalf of the union, said today the workers had been paid for the two days on which they had staged the walkout

"We talked to management and they agreed to pay the workers for the two days," said the spokesman

A meeting to discuss the still unresolved issue would be held next week. The walkout was on December 17 and 18

The managing director of Metalbox Mr D Jacobs, speaking from Johannesburg, said the issue of the worker's dismissal had been resolved. He confirmed the meeting with union officials on January 18

Star 15/11/82

189 ~~(15/11/82)~~

13 acquitted of strike charge

West Rand Bureau
Thirteen factory
workers from Cobla
Bris-wale were ac-
quitted in the Klugers
dorp Regional Court
yesterday on charge of
taking part in an ille-
gal strike and inciting
others to strike last
September

Disappointing results

Activities: Diversified heavy engineering group, 53,2% owned by Ipsa. The ultimate holding company is Metkor

Chairman: C D Ellis

Capital structure: 17,1m ordinaries of no par value, 350 000 5% cum prefs of R2, 1,3m 5,5% cum prefs of R2, and 800 000 5,75% cum red prefs of R2. Market capitalisation R126,5m

Financial: Year to September 30 1981. Borrowings long- and medium-term, R43,8m, net short-term, R9,4m. Debt-equity ratio 38,5%. Current ratio 1,5

Group cash flow R38,9m. Capital commitments R54,4m

Share market: Price 740c (1981-82 high, 785c, low, 600c, trading volume last quarter, 111 000 shares). Yields 19,5% on earnings, 6,1% on dividend. Cover 3,2. PE ratio 5,1

	'78	'79	'80	81
Return on cap (%)	13,9	12,9	18,4	19,0
Turnover (Rm)	341	416	445	594
Pre-tax profit (Rm)	17,1	18,6	32,4	36,4
Gross margin (%)	6,5	5,9	8,8	7,5
Earnings (c)	59,5	77,9	142,4	144,1
Dividends (c)	27,5	31	39	45
Net asset value (c)	667	730	808	926

Dorbyl's strong profit advance in the first half of the year raised hopes of impressive year-end results and led the FM to forecast a dividend of 62c for 1981. While prospects looked encouraging at the halfway stage, the group's second-half performance was disappointing with pre-tax profit managing only a 12,3% increase over the previous year and earnings moving up marginally from 142,4c a share in financial 1980 to 144,1c at end-September. The dividend rose to 45c (39c) a share.

Following a change in accounting policies, the group has restated turnover figures as inter-divisional and intra-group sales included in prior years are now stripped out of group turnover. This resulted in a decrease of R20,7m in last year's turnover, but the revised policy means that profit now relates more closely to sales. Intra-group profits are automatically stripped out of the income statement on consolidation of the accounts.

Part of the reason for last year's virtual profit stagnation was an increase in the tax rate from 22,9% the previous year to 28,9%. That, however, is still well below the top corporate tax rate and the company has benefited from allowances in respect of the considerable capital expenditure over the past year. Despite the fact that capex of R54,4m is already budgeted for coming years, chairman Doug Ellis warns that the group is unlikely to maintain the low level of taxation in the future.

The increase in the tax bill was, however,



Dorbyl's Ellis .. poor performance in railway sector

not the main reason for the disappointing profit results and Ellis says profit deferrals resulting from the timing of certain long-term contracts also played a part in distorting profit figures. That is always one of the technical difficulties with reporting for such companies as Dorbyl, but certainly one of the major reasons for the slower profit advance in the second half was the poor performance of the railway products division.

Although that division turned in a loss for the year, it is curious that there was no indication of a problem in this area at the interim stage. Ellis says the division was hit by a cut-back in railway ordering from five years ago but also suffered from technical difficulties and production inefficiencies on

small contracts.

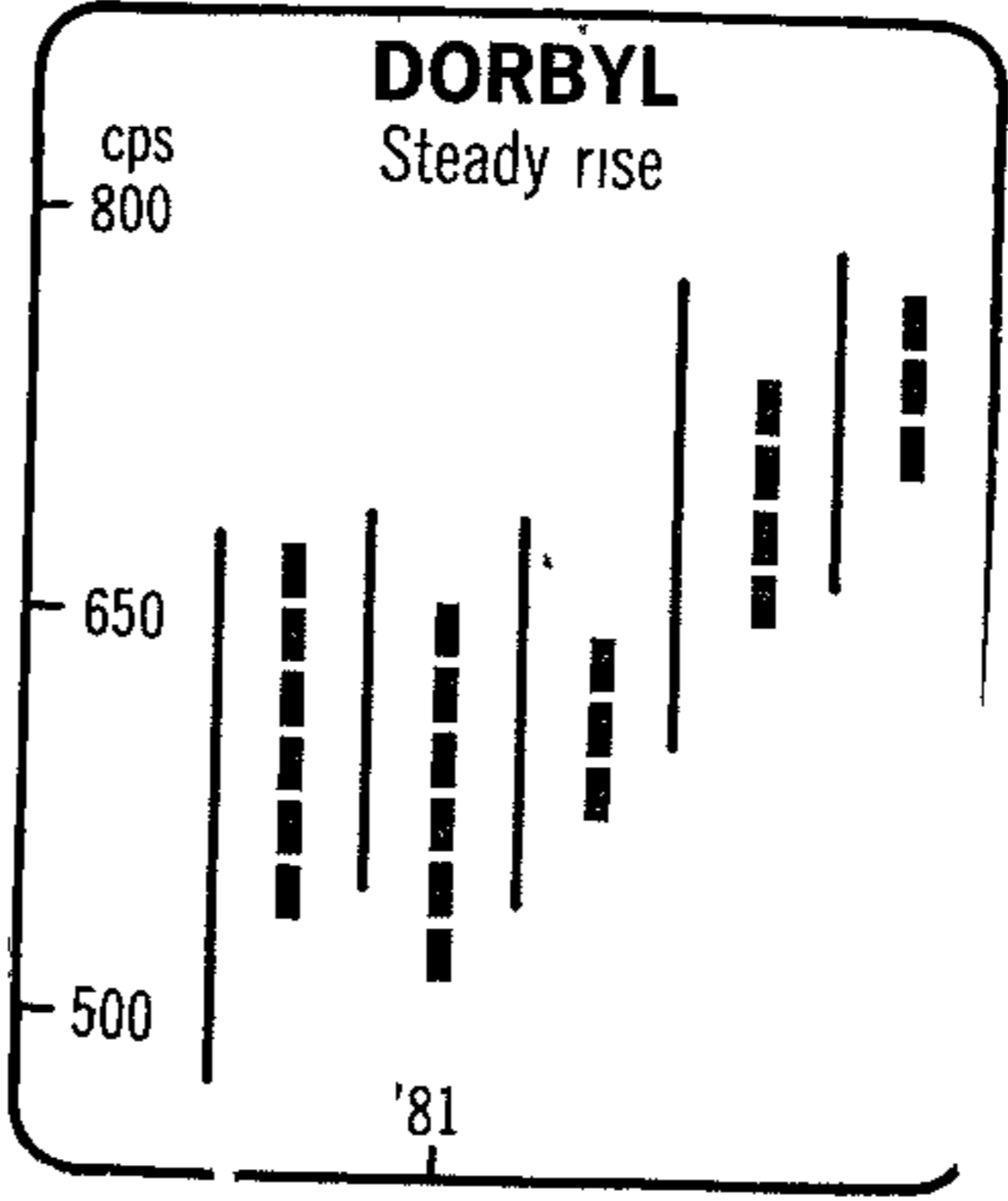
The situation, however, is expected to improve in the current year. Despite the anticipated economic slowdown, Dorbyl is less dependent on general economic conditions than it is on the level of fixed investments. In addition, the group's own business cycle tends to lag behind the rest of the economy to some degree.

The proposed increase in the steel price could have a restraining effect on growth, but the group's order book — which amounted to a healthy R706,8m at year end — includes a large element of long-term work for railway products as well as in the construction and heavy engineering fields.

The group still needs to secure short-term work in order to help maintain capacity utilisation. That reliance probably explains policy regarding acquisitions. Last year the group acquired 60% of Geustro Alloy Wheels as well as the outstanding 50% of Dorbyl Air. The minority interest in Geustro Automotive Wheels was also taken out, making the company a wholly-owned subsidiary.

The sale by British Steel of its interest in controlling company Ipsa makes Dorbyl completely SA-owned and will therefore enable the group to increase its gearing. Last year, however, borrowings were reduced from R66,4m to R63,7m, reflecting the directors' apparent concern over the still increasing cost of borrowed finance. The reduction in debt, together with an increase in total shareholders' funds, resulted in a decline in the group's debt equity ratio to a low 38,5% (46%).

Some further improvement in return on capital employed can probably be expected this year, now that the share restructuring following the British Steel sell-off is out of the way, but the historic dividend yield of 6,1% at the current share price of 740c is still not particularly enticing. The share price could soften in the coming months, in which case it might be worth picking up with an eye on the longer-term. *Chris Wilson*



300 000 6% first cum pmts of R2 Market capitalisation R116.3m

Financial Year to September 30 1981
Borrowing long and medium-term R648m Net cash R130m Debt/equity ratio 56% Current ratio 1.9 Group cash flow R91.5m Capital commitments R32.9m

Share market Price 510c (1981-82 high 510c low 427c trading volume last quarter 16 600 shares) Yield 137% on earnings, 6.9% on dividend Cover 2 P/E ratio 7.3

	'78	'79	'80	'81
Return on capital	11	13.1	11	11
Turnover (Rm)	22	29	31	31
Free profit (Rm)	11	11	11	11
Operating profit	11	11	11	11
Earnings (c)	21	31	10.3	11
Dividend (c)	1	2	28	1
Net asset value (c)	312	316		

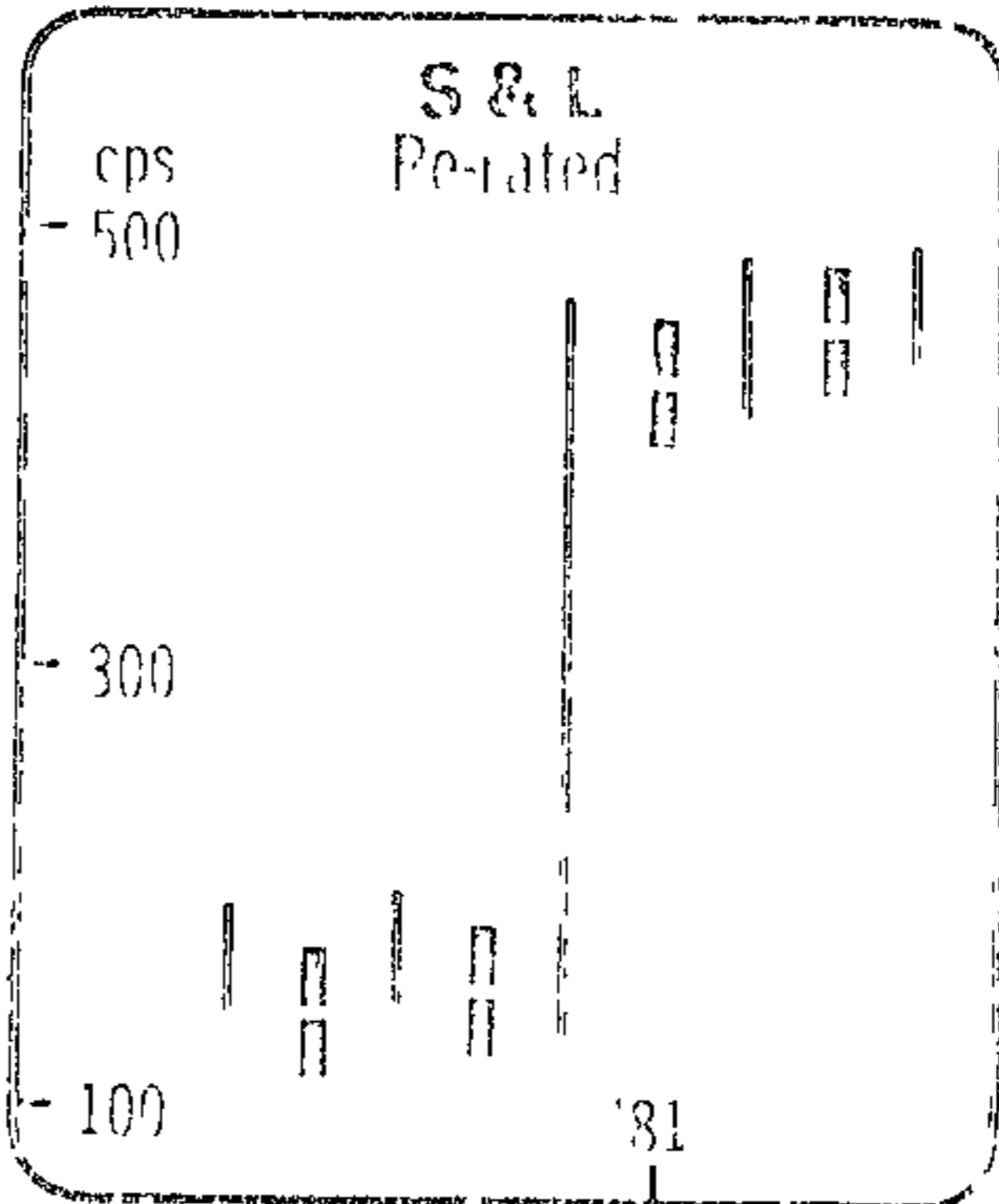
Last year's fairly moderate profit performance by engineering group S & L is likely to be repeated in the current year unless there is a sudden inflow of large and at present unexpected new contracts. However, the group's longer term prospects continue to be enhanced by the major capital expenditure programme in which it is involved, aimed at increasing capacity and improving operating efficiencies.

In 1981 capex amounted to R38.6m compared with around R15m in 1980. Last year's outlay included the commissioning of a R17.2m electric smelting facility and moulding line for foundry operation Salmac and a R7.8m galvanising plant at Tubemakers of SA (Tosa). The current year should see expenditure of almost R33m according to chairman Henry Kuiper, with a new tube mill for Tosa and R1m of infrastructural spending on Salmac stainless steel tube manufacturers on the drawing board. Salmac is a joint venture operation with Macdem. Planned capex for the tubes and foundry division alone over the next three years is over R26m.

Finance for the expansion programme should not be a problem, although the directors anticipate that it will continue for some time. The group is not excessively geared and restrictions on borrowings have now been removed following the sale by British Steel of its stake in S & L to Anglo American and Metkor.

At the same time, S & L has revalued certain land and buildings in an attempt to combat the effects of inflation and this has had the effect of broadening the asset base. Consequently, though long term borrowings climbed sharply from R42.5m to R64.8m, an increase in reserves from R36m to R20.7m meant that debt/equity rose from 53% to only 66%. The revaluation of land and buildings contributed to a net increase in equity from R30.5m to R41.8m last year.

S & L reported the life cycle investment expenditure of R11.9m over the period of the redemptive period, spread over the next year. The group also reported a dividend of 1c per share, a 10% increase on the 1980 dividend of 1c.



allowances from the expansion programme has cut the tax rate back from over 20% in 1980 to 20% in 1981. The continuing capital expenditure should enable the group to keep the coverage of share of profit well beneath the ceiling for the next couple of years at least.

Overall, according to Kuiper, worldwide overcapacity in the tube manufacturing industry has led to a very competitive export market into SA, which had the effect of tanning the growth rates of some of the group's manufacturing activities. Nevertheless, group gross operating margin widened fairly substantially during the year from 54% to 67%.

The competitive situation is unlikely to be alleviated this year, while a slackening in demand is expected in the local market at the same time, prompted by generally lower economic activity and the higher cost of finance. Nevertheless, Kuiper believes group earnings should be higher this year than last. Though he does not quantify the possible increase, he said at the time of the preliminary report that he would be disappointed if it was no more than 15%.

Last year's 21 times dividend cover seems likely to remain this year, given the requirements of the capex programme and the moderate gearing position. If earnings advance to 85c, this would indicate a dividend of 40c (46c) offering a prospective yield of 7.8% at the current 510c share price. The share looks fairly priced and an increase at this level would almost certainly require a longer-term bid to be fully justified.

STEWARTS & LLOYDS (189)

Longer-term view
FM 15/1/82

Activities: Manufactures and distributes metal tubing and allied products to the mining, agricultural, automotive and industrial sectors. Ipsa holds 52% and is, in turn, held 47.3% by Metkor and 31% by Anglo American Industrial.

Chairman: H C Kuiper, managing director
P H Levick

Capital structure: 22.8m ordinaries of 50c,

11/15/82

UNION STEEL

Ex-growth

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FR: 15/1/82

Activities: Manufactures various types of steel, castings, copper cable and wire, aluminium conductors and cable as well as parts for agricultural implements

Chairman. M D Marais, managing director J C de Waal

Capital structure. 29m ordinaries of 50c, 125 000 "A" cum prefs of R2, 125 000 "B" cum prefs of R2 Market capitalisation R31,9m

Financial: Nine months to September 30 1981 Borrowings long- and medium-term, R17m, net short-term, R6,1m Debt equity ratio 38% Current ratio 2 Group cash flow R14,4m Capital commitments R28m

Share market: Price 110c (1981-82 high, 150c, low, 105c, trading volume last quarter, 515 000 shares) Yields 45,6% on earnings, 14,5% on dividend Cover 3,1 PE ratio 2,9

	'78	'79	†'80	'81
Return on cap (%)	12,4	19,0	21,2	17,8
Turnover (Rm)	101	135	178	157
Pre-tax profit (Rm)	6,1	13,2	17,4	15,0
Gross margin (%)	10,2	12,3	11,4	11,1
Earnings (c)	13,1	31,7	45,0	37,6
Dividends (c)	5,5	8	16†	12**
Net asset value (c)	149	179	212	235

* 12 months to December 31 † Lifo accounting introduced ‡ Includes 4c bonus ** Includes 3c bonus

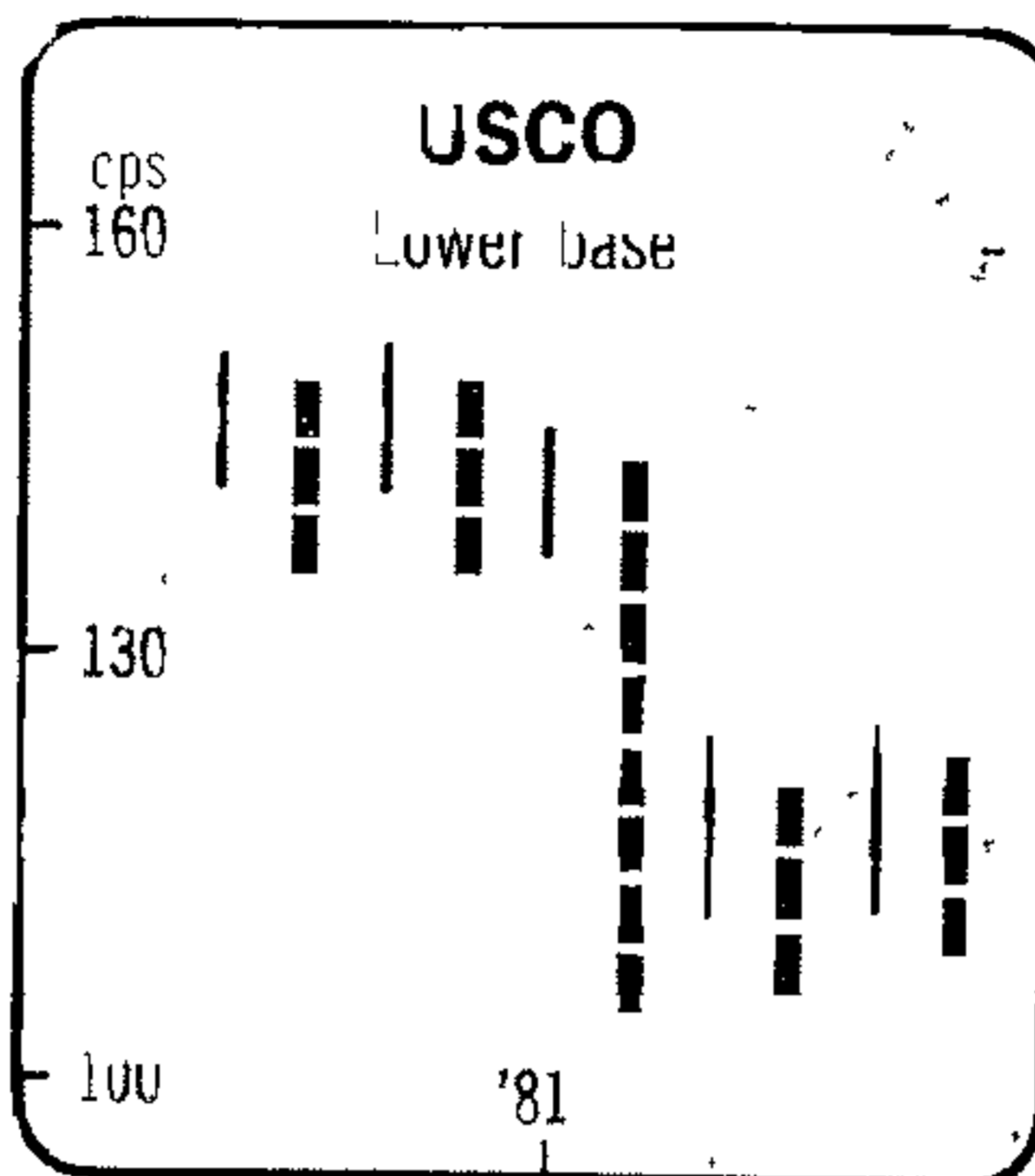
Chairman Dawie Marais was correct in his previous profit forecast Profits in the nine months ended September 30 1981 were not lower than in the corresponding period of 1980 In fact, on an annualised basis and ignoring the distortions due to omission of the normally poor December trading month, pre-tax and after-tax profits both advanced That, however, tends to obscure some basic shifts in underlying divisional contributions

Steel operations came under considerable pressure in the nine-month trading period At the pre-tax level and before lifo adjustments, steel's profit contribution fell to R10,7m from R19,2m in the preceding year — a 25,6% decline on an annualised basis

On the other hand, the contribution of non-ferrous products was R7,9m against R5m in 1980 — an improvement of around 110% on an annualised basis

However, it seems unlikely that non-ferrous profit contributions can grow at a sufficiently great rate this year to more than compensate for another poor performance by the steel division

In the 1981 accounting period there was a 5% annualised drop in steel shipment tonnages The downturn was felt both locally



and in export markets, which will not be serviced if it means selling at a loss This year, if anything, conditions will deteriorate both at home and abroad Poorer demand is expected from the important motor industry, while fierce competition is likely from imports of forged tool steel On the export front, profitable orders are increasingly difficult to obtain and the directors warn that it will not be possible to export the budgeted volume of billets and profiles A further loss is expected from the ferrous castings division

At the same time, management is hardly brimming with enthusiasm over prospects for the non-ferrous operations Demand for copper products is expected to remain stable and a "satisfactory" profit is expected The same is forecast for aluminium conductors and cables And as far as agricultural equipment parts are concerned, turnover will, in all probability, be lower

This near-term pessimism of course does not mean that growth possibilities are limited in the future The copper products range is being expanded as part of a project to increase overall capacity And with the aluminium cable plants operating at almost full capacity, additional equipment could be needed soon to satisfy demand Even so, growth prospects are probably poorer than for many other industrial companies

The group has been lessening its exposure to market vagaries for some years by steadily reducing gearing And though some additional long-term debt will almost certainly be needed to help fund capital projects now

in the pipeline, it need not necessarily mean an increase in the debt equity ratio from the 38% of end-September

This year's dividend is unlikely to be greater than 16c, equal to the last period's annualised rate and the same as the total paid in 1980 This points to available cash flow from operations this year of at least R11m, even assuming a 20% decline in taxed profit In other words, the group can probably generate sufficient funds internally over the next couple of years to fund the bulk of its capital spending programme

For the present, though, the share offers no near-term growth prospects That is reflected in the relatively high historic dividend yield On an unchanged annualised dividend of 16c this year, the share yields a prospective 14,5% That is fine for investors looking for income, but there are better shares for investors looking for medium-term capital growth

Jim Jones

Handwritten note: 1/2/82

FOREIGNERS

STEALING

TOOL TRADE

Sunday Tribune

189
7/4

17/1/82

EASTERN European manufacturers of machine tools are harming local manufacturers by dumping their products in South Africa at unbelievably low prices, says Jim Economedes, managing director of the Six Hundred Group.

Economedes, whose company is the biggest South African manufacturer of lathes, says that Polish, Czechoslovakian and Yugoslavian lathes similar to those he makes, are being landed here for less than what he pays for raw materials.

There is no legislation to stop this practice, he says and cites another disturbing factor — the Government often buys them.

Import permits are required for machine tools that enjoy tariff protection.

Economedes says most machine tools from Eastern bloc countries find their way here through machine tool merchants.

"If the machine tool merchant bought all their requirements of that type of equipment from local manufacturers we could get by without any pro-

Finance Reporter

ective tariffs" he says.

Doug Sulen, president of the South African Machine Tool Merchants' Association, agreed with Economedes that there was dumping of machines, on people who bought only on price and did not realise the importance of back-up service until they needed it.

He felt, however, that the protective tariffs Economedes was able to get for his products should compensate him and make it possible for him to compete against machine tools similar to those his company makes that are imported from Eastern Europe.

"Jim managed to get a 30 percent protective tariff and a weight to cost factor in duty," Sulen adds.

"He has the answer in his own hands. He can make his machines more competitive and he can design his marketing strategy to lay emphasis on the fact that he gives good back-up service.

"With machine tools today costing R250 000 and as much as R500 000, back-up

service is of vital importance. If a machine tool of that price stands idle for an afternoon it means big money."

He says the vast quantity of used machines available in Britain and Europe as a result of the recession there is also bedeviling the machine tool market in South Africa.

"Those machines are going at ridiculously cheap prices and, like machine tools from Eastern Europe, can in certain circumstances be imported without any import permits being demanded by the authorities," he says.

"That means that anyone can import them.

"The only way to stop it is for the authorities to make it necessary for an import permit to be obtained for every machine tool that is imported. But that will not happen unless our foreign reserves dip so low that they are forced into it.

"They had to in the early Seventies when we had foreign exchange problems. We had to get an import permit for every machine tool we imported then."

(189) Beatings (251)

Staw 19/11/82 alleged (172)

The case in which 40 black workers from Boksburg are suing the Minister of Police for R60 000 was postponed to February 24 by a Boksburg Magistrate.

The men are claiming R1500 each. They have alleged they were beaten by police after being arrested for striking at a Boksburg metal firm, Rely Precision Castings, in May 1980.

Men appear on charge of intimidation

E. Post

1961/12

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Court Reporter

THREE MEN who allegedly intimidated two brothers who worked at Aberdare Cables while others were on strike appeared in the Port Elizabeth Regional Court today

They are Mr Z S Mzizimi, 24, and Mr B Mantambo, 30, both of Kwazakele, and Mr N Gqolana 28, of Zwide

At an earlier hearing, they pleaded not guilty of intimidation and to malicious damage to property

They allegedly threatened to circumcise Mr B M Pakati and burn down the home of his brother, Mr M W Pakati, unless they joined a strike at Aberdare Cables

They are also alleged to have broken eight windows and to have burnt a curtain at Mr W Pakati's house on November 11 last year

All three admitted being in the house on November 9, but denied being there two

days later

Mr B Pakati said that on November 4 he was ordered to go to a worker's meeting

He was made to stand on the stage and explain why he went to work. Mr Mantambo then said the People's Court had found him guilty, that they were registering his name and that he was to stop work

Mr Pakati said that on November 9 he was woken by his brother to tell him that 14 people were in the house and wanted to see him. One of them, Mr Mzizimi, threatened to circumcise him

He did not take it as a threat but as an insult. He went to the kitchen and returned with a stick and ordered the people to leave

(Proceeding)

Mr A P J van der Merwe was on the Bench. Mr M L le Roux appeared for the State. Mr S Kanunu appeared for the three men

Union (189)
and firm
agree on
payment

Post Reporter

THE management at Metalbox, where workers staged a two-day walkout last month, and representatives of the Steel Engineering and Allied Workers' Union yesterday agreed to introduce a system of pay for actual time worked

The workers downed tools when a colleague was dismissed after "habitual late-coming". Other grievances included a system whereby late-comers were penalised by having pay deducted in 15-minute units

The company's group personnel manager, Mr J McGahey, said yesterday the issue of deductions for late-comers had been resolved by the introduction of a system of payment for actual time worked

Aspects of the company's disciplinary procedures would also be renegotiated during the next two weeks

"We believe problems of this nature can be resolved through discussion with employee representatives, and are encouraged by the progress made at the meetings," Mr McGahey said

Star 20/1/82

Union claims victory in dismissals dispute

14/11
152
189

By Tony Davis
Labour Reporter

In the face of an Industrial Court hearing next week, the Metal and Allied Workers Union has won the reinstatement of 22 workers who were dismissed by an East Rand engineering firm last October.

The union had accused the management of Litemaster Products in Wadeville, Johannesburg, of an "unfair labour practice," after the firm had refused to negotiate with Mawu.

The dispute started in October after workers rejected a 10c an hour wage increase offer and demanded 50c

A total of 22 workers, including union shop stewards, were subsequently dismissed.

Mawu claimed a majority representation among Litemaster's 280 workers and said the firm had refused to negotiate with it and wanted to follow his own code of employment practices.

By taking Litemaster to the Industrial Court, Mawu hoped to force the firm to the negotiating table.

A victory for the union would have set precedents in the areas of a company's commitment to an employment code and make it an unfair labour practice in cases

where company decisions prejudiced existing worker rights.

A joint statement issued by Mawu and Litemaster says the firm agreed to re-engage all the dismissed workers.

A company spokesman confirmed that recognition talks would be held with Mawu soon.

A Mawu organiser today described the dispute as a significant victory for the union because they managed to get all the workers re-hired.

● Mawu was scheduled to hold talks with management today at the Femco firm in Brits which had a strike by about 600 workers over retrenchments last week.

~~177~~ 189 ~~182~~
Coloureds
~~134~~
won't work
Stan 21/2/82
with blacks

Own Correspondent

All coloured workers walked out of the A Wolff factory in Wallo, Pretoria, over the employment of black labourers.

The 40 coloured painters and sprayers downed tools and resigned on Monday after being told blacks would be replacing some of them.

"If the blacks take our positions they will work for less pay," one worker, Mr Andy Oosthuizen said. "This means we won't get pay increases"

The workers' representatives, Mr E Julius and Mr E Alexander, and an Allied Steel Workers' Union spokesman will negotiate today with management.

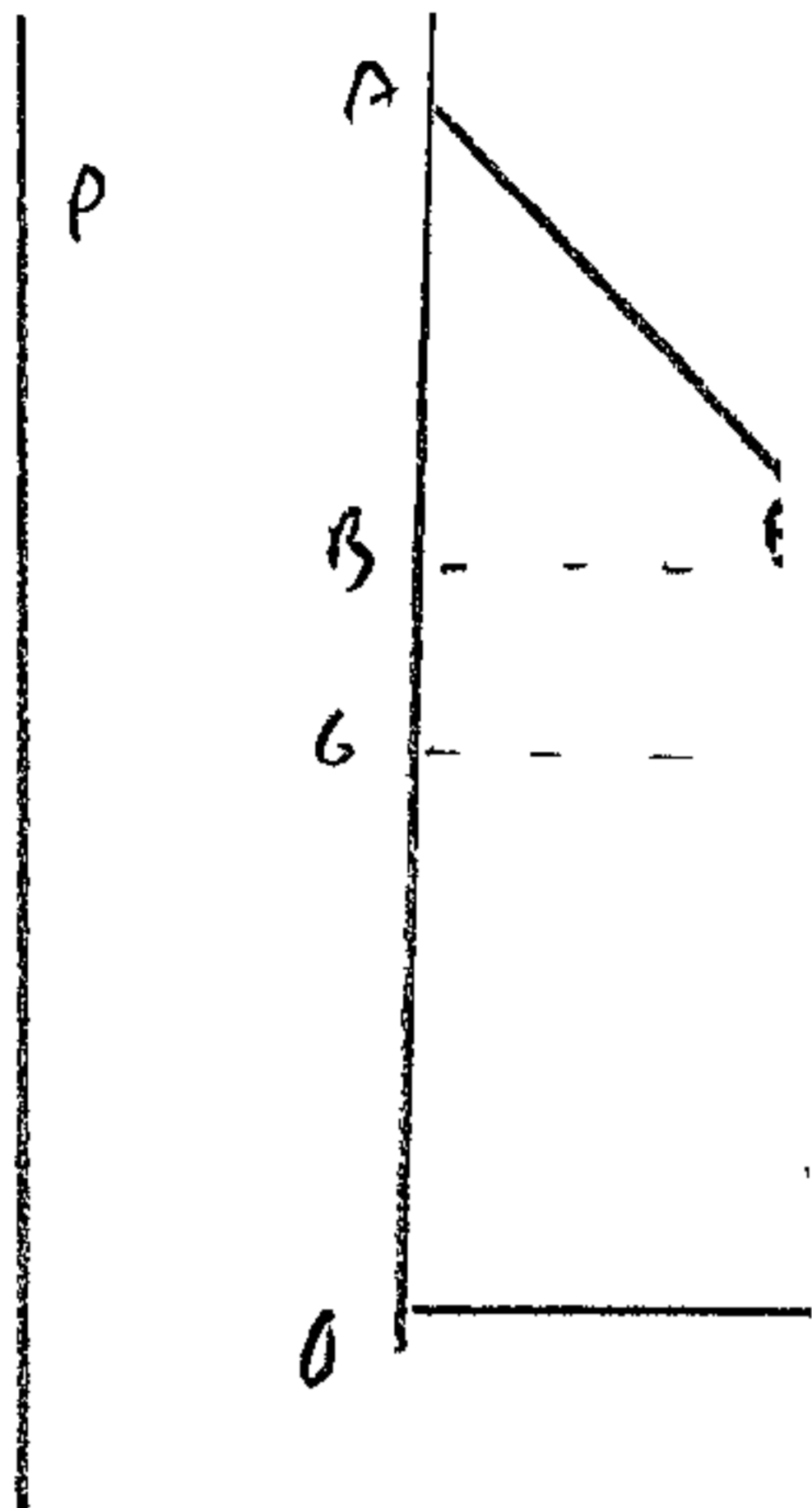
AFGATE (189) FM 22/1/82
Sound prospects

Activities Manufactures and sells iron and steel products including fencing, irrigation equipment and agricultural and mining plant Has a 12,7% stake in IPSA which controls Dorbyl and Stewarts & Lloyds

Chairman and joint managing director S Green, joint managing director J Kutz
 Capital structure 4m ordinaries of 50c
 Market capitalisation R35m

Financial. 15 months to September 30 1981 Borrowings long- and medium-term, R170 000, Net cash R3,5m Debt equity ratio 4% Current ratio 2.6 Group cash flow R8,3m Capital commitments R351 000

Share market Price 875c (1981-82 high, 910c, low, 690c, trading volume last quarter, 13 250 shares) Yields 17,9%⁺⁺ on earnings, 4,1%⁺⁺ on dividend Cover 4,4 PE ratio 5,6⁺⁺



	'78	'79	'80	†'81
Return on cap (%)	18.1	19.9	20.5	††28.3
Turnover (Index*)	254	282	381	576
Pre-tax profit (Rm)	4.4	4.9	6.2	12.9
Earnings (c)	68.9	79.3	91.1	195.7
Dividends (c)	16	20	25	45
Net asset value (c)	574	635	726	881

* 1972=100 † = 15 months †† = Annualised

Although the directors of African Gate continue to remark on "overcapacity" and its effect on competitiveness in certain fields of activity, the group's results suggest it is at least maintaining market share

Pre-tax profit for the 15 months to end-September was R12,9m (R6,2m), an annualised increase of 66,5% on the previous year

Afgate's gross return on capital rose to

is and greater
is common to both
FD, the producer will
is and losses and as
is greater

24% against 20,5% in 1980. But despite this more than-satisfactory return the annualised dividend was increased only 11 — 28 percentage points less than the earnings growth rate. However, until 1980 the group maintained a dividend cover in excess of four times and the increase last year from 3,6 to 4,4 times should therefore be seen as re-establishing the traditional distribution policy.

With cash flow of R8,3m Afgate has considerable scope to finance expansion internally. Last year, without resorting to additional debt, the group spent some R1,9m on fixed asset, including a 450mm pipe mill which will start production this year. However, it is unlikely that the group will embark on any significant expansion in the current year, both because the slow-down in the economy will inevitably constrict demand and because traditionally the group has a cautious approach to new investment. In addition, there was still R995 000 worth of plant under construction at year-end.

The group's conservatism is underlined by its debt position. The debt equity ratio

has dropped to a very low 4% with long- and medium-term borrowings cut to R170 000. Total borrowings of R1,4m could be repaid out of less than three months' cash flow. At the same time, the strong liquidity position is reflected in the fact that cash holdings and funds on short term loan have increased from R3m to R4,7m.

Chairman Sam Green feels Afgate can meet the economic slow-down with confidence because adequate preparation had been made when growth was high. The low debt position and large retentions are in line with the group's reluctance to expand in a competitive market with borrowed money. Afgate is geared towards improving its own products and consolidating its market share rather than trying to diversify into new areas. Central to this process is increasing automation of production to offset skilled labour shortages.

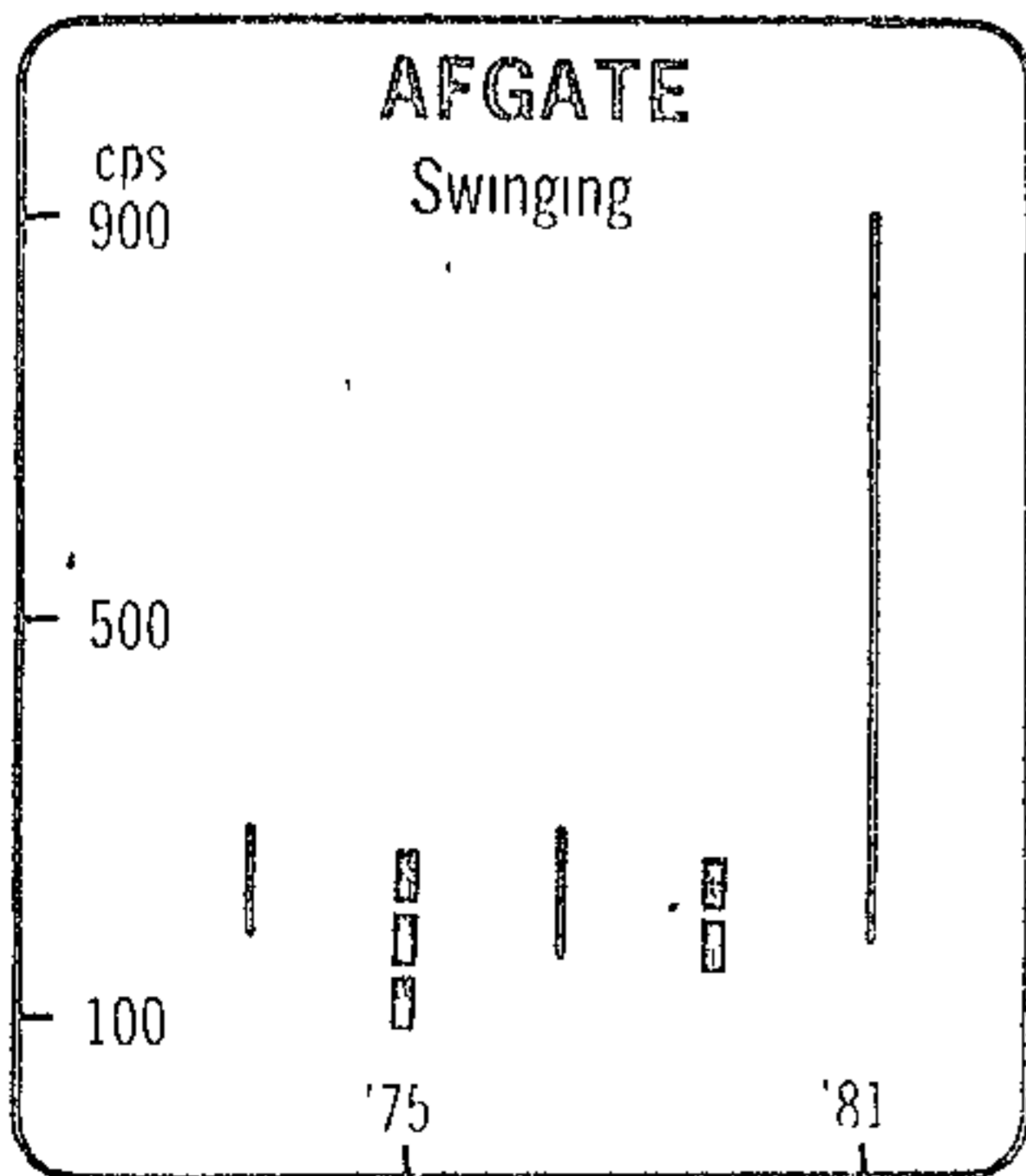
The directors anticipate a leveling-off in sales in the current year as the group's main markets — building, mining and government and municipal services — begin to

feel the pinch. In particular, the cut-backs in government spending could be a marked constraint on growth in 1982.

The performance of the shares is indicative of the steady and solid growth of the company. The market price is near the 1981-82 high of 910c compared with a low of 690c. A high investment rating is reflected in the 4,1% dividend yield which is almost two percentage points lower than the industrial market averages.

Though the group is playing its cards close to its chest, it is likely that it will handle the current downturn better than most. A recent study by a leading Johannesburg broking firm argues that the engineering sector more than any other is a promising area for investment this year.

On current performance, the group could earn as much in 1982 as it did in the previous 15 months. On this basis, the dividend could also be held at 45c — an effective 25% hike on an annualised basis, though not offering much by way of income with a prospective yield of just over 5%.



US threatens to retaliate

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FM 22/1/82

Trade war drums are being beaten in Europe after seven leading US steel firms filed a series of charges of unfair trading against EEC, Brazilian and Rumanian suppliers

The US move produced dire warnings EEC Industry commissioner, Viscount Etienne Davignon, who has been battling to persuade the European steel industry to shrink itself to salvation, said "Protectionism is no longer a risk, it is a probability" Britain's Industry Secretary, Patrick Jenkin, angry at the threat to 300 000 t of UK exports worth up to £100m, warned that the dispute not only carried the danger of a Transatlantic trade war, but could also imperil relations within Nato

This new fight between the US steel makers against subsidised imports has been hotting up since August last year In that month, US steel imports reached a record 2,2 Mt (or 25% of the market) And it was claimed that European steel was being sold at 30% below US list prices "Europe doesn't give a damn" was typical of the comments from embattled giants such as US Steel, Bethlehem and Republic

It was the growth in Europe's exports which was the flashpoint EEC sales to the US fell from 7,4 Mt in 1979 to 3,9 Mt in 1980 after American anti-dumping suits two years ago But last year they started growing again — to an average of 500 000 t monthly, or about 6m in the full year

September-October imports eased back to average 21% of the US market, but November saw a new surge — to 1.9 Mt or 26% of offtake Of this, 724 000 t were ex EEC, compared with 240 000 t in November 1980 The US industry erupted, claiming that its rolling mills were operating at only 54% of capacity with 85 000 workers on short time or laid off

The US administration made strenuous efforts to stave off a collision with its Western allies The Commerce Department filed anti-dumping suits covering a small range of products, involving 20% of imports, from five countries, including SA And in December Secretary of State Alexander Haig led a high-powered US mission in talks with the EEC in Brussels in an effort to persuade Europe to adopt voluntary limits on steel exports — like the five-year agreement with exporters, including Japan, which lasted until 1974

But the EEC resisted It denies its exports are injuring the US industry Of its 2 Mt increase in exports to the US last year, the EEC claims 80% was in tubes and pipes and that American mills have been unable to satisfy demand for these products British Steel (already hard hit by blizzard-in-

duced production losses which could cost it £50m-£100m this winter) specially rejects claims that it is selling its tubes at cut prices

So the US producers have decided to press ahead, armed with the knowledge that it is fairly easy to prove EEC steel costs are subsidised (by cheap government finance in Britain and, for example, low energy charges in Germany) and that the import 'surge mechanism' in America has already been set off The "surge" requires Washington to investigate when imports

exceed 15,2% of the US market (the 1979 level) and this coincides with American plants working at below 87% of capacity The 1981 import level is estimated at 20% against 16,3% in 1980

European alarm verges on panic The suits by US Steel, for example, cover 70% of imported products and name nine offending countries The EEC, which forced European steelmakers to cut production and so get prices up last year, is still wrestling with the enormous political and economic problems of restructuring the industry which lost close to \$4 billion in 1980, when it ran at an average of only 63% of capacity

Prices have improved, but at the cost of 60 000 jobs and more to follow At British Steel, for example, where production has been almost halved, another 12 000 workers may go this year

The EEC position will be considerably worsened by the US legal actions For while these may take nearly a year to germinate, they will have an immediate effect on US orders Lead times of up to six months in steel exports and the threat of retrospective penalties and duties are expected to halt new ordering and leave the EEC with as much as 4m extra tons of steel this year It opens up the prospect of another desperate period of cut-throat pricing among the 450 European steelmakers just when some order had been restored to EEC markets

The EEC is trying to stop European state subsidies of steel companies — such as in Belgium, Italy, France and the UK — but member governments have so far agreed only "in principle" to stop these by 1985 It also wants capacity cuts of as much as 20% on average But it does not have that much time in view of the US steel producers' action

And while Brussels sources believe some form of voluntary restraint will emerge eventually to head off the anti-dumping suits, Davignon's statement encouraged speculation that the EEC will consider counter-action of its own The first step, however, is for the EEC to take its case to the General Agreement on Tariffs and Trade (Gatt)

TRADE BARRIERS

The Euro-American steel issue tarnished the informal "trilateral talks" at the weekend between the EEC, the US, Canada and Japan The Japanese promised "drastic" action to remove barriers to imports — its estimated 1982 trade surplus with the non-oil world is put at \$26 billion — and the final communique from the meeting at Key Biscayne, Florida, duly paid lip service to free trade and the "letter and spirit" of the General Agreement on Tariffs and Trade (Gatt)

There was, however, no substantive progress on the urgent problem of EEC steel And EEC negotiators expressed deep concern about Washington's interest in the idea of "affirmative reciprocity" between the US and its trading partners

William Brock, the US trade representative, tried to mollify European feelings by saying America would not embark on "negative steps" but was thinking of asking other countries to open their markets rather than seeking the kind of reciprocity which would harm the volume of trade Japan's new Minister of International Trade, Shintaro Abe, made a strong plea for governments to prevent a recurrence of the protectionism of the Thirties And all sides agreed to consult each other before taking unilateral action on trade

It was all kept at the level of philosophical general principles, however, with no commitments to specifics, which left the Europeans expressing scepticism even about Japan's pledge

Canada's Trade Minister, Edward Lumley, was left to sum up the proceedings "We all recognise the protectionist strains that now exist The fact that we are talking to each other is probably the most important thing about this meeting"

(187) Jan 23/1/82
**Litemaster agrees
to talk to union**

Labour Reporter

Talks are expected to start soon between the management of Litemaster Products in Wadeville and the Metal and Allied Workers Union.

And 21 workers who were dismissed by the engineering company have been re-engaged.

This is a far cry from the firm which last October dismissed 23 workers for discipline and efficiency

reasons and refused to negotiate with Mawu.

The settlement came after prolonged talks between management and the union and less than a week before the scheduled start of an industrial court case in Pretoria.

Mawu had asked for the hearing after accusing Litemaster of "unfair labour practice" in that the firm refused to negotiate with the union.

R250m

189

~~plant~~

Dispatch

needed

EAST LONDON - A development agency is trying to put together a plan to build a R250m steel complex at Berlin

Government spokesmen have confirmed that industrial concessions for a steel mill have been applied for but said the application was 'too vague' and had been returned for further details

If the project does go ahead the mill should take about four years to build, initially producing liquid steel from iron ore and coal one of the businessmen behind the scheme said

The East London City Council has been negotiating with the agency on the project for the past five years

Mr Joe Yazbek, a city councillor said once production had begun, the project was expected to provide work for 750 whites and 1400 blacks - figures that would double in five years - DDR

Full report, page 9

New plant to cost Iscor R400-m

ARGUS
25/1/82

~~200~~
189

Argus Correspondent

PRETORIA. — Iscor has announced a R400-million modernisation programme for its Pretoria works which will streamline production and reduce air pollution

The work will begin in July and will mean the replacement of obsolete metallurgical facilities.

It is expected to be completed in 1986, when new production units will come into operation.

The Iscor statement said low productivity, inefficiency and low yield together with high operating and maintenance costs, meant steel could no longer be produced with present equipment at competitive prices.

One of the new modern units will be a plant in which 90 000 tons of liquid steel will be produced in electric arc furnaces from scrap steel and sponge iron.

COKING COAL

The new units will be more efficient in respect of production cost and product quality and will have the additional advantage that the use of scarce coking coal will be avoided.

The air pollution at present brought about by the existing process will largely be eliminated and a better work environment created.

The decommissioning of equipment would also mean a reduction in the work force.

However, Iscor said its labour strength would be systematically adapted to the changing circumstances by reducing new employment and transferring some to other Iscor centres.

Among production units to be replaced are some which have been in operation since Iscor began production in 1934.

Mercury
20/2/82

Defy workers strike again over pension fund payments

189

~~200~~

~~172~~

~~172~~

Mercury Reporter

ALMOST the entire black workforce at the Defy plant in Jacobs have stopped work in an effort to have their pension contributions repaid.

The Group Metal Industries Pension Fund, to which the Defy workers have to belong, was the centre of a strike at the Defy plant in November, and in spite of meetings between representatives of the fund and various trade unions, the issue of pension contribution withdrawals has not been settled.

A Defy worker said yesterday that Monday's evening shift had refused to work. More than 2 000 workers were involved in the stoppage yesterday and production at the plant had come to a standstill, he said.

An official for the South African Allied Workers' Union, who represent most of the Defy workers, said yesterday that a meeting was being held between representatives from the union, Defy and the Group Metal Industries Pension Fund.

The outcome of the meeting is not yet known

Grievances

In a statement released to workers yesterday two of Defy's directors, Mr R B Collie and Mr W Ferguson, said they were aware of the workers grievances and that the Defy Corporation had made an urgent application to the National Industrial Council to withdraw from the Group Metal Industries Pension Fund and start a private pension fund for Defy employees

The statement also said that the directors of Defy would continue to work for the establishment of a private pension fund to ensure that workers could receive their pension fund contributions as soon as it was legally possible.

~~1/1/82~~ ~~1/3/82~~
**Deadlock over
worker demands**

ARGUS
3/2/82

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Argus Correspondent
DURBAN — The work
stoppage by about 1200
workers, comprising the
entire black workforce at
Defv's plant, entered its
third day today as
demands over pension
contribution refunds
remained unresolved.
The plant is at a stand-
still and production was
halted by the disruption.
A director of the firm,
Mr R B Collic, said a

further round of talks
aimed at resolving the
deadlock would be held
today.
However, prospects of
an early breakthrough
receded as officials of the
South African Allied Wor-
kers' Union (SAAWU),
were locked in two hours
of negotiations with the
senior directors yesterday,
continued to assess worker
grievances and the
employers' response to
their demands.

Defy plant hit by pensions strike

189

~~189~~

Star 4/2/82

~~300~~

~~14/82~~

By Tony Davis
Labour Reporter

The large Defy plant in Durban has again been hit by a pensions strike

The workforce of about 1200 went on strike on Tuesday over demands that management pay out their pension contributions. Workers were still out this morning while more talks were held.

The factory had a pension strike last October.

Talks with the South African Allied Workers' Union (Saawu) seem to have been inconclusive. Workers object to the preservation clauses in the metal industry's pension fund which freeze contributions until retirement.

SCHEME

The industry's umbrella body — the Steel and Engineering Industries Federation of SA (Seifsa) — only recently announced a scheme entitling former workers to their contributions if not re-engaged within six months of termination of service.

Talks were held between Defy management and Saawu officials over the pen-

sions issue. A management spokesman said Defy was willing to seek exemption from the metal industry's pension fund and allow workers to receive their contributions when they left.

Defy had already discussed the dispute with Seifsa, the spokesman said.

In Johannesburg, Seifsa's director, Mr Sam van Collier, said the pension fund's board of management had analysed submissions from industry, unions and other sources dealing with the fund and was ready for face-to-face interviews.

students

By CHERYL VAN EYSEN

THE shortage of social workers was extremely critical. The president of the Society of Social Workers of South Africa Mrs Sheila Hefert, said yesterday

Universities enrolling social work students had recorded a 50 percent drop in the registration of first year students, she said

"The recruitment of social workers and how effective they are is handicapped by the totally inadequate salaries. And of prime importance is that racial discrimination in salary scales should be abolished"

Of further importance was the inconvenience to social workers in having to deal with three different Government departments in their day-to-day work

These were the departments of Health and Welfare, Internal Affairs and Co-operation and Development, she said

She suggested that social workers should be required to deal with only one department

Mrs Hefert did not want to comment on the submission by Dr L A P A Munnik of a social workers' memorandum, spelling out all these problems, to the Commission of Administration, without taking direct action himself

This year, a 50 percent drop in the number of first-year students registering in social sciences was experienced in most universities except the University of the Witwatersrand

The memorandum pointed out that 14,2 percent fewer women and 33,3 percent fewer men were entering practice

The imbalance between men and women in social work was blamed on the poor salaries

It was pointed out that the classification of blacks in the professional divisions of the Government was not the same as for whites and that black social workers were not "free to move" from one administration board area to another

At the Reef meeting of social workers on Tuesday, great indignation was expressed at the fact that Dr Munnik had not replied to their memorandum but had sent it to the Commission of Administration in Cape Town instead

Crackdown

MOSCOW — Soviet authorities are cracking down on shopkeepers in some cities who hoard food and sell it at above market prices. The campaign follows the third consecutive poor Soviet grain harvest — Sapa-AP

Inquest on former world champion

Mail Reporter

AN INQUEST into the death of Arnold Taylor, South Africa's former world bantamweight boxing champion who died in a Johannesburg road accident in November, is expected to be held today in the Johannesburg Magistrate's Court

Taylor, 38, was killed early on November 22 while riding his daughter's motorcycle to home at Mayfair, after visiting friends. He was taken to hospital, where he was certified dead on arrival

He became world bantamweight champion in November 1973 when he knocked out Mexican Romeo Anaya in a world title fight in Johannesburg

He lost the title on points

six months later when he was beaten in Durban by a Korean, Soo-Hwan Hong

Taylor fought 49 bouts during his boxing career and won 17 on knockouts. He lost only eight fights

His first boxing success came in May 1969 when he won the South African featherweight title by beating former Empire flyweight champion Dennis Adams

More than 200 friends, relatives and former boxers attended his cremation

Taylor is survived by his wife Regina and three daughters

A spokesman for the Department of Justice said at the Johannesburg Magistrate's Court yesterday he expected the inquest to be held today

Strikers are defiant over pensions

THE number of workers who have struck in the past three days rose to more than 3 000 yesterday as new strikes were reported at two large plants — one in Durban and one in Johannesburg

By STEVEN FRIEDMAN

Workers at the Defy Industries plant in Jacobs, Durban, have struck on pension demands for the second time in a few months, and a Johannesburg firm Krost Brothers was hit by a strike yesterday over demands that union shop stewards be recognised

Earlier this week, 500 workers at Corobrik in Bedfordview struck in support of union recognition demands and an Edenvale plant Nampak Recycling Industries, was hit by a wage strike

A Nampak spokesman said the strike had been settled

A Corobrik statement said 300 of the 500 had returned and the rest were provided with company transport to the nearest railway station

Return

At the Krost Brothers plant in Heriotdale, Johannesburg, the firm's 1300 workers struck yesterday morning but are expected to return to work today

A spokesman for Fosatu's Metal and Allied Workers Union said workers agreed to return after the company said it would recognise union shop stewards and sign a written recognition agreement with Mawu as a matter of urgency

The firm's managing director Mr Cecil Krost, said the strike had come after talks with Mawu on recognition had commenced. The company had agreed to recognise the union because it represented a majority, but we still have a lot to discuss

Late last week the company had received a petition from workers calling for their liaison committee to be disbanded and replaced by union shop stewards. It listed other grievances

Mr Krost said the company agreed to disband the committee, but had asked workers to elect a new one until

the union was recognised, at which stage the committee would be replaced by Mawu shop stewards. But we told them we could not recognise the stewards yet

He added 'They did not come back to us on this but struck this (Wednesday) morning demanding that we recognise 10 workers they had chosen as shop stewards

"After calling in union officials we agreed to call the representatives shop stewards and continue talks. I expect workers to return tomorrow (Thursday)'

At Defy, all 1400 workers struck on Monday over demands that their pension money be refunded

A company spokesman, Mr Brian Gavin, said workers were still on strike and negotiations were continuing

Defy is covered by the metal industries' pension fund which has the same provision for freezing workers' pension contributions as the Government's proposed pensions Bill, which was dropped after worker unrest last year

The company has been urging the Steel and Engineering Industries Federation to amend the fund's rules

NPU rejects Press curbs

Political Reporter

ORGANISED resistance to proposed statutory clamps on the Press mounted yesterday when the executive council of the Newspaper Press Union (NPU) rejected the main recommendations of the Steyn Commission at a special meeting in Johannesburg

In a statement after the meeting the president of the NPU, Mr Peter McLean, said "The NPU unanimously rejected outright the proposed register of journalists, and certain provisions regarding ownership (of newspapers)'

He also announced the appointment of a committee of NPU representatives and members of the Conference of Editors to analyse the

Building societies take a hard line

By PENNY CUMMINS

WHEN the next increase in the mortgage rate is announced, probably at the end of the month, home-owners will have to dip deeper into their pockets to keep up bond instalments

Mr Hendrik Sloet, president of the Association of Building Societies says the societies will not extend the repayment period on loans, and borrowers will have to increase monthly repayments

He predicts the interest increase will be as much as 1 percent

The new rate will also affect house-buyers, as they will have to satisfy higher income requirements to obtain a loan. The building societies calculate bond repayments should not exceed 25 percent of gross income, and a wife's salary is not always taken into account

The last time the mortgage rate went up was in August, also by 1 percent

Thank

Borrowers can thank their lucky stars that the views of Mr Henri de Villiers did not prevail. He is the managing director of the Standard Bank, which incorporates the Standard Building Society

Mr De Villiers believes there should be a steeper differential than now in mortgage rates, and people who can afford the bigger bonds should pay a minimum of 16 percent interest

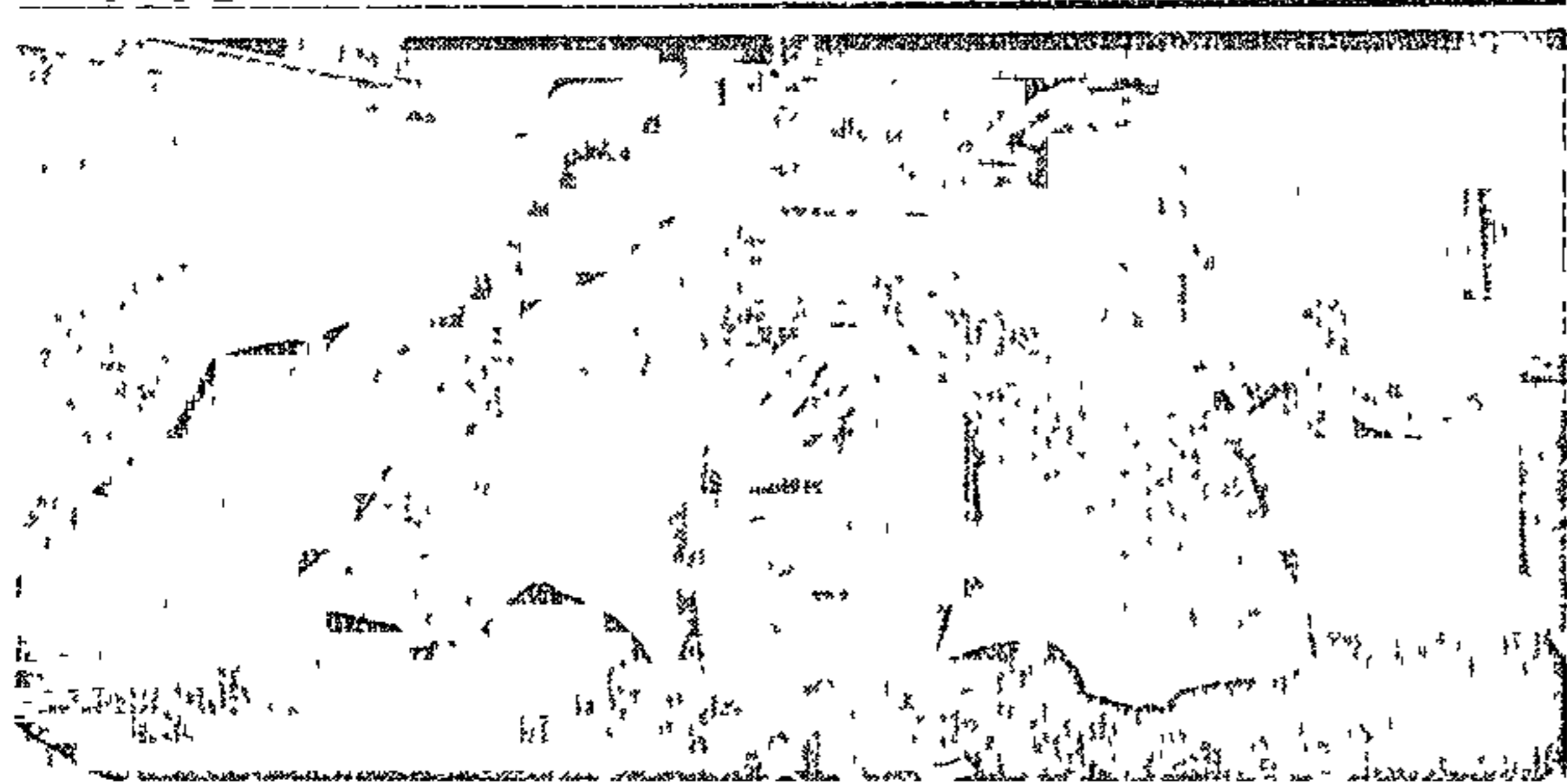
A property economist, Mr Neville Berkowitz, says a 1 percent increase still keeps mortgage rates below the 17% interest payable on a bank overdraft

In the long run, says Mr Piet Badenhorst, joint managing director of the United Building Society, the increase in rates will mean more money becoming available for loans since higher interest rates will attract investors back to the building societies

'It is often elderly folk whose savings are financing the young home-buyers. Home-buyers are winning hands down as they are using cheap money to buy a house which is appreciating in value', says Mr Badenhorst

Even with the projected increase the interest rate on mortgage loans will be lower than the general rate of inflation, running at about 15 percent

Call by Pressmen overseas



Overseas bid to get back jobs of fired workers

THE powerful International Metalworkers Federation (IMF) has intervened in a long-running labour dispute at a Richards Bay company, Richards Bay Minerals, where members of a local union were allegedly fired last year

The federation, which represents metal unions throughout the West, has asked Canadian metal workers to "use their influence" to win the reinstatement of the workers and the holding of a union recognition ballot. According to the IMF, a Canadian company owns 31% of Richards Bay Minerals.

This was revealed in a Press statement issued yesterday

By STEVEN FRIEDMAN

terday by the National Federation of Workers (NFW), whose affiliated union, the National Iron, Steel, Metal and Allied Workers Union, is involved in the dispute.

The NFW's general secretary, Mr Matthews Oliphant, also said yesterday that, if the workers were not reinstated, the federation would "explore the possibility" of asking steel workers overseas not to handle products exported by the company.

It would also ask people in the Richards Bay area not to take the jobs of Richards Bay Minerals workers if they decided to "take a hard stand".

Repeated attempts to obtain comment from company spokesmen over the past two days have been unsuccessful.

The statement is a sequel to a strike last year after which about 15 workers, who the union says are its members, were dismissed.

Senior

In the statement, Mr Oliphant says senior union leaders, including its president, vice-president and union shop stewards, had been fired.

He says the company alleges that those fired "might have been responsible for the intimidation of other employees during the stoppage".

According to Mr Oliphant, union members say that foremen have been making life "hell" for workers since the stoppage.

have reported the matter to the police.

Adams had "cold bloodedly murdered" Mr Richardson, the judge said.

Mr Victor Dickson, owner of a cafe in Newclare, told the court that on August 8 he saw Adams and Stuurman pursuing Mr Nelson. Adams was shooting at Mr Nelson who fell. Mr Stuurman then picked up a stone and threw it at Mr Nelson's head.

Mr Dickson said that although his son, Tyrone, had been involved with gangs — the Fast Guns, Spaldings, Vikings and Vultures — he had no real knowledge of them.

Adams and Stuurman said they had not been near Newclare on that day.

Mr Justice Curlewis rejected their alibis.

Mr Justice Curlewis said that in their decision he and the assessors had taken into account the background of gangsters and gang fights that had emerged from the evidence. But he rejected Adams' evidence of murder attempts on him by the Fast Guns after he had refused to pay them protection money.

Adams and Stuurman will be sentenced today.

LONDON — Two men escaped yesterday painting by the 16th century Dutch painter, Pieter Breughel, valued at R883 000 and stolen from the Courtauld Institute Gallery in London. The gallery reported the men escaped in a taxi hailed in the street. The painting, measuring 25.4cm by 35.5cm and titled 'Christ and the Ananias', was hanging near the floor of the building.

Raincoat

Mr David Wallace, 18, of the gallery, said the thieves were seen to have taken the painting from the wall and hid it under his raincoat.

He said one of the guards spotted the painting was missing and phoned down to the entrance to the gallery. "The guard challenged them but they ran past him and chased them into the street but they had a taxi and drove off," Wallace said.

De Lange Report indaba

Education Reporter

EDUCATIONISTS from all over the country gather in Grahamstown today for the three-day national conference on the De Lange education report.

The conference, sponsored by the 1820 Foundation, is expected to condense a wide range of opinions into a formal response to the report in time for the Government's March 31 deadline for reaction.

Six of the 19 educationists invited to address the conference served on the De Lange committee, which, under the auspices of the Human Sciences Research Council, investigated all aspects of education in South Africa.

It will be opened by the former vice-chancellor of the University of Cape Town, Professor Richard Luyt.

Frightened trade ask for protection

By JO SHALLIS

FRIGHTENED shopkeepers in Johannesburg's Diagonal Street area are preparing a petition to the Commissioner of Police pleading for police protection against armed muggers who have recently been terrorising the area.

Gangs have raided 10 shops at the intersection of President Street and West Street in the past two weeks.

A worried shopkeeper said yesterday he hoped the petition would result in more police patrols as the gangs operated as if "they had free licence to maim and rob at their leisure".

Last Friday Mr Louis Nor-

an assistant in a leather shop in West Street, was hit in the neck by a bullet and escaped with more than R600.

On Tuesday last A M Cwovadia, owner of a small drapery shop, was stabbed and robbed of a disclosed sum.

Another shopowner, Makan, was robbed last Friday by a gang of smartly dressed thugs who threatened him with a knife.

A Witwatersrand spokesman said yesterday that "the crime picture in any area that shows an unusually high rise in crime rate".

Technikon exam paper leaked

SEVERAL Pretoria Technikon students are to appear in court soon in connection with the alleged leaking of exam papers.

A police spokesman said the students were questioned in connection with the leaking of a radar theory exam paper in December. The investigation, which was handicapped by the December holidays, was continuing.

One of the students apparently got hold of the paper because of the "negligence of a lecturer who let the paper lie around".

The student allegedly distributed it to his friends, who worked out the paper and completed it in exam answer books, which they "smuggled into the exam room".

An exam supervisor be-

came suspicious and called the police.

A spokesman for the Technikon said "We have passed the matter on to the Department of National Education. They will take the necessary action against the students, who caused the leak after their conviction in court. But if they don't, the Technikon definitely will." — Sapa

State visit to Taiwan

TAIPEI — The State President, Mr Marais Viljoen, will pay an official visit to Taiwan next month, the Foreign Ministry said yesterday.

His visit is expected to strengthen growing ties between South Africa and Taiwan, a spokesman for Sapa-Reuter said.

By Tony Davis,
Labour Reporter

The strike-hit Corobrik plants at Primrose and Biddonville yesterday took back half the dismissed workers and started recruiting to fill the other vacancies.

About 500 workers were dismissed at the plants this week after striking over the issue of recognition for the Glass and Allied Workers' Union.

Corobrik management said the workers had "discharged themselves" by refusing to return to work.

Half the workforce in the two plants had returned to work without any loss of benefits and the remaining half would be paid out according to Corobrik's managing director, Mr E C Butlerford.

He said workers would be recruited for the remaining jobs this week and dismissed workers could reapply.

The dispute saw talks between management and the union break down and union officials reject what they called prerequisites for recognition.

These included union membership in the industrial council registration status and a willingness to hold joint talks with the National Union of Brick and Allied Workers.

Glass and Allied has described this body as an industry union. Glass and Allied's president Mr Ronald Mosekong said the union would grasp the new workforce and

Workers' Tactics on the job after strike

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LABOUR BRIEFS

Prove to management that its membership was representative. He said the union would continue to try to negotiate with Corobrik despite the dismissals.

RECOGNITION

More than 1000 workers were involved in a strike yesterday over a recognition dispute at a Herriodale furniture firm.

Workers at the Krost Brothers plant downed tools and many left work during the day while talks were being held with management.

The Fosatu-affiliated Metal and Allied Workers' Union (Mawu) which claims to represent a majority of workers at the plant held talks about the recognition demand.

Union shop stewards had apparently called for the dismissal of the existing works committee at the plant and management countered with a call for new elections to be held.

A Krost spokesman said the workers were expected back on the job this morning and they had agreed with Mawu to negotiate towards a recognition agreement.

Wage negotiations between the management of Colgate-Palmolive and Fosatu's Chemical Workers' Industrial Union started this week.

The company's Bobsburg plant was the scene last year of a major dispute after the union demanded that Colgate negotiate wages at plant level and not at the industrial level for the industry.

DEMANDS

Proposals being advanced by the union in the talks include increases of R1 an hour for hourly paid workers a cost of living and service allowance, a one-month annual bonus, doing away with Saturday morning and Sunday night shifts, advance notice of any reassignments and negotiations on the pension fund.

A Barlow Rand subsidiary, Vampack Recycling Industries in Edenvale, was hit by a one-

day dispute over wages on Tuesday. Workers had reported objections to recent wage increases and had demanded an increase of R1 an hour.

A spokesman for the Fosatu-affiliated Paper Wood and Allied Workers' Union, which represents many of the workers, said management had agreed to hold wage talks later this month.

FINANCES

The Vaal branch of the Engineering and Allied Workers' Union has called a special meeting of the branches on Sunday to discuss last year's financial situation.

The union's general secretary, Mr Calvin Nkabinde, said that at the annual general meeting in January questions had been asked about the Vaal branch's financial situation.

The planned meeting would help to resolve this problem, he said.

Sowetan 5/2/82 (135) (189)

'Cheated into joining union'

WORKERS at a factory in Chamdor, Krugersdorp, feel they were "cheated into joining a union that is unrepresentative and which has failed to take up matters affecting them with management.

The workers, at Asbestos Grading, claim that last year in June, they were visited by officials of the South African Boiler-makers Union (SABU) and after discussions believed they would have a representative union to guard their interests. They were told that they would now hold their meetings on company premises, and not outside as before.

"The white union officials came here and made a lot of promises", one worker said. "We were not so clear on a number of issues, but then we agreed to join the union.

"But since then a number of things have

By SELLO RABOTHATA

gone wrong because we have now lost four workers who could have been represented. Three of them never even had their case heard by management."

He said that one worker was fired in October last year for alleged absenteeism and late-coming. The worker had explained that he had been stabbed in Kagiso and could not come to work. He denied all allegations of late-coming. The other three did not even have their cases heard by management.

Iron and steel

Iscor cuts back

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MAR

FM

5/2/82

For the first time ever, Iscor will this year reduce its capacity to produce steel

From July it will close plant at its Pretoria works to reduce output of steel profiles by about 250 000 t/year. This will cut total production at the three Iscor works to about 5,25 Mt/year.

Supplies to local customers will not be affected because Iscor's Newcastle works is easily able to fill demand.

Depressed world markets, unexpectedly low growth in local demand and rising costs have prompted Iscor's decision.

Explains GM Floors Kotzee: "A year ago it paid us to export, but right now prices for certain products are so low it is not economic in spite of the drop of the rand against the dollar. Notwithstanding this cutback, we still expect to export about 1 Mt of more lucrative products this year."

But taking the long view, Iscor probably considers the slack world demand as a blessing in disguise. For it has gained breathing space to phase out old equipment at its Pretoria works, some of which was installed when the corporation first commenced production in 1934.

In its place it will instal smaller, but much more efficient plant costing R400m.

All the old iron-making plant at Pretoria works is to go. This includes four blast furnaces, three Bessemer convertors, three open-hearth furnaces, four coke oven batteries, two sinter plants and a calcining plant. The billet mill which produces the stock from which profiles are made will also go.

These processes are highly polluting (the corporation has already been in court over it), and inefficient by present-day standards. They also use large quantities of the country's scarce reserves of coking coal which has contributed most towards Iscor's cost increases over the last few years.

The old iron-making plant will be replaced by a direct reduction process which converts iron ore directly into sponge iron. This is a bold step into a new and relatively untried technology, and will reduce Iscor's consumption of coking coal by about 15%.

Producing 900 000 t/year of liquid steel from scrap and sponge iron, the new plant will be the biggest of its kind in the world — similar in size to the 600 000 t/year sponge iron plant Iscor is building at its Vanderbijlpark works (*Business* November 13 1981).

When the new works is fully operational, the sponge iron and some quantities of scrap will be charged into new electric arc furnaces which will produce liquid steel. This, in turn, will be fed in liquid form into two new continuous casting machines,

which will convert it into finished steel blooms.

The Pretoria works now has an annual production of 1,45 Mt of liquid steel, which it converts into about 1 Mt of finished steel. When the new plant is in operation its liquid output of 900 000 t/year will be converted into about 750 000 t/year of finished steel.

Thus total output of finished steel will fall by only 250 000 t/year although production of liquid steel, the intermediate product, will drop by 550 000 t/year. This better yield is made possible mainly by the greater efficiencies of the continuous casting process.

SA steel producers have been exporting their surpluses for some years at low prices. They found it less costly and less disruptive than closing down plants. Now, with world prices at their present depths, Iscor's 250 000 t/year cutback could well save losses of about R100/t, or a total of R25m/year.

At the same time, the reduced exports will lose the country about R100m/year in foreign exchange.

Kotzee stresses that the production cut will not cause any loss of share on the local market, only a fall in less profitable sales abroad.

The first phase of modernisation will start in July with the closing of some of the old equipment to make room for new electric arc furnaces. When these are complete

they will produce from scrap steel.

They will use scrap only for two years and will switch to a blend of sponge iron and scrap when the direct reduction plant is completed towards the end of 1988. Construction should begin in 1985.

Iscor has not yet decided whether to use in Pretoria the same coalbed type direct reduction plant being built at Vanderbijlpark. An alternative process which uses coal gas also has attractions. But the corporation is likely to stick to the method it has already selected as the most suitable for local conditions.

In this event it would merely have to duplicate facilities which have already been designed.



Iscor's old plant . . . on the way out

Govt move points to higher beer boom rates

Parliamentary Correspondent

CAPE TOWN—Mortgage rates could rise again following yesterday's increased rates of interest on tax-free treasury bonds.

Minister of Finance Owen Horwood said the interest rate on tax-free indefinite treasury bonds would be increased from 8.75 percent to 9.5 percent from February 1, 1982.

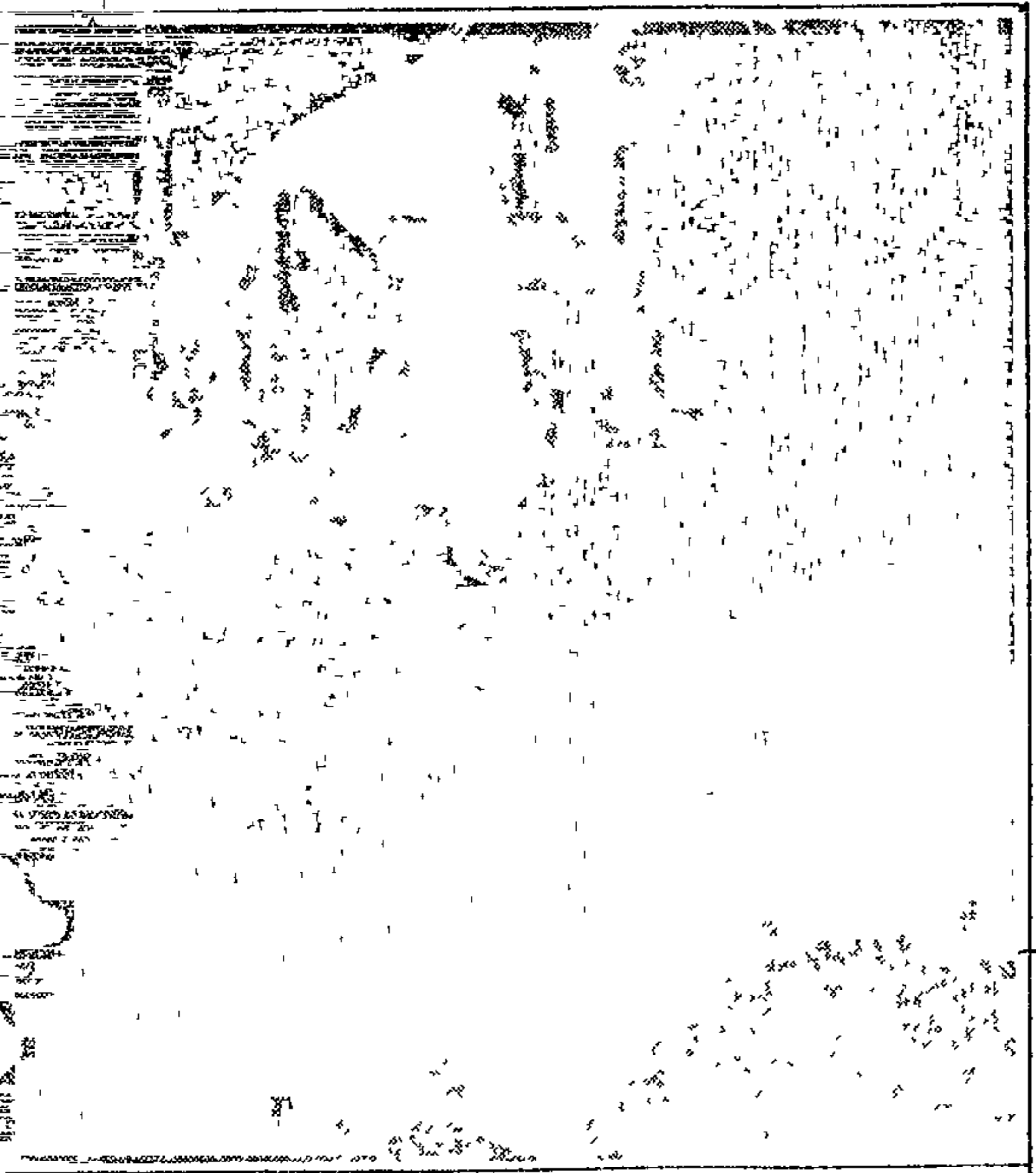
The Opposition spokesman on finance, Mr Hart Schwarz MP said this decision was a symptom of the escalating interest rates and building society tax-free rates will have to go up.

This means mortgage rates will go up once again. It follows a prediction earlier this week by Mr H.A. Moe, president of the Association of Building Societies that the rate could go up by as much as 1 percent before the end of the month.

If the rate is to rise by 1 percent it would mean that on 8 percent the monthly payment would be by R33.33.

Defence bonds

NW 5/2/82



Buenos Aires GP is off as row goes on

London Bureau

THE Argentina Grand Prix, second round in the 1982 world championship, scheduled for March 7, will not take place.

This was confirmed yesterday by Be. Hie Ecclestone, President of Foca (Formula One Constructors Associ-

DESY'S 1200 STRIKE

Mercury Reporter

THE DeG Corporation dismissed its 1200 black workers yesterday as a strike at the Jacobs' plant entered its third day.

The workers had asked to withdraw their pension fund contributions.

In terms of the National Metal Industry's Pension Fund, to which the DeG workers have to be paying pension fund contributions cannot be withdrawn unless the employee leaves the industry.

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Defence bonds

Mr Horwood said the decision meant that adjustments would also have to be made to conditions applicable to national defence bonds and defence bonus bonds. However due to technical problems this could not be done immediately.

He also announced that Treasury bills with redemption dates coinciding with tax payment dates would again be sold to provisional taxpayers.

Mr Horwood said the Reserve Bank had made arrangements to utilise that part of South Africa's official foreign reserves held in the form of special drawing rights to obtain foreign bridging finance.

Amounts which could be made available through this and the so-called 'reserve tranche' at the International Monetary Fund totalled R107,4 million and R115,2 million.

Mr Schwarz said this was 'an indication of the deteriorating foreign exchange position and particu-

larly the adverse current account of the balance of payments which has serious implications for the economy as a whole'.

In his statement, Mr Horwood also said a number of improvements in the method of issuing Government stock had been made recently, but after representations from market institutions and investors it had been decided to experiment with one of the new marketing techniques which was receiving attention from the De Kock Commission.

The next issue by the Treasury was scheduled for April but as a test run, tenders would be invited for issue prices on the re-issue of two existing Government stocks.

Mr Schwarz said this decision meant that no long-term stock would be offered in the first half of 1982 and this would have the effect of pushing up rates on long term stock.

Amic's R90-m to expand steel output

By Andrew McNulty

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S. Times 7/2/82
ABOUT R90-million is to be spent by Amic (Anglo American Industrial Corp) on expanding and modernising output of steel

The design of a new multi-line mill is considered a world first in that the sizes of the steel sections being produced can be changed in minutes

Among major new projects that will enhance Amic's competitiveness

- The go-ahead has been given for the erection of a new hot-strip or steckel mill at Highveld Steel that will cost R60-million
- Scaw Metals, a wholly owned Amic company, is commissioning a new rolling mill

developed at a cost of R30-million

Highveld is spending R110-million to lift total production capacity to 1,1-million tons of steel a year

Highveld's steckel mill — which will have a flexible capacity of between 120 000 and 150 000 tons a year — is a logical third arm to complement the existing plate and rolled steel ranges, and will take Highveld into profitable markets in which Iscor is the only supplier

Exports push up Highveld's profits by 15%

By Pieter de Vos

A sharp improvement in export sales boosted Highveld Steel's attributable interim profit by 15 percent from R22,92 million in the six months ended December 1980 to R26,37 million.

Its interim dividend has been raised from 10c to 11c.

Group turnover at R179,86 million was 17 percent above the turnover for the half year to December 1980 after an increase of 69 percent in export sales.

These represented 49 percent of total turnover — compared with 34 percent for the comparative period in 1980 — due to higher pro-

duction volumes and the weaker rand.

However, after an encouraging start to 1981, which seemed to point to a significant improvement, world steel consumption turned out to be lower than in 1980.

The International Iron and Steel Institute had forecast a two percent increase in world consumption this year but recent economic developments in the US and Europe seemed to cast doubts on this, Highveld's directors noted in the interim report.

The communist bloc had now recorded reductions in two succes-

sive years after more than three decades of rising consumption and production.

Consumption in the US, the world's biggest market, improved by 7 percent following the previous year's 17 percent drop.

But most of this took place in the first half of 1981. By the year-end demand had again weakened, the report noted.

Yet the group should maintain its turnover and profit levels for the rest of the current financial period to the end of this year.

The financial year-end has been changed from June 30 to December 31 as Highveld became a subsidiary of Amic as a result of the merger between Debinco and Amic.

The company has added the installation of a R60 million reversing hot strip mill to its capital expenditure programme.

The erection of the first furnace and three pre-reduction kilns in the second iron plant continues on schedule and the units should be commissioned by the middle of next year, Highveld reported.

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Natal firm
seeks new
workforce

Star Labour Reporter

The Defy Corporation plant in Durban started taking on a new workforce this morning after 1200 workers were dismissed on Thursday

The dismissals came after workers ignored a return-to-work deadline. The dispute centred on demands for a return of pension contributions — an issue which first arose last October

Management met South African Allied Workers Union (Saawu) and worker representatives on Friday to discuss the pension issue and re-engaging workers.

Interim up a cent as forecast is beaten

Buoyant Hiveld to spend R60m

By JOHN MULCAHY

HIGHVELD Steel & Vanadium Corporation has beaten its target for the six months to December with attributable profit rising 15% to R26 365 000 from R22 924 000 in the half-year to December 1980.

SA's major private-sector steel producer is spending a further R60-million on the installation of a reversing hot strip mill.

At December 31, Highveld's capital expenditure commitment was R161 908 000 compared with R151 974 000 at the end of 1980.

Highveld is already deeply involved in a major expansion of its iron-making capacity at a cost of R110-million, which will take steel capacity to 1 100 000 tons a year by next year.

Earnings rose to 33,7c a share from 33,7c, and the interim dividend has been raised to 11c a share from 10c.

The directors say it is difficult to make a forecast because of market conditions abroad and in South Africa,

but the group is expected to maintain a similar level of earnings for the rest of the year to June.

Highveld's hot metal production increased to 405 739 tons from 389 979 tons a year previously. Output of continuously cast blocks rose to 430 257 tons from 421 550 tons and mill products increased to 332 298 tons from 325 424 tons.

After the merger and related transactions between Anglo American Industrial Corporation and De Beers Industrial Corporation, Highveld has become a subsidiary of Anglo American, and its financial year will be changed to December 31.

A second interim report will be issued in August when a second interim dividend will be declared. The results for the 18 months to December 1982 will be announced in February 1983.

Highveld's turnover rose by 17% in the six months to December from R153 070 000 to R179 856 000 as a result of a 69% increase in export sales and in spite of a 9% drop in domestic sales.

Export sales accounted for 49% of turnover for the half-year against 34% in the same 1980 period, an improvement attributable to increased volumes and the weaker rand.

The Transalloys division started the six months with satisfactory export sales of manganese ferroalloys, mainly due to the weaker

rand and higher steel production in the US.

All five furnaces at Transalloys were operated and interim profits were a record.

However, by the end of December overseas demand and prices had fallen off, and it was necessary to close two furnaces at the beginning of January.

Rand Carbide also had a record half-year, and at the end of November last year calcium carbide production was discontinued. The furnace will be converted to ferrosilicon and recommissioned by June this year.

The directors say lower activity in the South African ferroalloy industry will continue to affect sales of metallurgical char and electrode paste in the second half of the year.

South African apparent steel consumption last year was at the same record level of 6 900 000 tons as 1980, but demand weakened later in the year and Highveld's directors expect a decrease of 3% to 5% this year.

On January 1 the average basic price of domestic steel was raised by 5%. "It is hoped that this practice of small but more regular price increases will be continued and that it will prevent the serious distortion of the market caused by the speculative buying associated with larger annual mid-year increases."

Free world vanadium consumption remained reasonable in the six months, say the directors, and the reduced production of vanadium raw material in the West would have balanced the supply-demand situation but for supplies from China.

"As a result of this oversupply, prices remained under pressure and the group continued to operate only one of eight roasting units at the Vantra division."

After an encouraging start to 1981, which indicated a significant improvement, the world's apparent steel consumption was below 1980's 722-million tons.

The communist bloc, after more than 30 years of rising consumption and production, has now suffered reductions in two successive years, say Highveld's directors.

US consumption improved by 7% after the 17% drop in 1980, but most of the improvement took place in the first half of the year, and by the end of the year demand had again weakened.

The International Iron and Steel Institute's forecast for 1982 is a 2% increase in worldwide consumption, but recent economic developments in the US and the continuing recession in Western Europe cast doubts on this forecast, the directors say.

Forklift fiasco

(24) (189) 9/2/82
From Page 1, Industrial week

have spent R30 000 on maintenance

Ford Trucks MD Arthur Walter says local manufacture of forklifts does not ensure after sales spares service because the wearing parts are all imported ie engine transmission chassis etc

"I am opposing the application for increased tariffs strongly it will prejudice the whole industry," Walter says

SA Association of Fork Truck Manufacturers chairman Grant Gore, says the principle of tariff protection was established to encourage local manufacture The existing duty does not achieve this

"The existing structure based on R1,30 per kg allows importers to

remove the low cost, high mass counterweight and so approximately halve the duty payable Our duty (R6 85) application is not aimed at raising the duty but to take account of inflation which has occurred since 1977 and to achieve the protection originally envisaged This is done by concentrating the duty on the low mass high value portion of the lift truck," says Gore

Other alleged inflationary activities in the forklift industry include enforced inhouse buying.

"It is Barlow Rand's policy to buy inhouse to stop money leaving the group," says John Bayley, financial manager Nampak Corrugated Containers, (Barlow Rand) who locally manufacture Hyster forklifts



Peter Jenkinson, MD of Camec (seated) ... is one of the importers most vehement in his criticism of any new tariff increases. Kiichiro Tanaka (standing), MD of Datsun-Nissan,

Japan discusses Camec's future strategy in the truck market.

Forklift fiasco

(24) (189) Industrial week 9/2/82

A SPLIT threatens the R50-million a year forklift industry, with end-users being faced with massive price increases arising from proposed further tariff protection.

If an application by the newly formed SA Association of Fork Truck Manufacturers is approved by Government it will result in tariffs on new units and parts increasing from R1,30 per kg to R6,85 per kg for vehicle mass up to 8 000 kg

Attacking the Association, leading suppliers and end-users have labelled the proposed increases as being "highly inflationary" and "prejudicial to the industry"

The issue has drawn

By Priscilla Whyte

recommendations to Government from the Federated Chamber of Industries but they are remaining tightlipped.

Peter Jenkinson, MD of Camec, a competing supplier says "The increase in duty applied for by the so-called manufacturers is totally inflationary, designed to escalate profits by increased market share through means other than fair competition"

Jenkinson says the Association is forcing the remainder of the suppliers into local manufacture of components, which can only be made here uneconomically in relation to imported equivalents

"The end-user will suffer Everybody in this industry including Camec, who are part of Bonuskor, are committed to local manufacture, but only at an economic level," he

adds

Tony Yuill, MD of SA Container Depots of City Deep says

"The increased duties will put up the capital cost of our forklifts plus maintenance and therefore the cost of cargo"

"The price of the original equipment is being used as a mechanism to price spares A 2-ton unit purchased in 1977 for R12 000 now costs R25 000 Since 1977 we

To Page 2

Strikers to re-apply for jobs

Own Correspondent

DURBAN — Deby has started considering application for re-employment at its factory in Luobis following last week's strike.

Deby issued its 1200 true black-out for one hour after workers had been on strike since Monday morning until a settlement was reached.

In terms of the National Merit Labour Pension Fund, to which Deby workers have to belong, pension fund contributions cannot be withdrawn before retirement.

According to a statement issued by Deby, management has stated considering applications for re-employment but have not yet reinstated all the workers.

All employees involved in last week's strike could re-apply for employment, although they would lose certain long service benefits, the statement said.

Mr Herbert Barnabas, a national organizer for the South African Allied Workers Union, said yesterday that after negotiations with Deby all workers intended re-applying for their jobs.

He said that the union would be holding meetings with Deby over the next few months to try and find a solution to the pension contributions dispute.

Metalmen bend on withdrawal of pension cash

By STEVEN FRIEDMAN

THE Metal Industries Pension Fund rules -- a key issue in a recent strike -- have been changed recently to make it possible for some workers to withdraw their contributions after losing their jobs.

This means workers who leave the metal industries can recover the money they have put into the fund after six months -- if they have not rejoined the industry in that time, according to the director of the Steel and Engineering Industries Federation, Mr Sam van Coller.

He said the change had been made after talks with unions who had raised objections to the fund's rules.

The fund rules sparked a recent strike at Defy Industries' Durban plant -- the second strike to hit the company in a few months -- over worker demands to withdraw their money from the fund.

It ended in the sacking of 1 200 workers.

During the strike, Defy urged changes to the rules, arguing that employers were placed in "an impossible position" because they were

unable to agree to requests to withdraw money.

The fund originally provided for all contributions to be "frozen" until death or retirement age -- the same stipulation as that contained in the Government's proposed pension Bill, dropped last year after worker unrest.

But last year, Seifsa held talks with unions on the fund's rules as part of a process of consultation with unions in the metal industries, including those which have refused to join the metal industrial council.

Effective

The unions argued that the fund perpetuated the principle workers had rejected nationwide.

Mr Van Coller said that the change to the rules had been decided after these meetings and had become effective recently.

'We have assumed that for the first six months after a worker loses a job, he will be able to claim from the Unemployment Insurance Fund.

'But after that time, if the worker has not rejoined our industries, he can claim his contribution,' he said.

STEEL

Clash of the Titans

189 FM 12/2/82

Lower Iscor profits and higher steel prices are expected to result from Highveld Steel's decision this week to install a R60m hot strip steel mill

Iscor already has more than enough capacity to supply local demand for hot strip. And it will be hard put to sell its surpluses economically on the presently depressed world markets

Iscor chairman Tommy Muller admitted as much while the Highveld plan was still under consideration. In the last annual report he said "The duplication of capacity by other organisations of over-capacity already existing at Iscor is a problem. The creation of hot-strip capacity will have a substantial influence on our future profits"

Iscor's costs naturally have some influence on the controlled steel prices. For they are set on the basis of representations from the industry in which Iscor is the biggest producer.

Highveld has exacerbated Iscor's overcapacity problems before. In past years it put in plant to make plate, which Iscor could supply in abundance for the SA market. However, it also introduced a beam mill when Iscor could not supply local demand and consequently saved the country millions in foreign exchange.

Since then the two companies have installed plant to produce steel sections and profiles for more than the country's needs.

Highveld clearly thrives on the over-capacity situation which Iscor complains about. For many local steel users welcome

the advent of a second supplier. This naturally cuts into Iscor's sales in SA and forces it to sell below local ex-works prices abroad.

Where the two steel producers do have duplication of production capacity, Highveld tends to manufacture in a relatively narrow quality range where demand is highest. This reduces sales of Iscor's more profitable lines and forces it to keep under-utilised plant in commission to make relatively small amounts of specialised products ignored by its rival.

This has a considerable impact on costs.

Highveld's new strip mill announcement comes only a week after Iscor announced a cutback in production capacity for steel blooms from which profiles are made (*Business* February 5)

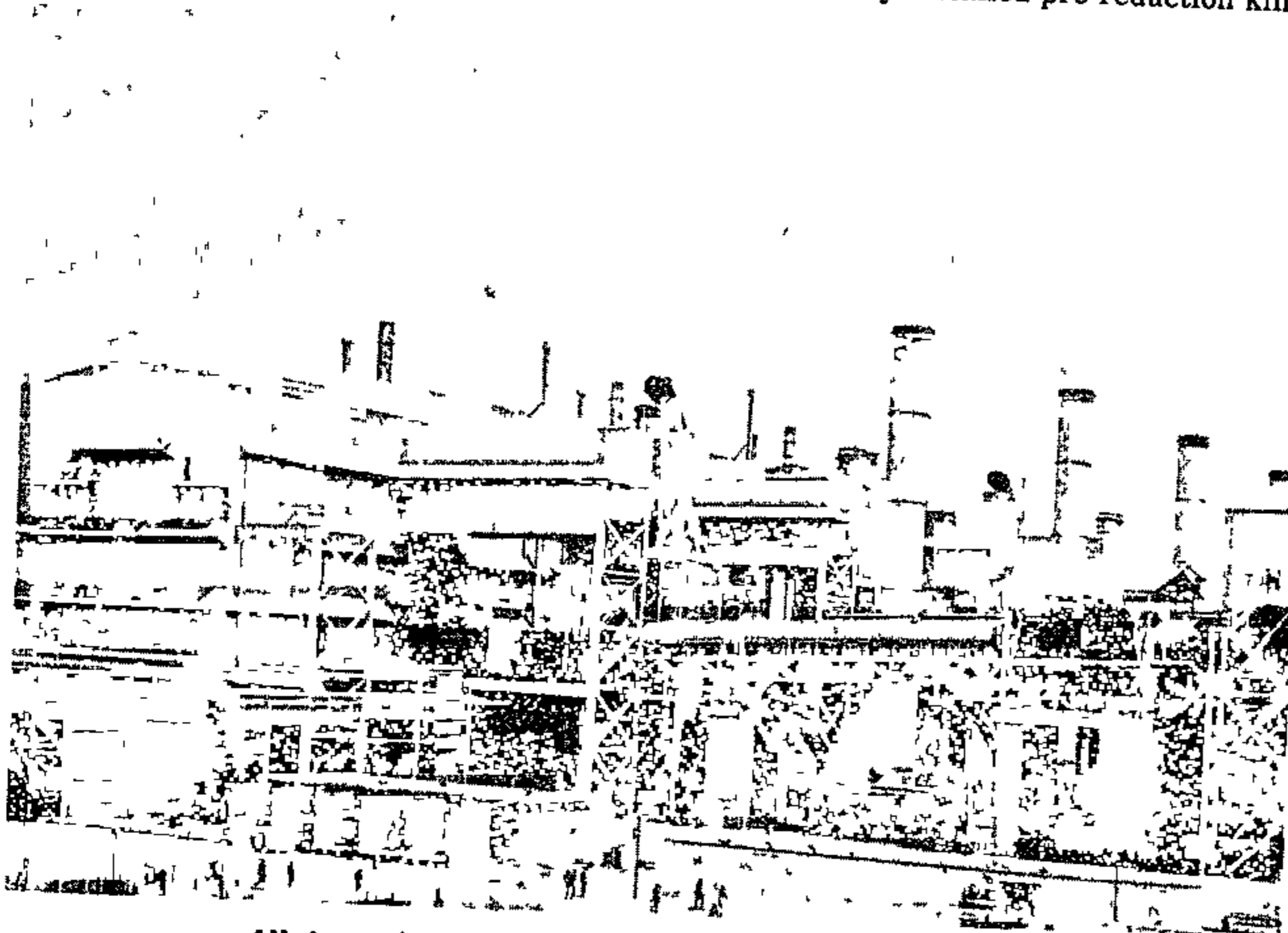
Highveld made record profits of R26,4m in the six months ending in December. However, ferro alloys account for 40% of turnover.

These additional products clearly help in more ways than one. Vanadium slag is a highly profitable by-product of its steelmaking process, for example. And its globe-trotting executives who peddle the bulk of the by-products output abroad, make valuable contacts with potential steel customers.

It has also been argued that Highveld has lower production costs than Iscor. Iron ore and coal come from mines close to its works which saves on rail costs. And its more recently installed pre-reduction kilns

are more efficient producers of iron than some of Iscor's older blast furnaces, while using lower-grade, cheaper coal.

This makes it easier for the company to sell cheaply in the depressed overseas market. Its margins, under the umbrella of SA's controlled prices, must be fatter, and they could improve further if government grants further price increases on the grounds of a fall-off in plant utilisation.



Highveld plant ... thriving on over-capacity

WRITE THE SHORT I
INSTRUCTIONS
- USE THE APPROP
- START EACH SECT
PAGE.
- USE ABOUT TWO P
- INCLUDE ANY ADD

- There are 18 installation sites.
- All the faulty connectors are in the darker grey group.
- The fault is visible as a fine hairline crack when the connector is placed in tension.

Afgate would open gate to empire for Metkor

By DAVID CARTE

IF METKOR is successful in its takeover talks with African Gate, it will obtain control of Stewarts & Lloyds and Dorbyl as well.

It would become one of SA's biggest industrial groups with subsidiaries and associates turning over far more than R1 000-million a year.

This is because African Gate has 12,7% of Ipsa, controlling company of Stewarts & Lloyds and Dorbyl.

This holding, added to the 47% holding Metkor already has, would make Metkor's stake in Ipsa nearly 60%. Ipsa has 52% of Dorbyl and S&L.

After the deal Metkor would control African Gate, Stewarts & Lloyds, Dorbyl, Wispeco Holdings, Union Steel, Air Products of SA, Hart and a host of little-known but valuable unlisted companies, such as Renbolt Engineering, Titan Industrial, Ringrollers of SA, Iscar SA, Bright Metals and RW Tools.

African Gate last year had assets of R46-million and pre-tax profit of R12 856 000. Sales were not disclosed.

Stewarts & Lloyds had sales of R432 700 000, pre-tax profit of R208 064 000 and assets of R208-million.

Dorbyl had sales of R594-million, pre-tax profit of R36 400 000 and assets of R352-million.

Metkor employed capital of R130-million and its pre-tax profit was R20-million — but this was on a conservative accounting basis with subsidiaries and investments in the balance sheet at cost.

Metkor effectively controls its 39%-held associate, Union Steel, which had sales of 157-million, pre-tax profit of R15-million and assets of R85-million last balance sheet.

In addition it has 50% of Air Products of SA, all of Wi-

speco and Hart and several valuable unlisted companies whose income statements and balance sheets do not see the light of day.

Metkor, two years ago, was 80% owned by Iscor. When the State stepped on the private enterprise bandwagon, Iscor started divesting its private sector assets.

Iscor did not follow its rights in a Metkor rights issue and these were taken up by Volkskas, which after the rights issue, was within a hair's breadth of control. Volkskas subsequently sold part of its slice to Rembrandt

and perhaps to Rentmeester Beleggings.

Today Metkor is owned 30% by Iscor, 20% by Rembrandt, 14% by Volkskas and 11% by Rentmeester Beleggings. The public holds the balance.

Iscor is unlikely to reduce its stake to below 25% because, if it did, it would have to offer its 50% stake in Air Products of SA to its US partner, Air Products & Chemicals Inc.

Metkor's stake in Ipsa rose from 37% to 47% when British Steel sold out to the other main shareholders last year. Anglo American has 40%.

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The language advisor's job does not fit neatly into the line management hierarchy of the firm, but has an independent position, roughly between those of department head and clerks. It is a specialised job, and the incumbent deals with all the levels of employees from top management down to line staff. The qualifications needed for the job are a degree with one or both the official languages as majors, and use language effectively. The duties of the language advisor covering editing, translating, answering queries. Editing work already written in important of these duties. By of the work concerns correspondence manuals, instructions, reports, policies and periodical articles that they have been well-written. Many documents already compose

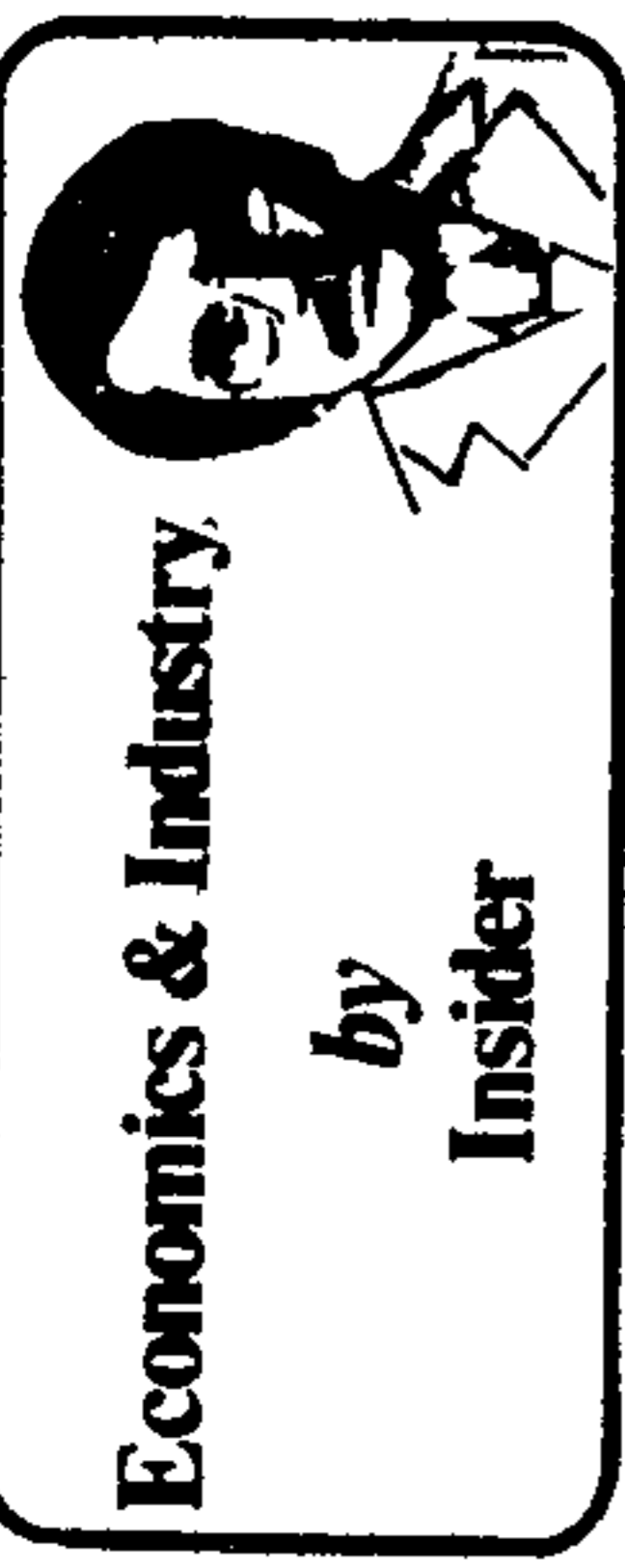
ENGLISH LANGUAGE ADVISOR IN AN INSURANCE FIRM

4.5.1 Does the following job description fulfill the requirements?

4.5 Job Description

Steel slumps but long-term outlook good

Industrial week 16/2/82



WITH production lines geared to earn more than R4 000-million a year, equal to no less than one-tenth of the value of all manufacturing output, the steel

industry has an extraordinary impact on the South African economy. Add the potential of its export income and the impact becomes

crucial. Thus the uncertainty that has clouded 1982 prospects needs to be viewed in especially sharp perspective — with a lot more understanding than the industry has been used to in recent years. Normally the steel makers find a cushion in the customary time lag between business cycles here and overseas among our main trading partners — usually between 18 months and two years. So when domestic demand has been

slack it has been running stronger from the big export markets in Western Europe, the US and the Middle and Far East. And vice versa in other times. What has upset the apple cart at the start of 1982 has been the stubborn refusal of the US economy to push out of recession — and pull much of the rest of the industrial Western world with it. All at the precise moment when the SA economy slows down

facing the worst of both worlds — export demand down, domestic demand sliding lower. At Iscor, the share of exports from total production had slipped from 32 to 24% by mid-1981 compared with a year earlier. At Highveld Steel, the second largest producer, the share had sagged from 29 to 22%. And the weakness of overseas demand has persisted since

the programme for construction of new power stations, other infrastructure projects, and a number of large industrial expansions. Even so, it looks like demand will tumble between 2 and 5% in volume terms in 1982. Happily the confidence of the steel industry remains intact when it views the longer term outlook. Most of the producers are contemplating sizeable investments in the 1980s. Iscor has announced its intention to spend R400-million in modernisation of its now obsolete Pretoria works and expansions are also likely to be resumed at its Vanderbijlpark and Newcastle works.

R1 000-million by 1986. Highveld Steel is expected to maintain its pace of expansion too. Its existing site near Witbank has the potential to accommodate an integrated iron and steel plant with an annual capacity of about 2 million tons, or more than double current output.

Smaller steel producers, including Dunsward, Scaw Metals, Usco, Davsteel and Southern Cross, are all intending to go ahead with expansion programmes within the next few years.

But one chronic headache for the steel industry is the way that price control operates at the moment.

The economic team at Standard Bank has been examining the problems in a new study. We'll take a closer look at the deductions next week.

Rumours of a fourth Iscor in the Eastern Cape have been rife for some time. All in all, the corporation's capital spending seems aimed at around

the next few years.

At home, the only consolation is the steel demand generated by

Company fires strikers

Mercury 17/2/89
Pietermaritzburg Bureau *(189)*

ABOUT 90 workers from McKinnon Chain who downed tools here on Monday have been dismissed by the company.

According to the workers they downed tools on Monday after the company allegedly had not paid out promised wage increases. Police were called in that afternoon and the strikers were evicted from the premises.

When they attempted to return yesterday, a worker claimed, they were told they had been dismissed and could collect their wages on Friday morning.

A spokesman for the company in Johannesburg could not confirm how many workers had been dismissed.

UJET

66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

Metal men strike for pay rise at two plants

Members of Fosatur's Metal and Allied Workers' Union (Mawu) have struck at two factories this week with demands for pay rises.

These are the latest in a series of strikes by black metal workers centring on demands for a new bargaining of plant level rather than industrial or company level.

At Procter & Gamble's Claxton plant 100 workers are still on strike for a 12 1/2 per cent pay rise and a 40-hour week.

The union says that the company has refused to meet its demands for a 10 per cent pay rise and a 40-hour week.

The strike at the plant is the latest in a series of strikes by black metal workers centring on demands for a new bargaining of plant level rather than industrial or company level.

The union says that the company has refused to meet its demands for a 10 per cent pay rise and a 40-hour week.

The strike at the plant is the latest in a series of strikes by black metal workers centring on demands for a new bargaining of plant level rather than industrial or company level.

The union says that the company has refused to meet its demands for a 10 per cent pay rise and a 40-hour week.

WIRE

8.3.1 Write the minutes of a committee meeting of the Staff Recreation Club at your place of employment from the following notes which you have made. (Invent any other details you find necessary, such as the name of the firm, time and place of meeting.)

APLOGIES

Mr V. Stone (at management symposium).

MINUTES

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18/12/82
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Labour Reporter

The three day strike
ended today after the
management agreed to
a recognition agree-
ment with the Fosatu-
affiliated Metal and Al-
loyed Workers Union

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committee
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would replace
committee
on the end-
10 December. Venue:
Tickets: R10 per couple.
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cheques. Annually or
Proposed treasurer,
arrange with accounts
above No time for
- postponed to next
Ended 6.15 p.m.

Sowetan
189

PROBLEMS

Although all are encouraged to directly contact

Problem:

Related to special essay

Related to content of their structure

Late submission of test

Missed University examinations
University clashes
Requests for university examinations

An issue which has been brought to the attention of the Department

Difficulty in studies

It sometimes happens during vacation that you appeal to the Department for the Department

Although attendance is required to attend all combination of examinations.

The mid-year University Examination with respect to the Bremner Building

While the Department is placing the responsibility on the students to make the full use of the good steady

Black unions gain power

By JOSHUA RABOROKO
MORE than 300 workers - all members of the powerful Fosatu affiliated Metal and Allied Workers' Union who went on strike at two factories demanding pay increases, yesterday went back to work.

The workers all decided to go back in view of the temporary recognition agreement signed by the Mawu executive and management, and also that nobody should be victimised when they resumed duties according to union sources yesterday

The two strikes were the latest in a series of strikes by black metal workers centring on demands for wage bargaining at plant rather than Industrial Council level

At Dresser South Africa about 300 workers who had demanded a R1 increase per hour, decided to work after management agreed to meet their demands

Mawu's Transvaal secretary, Mr Rodney Nwambda, said that the stoppage of work started on Monday and the union was forced to go into the matter following complaints from its members

He said the management agreed to temporarily recognise the union by asking them to select a five-man committee from the workers' committee that would represent the interests of workers in the future

I endeavour to assist students, you refer to the person/committee most

Consultant:

Your tutor or lecturer

Relevant Course Co-ordinator or Class Representative

Flexibility Committee (Medical reasons must be certified by a doctor)

Examinations Office, Bremner Building

Class Representative

Academic Support Programmes

Mawu's Natal branch organiser, Mr John Makhathini, said that at McKinnon Cham in Maritzburg about 90 union members were cleared from the factory on Monday

They had demanded a wage increase and the management had insisted that wage bargaining took place only at Industrial Council level After a deadlock was reached between management and the union, the union decided to contact the firm's American headquarters

But, he said, the management yesterday decided to meet the demands of the workers and to pay them their full salaries regardless of the days they had been out on strike

A spokesman for Fosatu said that union members earlier involved in strikes this week had all gone back to work

It was vital to note that in all these strikes union recognition was in the pipeline

students of an appeal to in-31).

advised based on a university examination

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INCREASES in pay and annual leave will be the main issues discussed on behalf of about 500 000 employees when 14 registered and five unregistered trade unions attend a National Industrial Council for the Engineering Industry negotiations meeting on March 9, writes Lynn Carlisle

Disclosing this to Industrial Week, leading trade unionist Ben Nicholson says new innovations will be the applica-

tion for an additional week's annual leave for workers and pay structural changes for the four bottom rates

"This is in addition to improvements in the pay structure with guaranteed minimum rises to catch up with cost of living increases

He says the five unregistered unions representing Black workers in the engineering industry will have observer status before the NIC

They can either accept of later submit variations to new proposed pay scales for Black workers. It is believed Black workers seek a minimum of R2 an hour, but a "compromise" starting at R1,75 an hour and rising quarterly to R2 within 9 months is likely to be considered

"On this issue there are certain problems and complications," Nicholson cautions. The call for extra leave is long standing especially for Black workers who have to travel long distances home to the rural areas

"In effect the extra week only shortens the working week by one hour, and I personally think this is reasonable," says Nicholson. On the question of annual bonuses for workers, an amount equivalent to 5% of an employee's annual salary for the first year service is being sought, 6% for the second, third and fourth year and a whole "13th cheque" thereafter

"This is to create stability in labour," Nicholson adds

Talks on more pay, leave

Industrial Week 23/2/82

Star 23/2/82

Big refit at Durban

DURBAN — A The contract, won in the shipping repair company in Durban, Elgin. Brown and Hamer, has clinched a multimillion-rand contract to completely refit four Norwegian ships with main engines and equipment and to make major structural changes to the vessels

The managing director Mr Pieter de Waal, says that the job will take several months to complete — Sapa.

The death of a partner automatically dissolves the partnership as legal and accounting entities. For this reason a partnership income statement would have to be drawn up for the period up to the date of death of the partner so as to ascertain the correct balance on his capital account. The proceeds from the life policy would be shown as income in this income statement and NOT credited direct to the partners' capital account.

Note 2:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 1:

03, Jan 1: Life Policy	Bank	300	
Dec 31: Income Statement	Life Policy	60	60
	Policy written down to surrender value (See Note 1 below)		
04, Jan 1: Life Policy	Bank	300	
Jan 2: Debtor (Insurance Company)	Life Policy	24 000	540
	Income from Life Policy		23 460
	being accrual of proceeds receivable		
Jan 2: Income from Life Policy	Income Statement	23 460	23 460
	being closing entry		
Jan 31: Bank	Debtor	24 000	24 000
	being receipt of proceeds		

Year 02 - same as year 01

(2) Premiums Treated as an Asset - Cont'd:

SOLUTION TO: GL5

(1) Premiums Treated as Business Expense

01, Jan 1:	Insurance Expense	300
	Bank	
	being payment of premium	
Dec 31:	Income Statement	300
	Insurance Expense	
	being closing entry	

THOUGH everyone winsces when there is an increase in the steel price, it is difficult, if not impossible, to lay the blame on profiteering. With the exception of one or two private sector companies, the South African iron and steel industry in fact shows a pretty miserable profitability record in relation to the scale of production. Iscor, which accounts for about 75% of total domestic steel sales, suffered operating losses throughout the period 1974 to 1979.

And even during the boom years of 1980 and 1981 its return on shareholder equity averaged barely 5% — even though half of the capital employed consisted of long-term loans.

The Standard Bank put the steel industry under its economic spotlight recently and found that many of its problems stemmed from price control.

smaller than needed by the producers to keep pace with rising raw material and labour costs. The 12% increase granted in mid-1981 was a case in point and had to be supplemented by a further price rise averaging 5% at the start of 1982.

Standard economists are convinced that approval in the future for more than one price increase each year would be a welcome relief for the steelmakers — meaning a return to the policy followed before the late 1970s.

The relatively large, once-a-year increases granted between 1979 and 1981 merely encouraged consumers and stockists to order heavily ahead of expected price rise announcements, normally effective at the beginning of July, and then to draw only on stockpiles for several months.

The result — Iscor shipments to domestic consumers in June have in some years been almost treble December despatches.

The seasonal pattern has been equally as pronounced for the smaller steel producers.

Anyone can analyse the extra cost burden in terms of artificial bulges in working capital requirements, transport congestion, and distorted production schedules.

True, the structures of price control have prompted the steel industry to give high priority to productivity improvements. For example, despite a decline of 3,7% in Iscor's liquid steel output to 7,13 million tons in the 12 months ended June 1981, production of intermediate and finished products appears to have pushed higher.

Greater use is being made of relatively modern and efficient continuous casting facilities in preference to more conventional ingot casting methods.

Continuous casting is one of several ways in which raw material losses during the steel-making process can be minimised.

Other waste reduction techniques centre on increased pretreatment of raw materials going into blast furnaces, such as briquetting of coal to raise its density and so improve the


And now steel yourself for the shock

Walter Triaal week

1891 23/2/82

Economics & Industry

by **Insider**



quality of output from the coke ovens, sintering of iron fires, coke and dolomite, and de-alkalining coke to give shorter heating times.

Iscor is also taking the important step of phasing in production of sponge iron at Vanderbijlpark which will be supplementary to the pig iron and scrap metal presently used as raw materials in electric arc furnaces.

Several smaller steel-makers also intend raising their sponge iron production capacity significantly over the next few years.

No-one can accuse the steel industry of slouching and merely relying on domestic market price increases to keep going.

But it makes a lot of sense to allow inevitable increases, in smaller doses, at more frequent intervals, to avert the shocks — and big wastages — entailed in once-a-year big jumps.

Over to the Price Controller

(2) Premiums Treated as an Asset

01, Jan 1:	Life Policy	
	Bank	
Dec 31:	Income Statement	
	Life Policy	
	(Surrender value of policy)	
	therefore no amount	

(1) Premiums treated as Business Expense
 01, Jan 1: Insurance Expense Bank
 300
 being payment of premium

Dec 31: Income Statement
 300 Insurance Expense
 being closing entry

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense Bank
 300

Jan 2: Debtor (Insu- Income from 1
 24 000 being accrued

Jan 2: Income Stat Income from 1
 24 000 being closing

Jan 2: Income Statem Insurance E
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Jan 31, Bank Debtor (Insu-
 24 000 being receipt

(2) Premiums treated as an As

01, Jan 1: Life Policy Bank

Income Statem Life Policy
 Dec 31, (Surrender value therefore no an

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24 000

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HNP Toilet ^{Star}
 claim: ~~228~~ ²²⁸
 25/2/82
 a denial ¹⁸⁴
 Pretoria Bureau

Armsecor, the South African arms manufacturing company, has denied claims by the Herstigte Nasionale Party that its decision to open some toilets to all races is politically motivated

An Armsecor spokesman, Mr Johan Adler, said that though it was part of the company's code of employment to implement integration gradually, the latest move has a purely practical basis.

There were not enough toilets for black workers, he said, with the result that they often had to leave their posts for a long time to get to one

A report in the HNP mouthpiece, Die Afrikaner, had claimed that white employees were "suffering with dissatisfaction" at having to share toilets.

Continued/.....

Solution to GL

(2) Premiums Trea

Year 02 - sa

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Court told of police assault

By MZIKAYISE EDOM

A FACTORY worker, giving evidence in a civil case, in which 40 Boksburg factory workers are claiming R60 000 damages from the Minister of Police, Mr Louis le Grange, for an alleged police assault, told a Boksburg magistrate yesterday how he was assaulted by police, after he was arrested.

Under cross-examination, Mr Zachariah Ngwenya said on May 26, 1980, after a strike at Raleigh Precision Tools in Commissioner Street Boksburg he was arrested with 39 fellow workers and taken to the Boksburg police station, where they were assaulted with batons on their arrival.

He said he was assaulted several times all over the body by police in uniform and another wearing a brown

overall, minutes after he had entered the charge office.

He said that as a result of the injuries he sustained on the head, back and knees, he suffered from pains which lasted for about two weeks.

LE GRANGE: Sued for R60 000.

He also said that his fellow workers were also assaulted in the same way and that he was examined by a doctor while in the cells.

The men, members of the Metal and Allied Workers' Union, are each claiming R1500 or a total of R60 000.

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 23 460
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 24 000

Note 1:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 2:

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st-tube baby brts 'hoo-ha'

Zulu ¹⁵⁷
tells ²⁵⁺
Court ^{10A}
he was ¹⁸⁹
treated

like a dog
Mercury 26/2/80
Correspondent

JOHANNESBURG—A Zulu factory worker on strike was ordered by a policeman at the Boksburg Police Station to dance and, after executing a few tribal dancing steps, was struck over the head with a baton, the Boksburg Magistrate's Court was told yesterday.

I felt bad because I was treated like a dog. Mr Sampson Mahlangu told the Magistrate, Mr A Badenhorst.

He was giving evidence in a civil action in which 40 black factory workers are claiming R60 000 damages from the Minister of Police for alleged police assault after a strike on May 26, 1980.

Mr Mandlenkosi Mako ba, 44, a shop steward at Rely Precision Tools Commissioner Street Boksburg, and 39 fellow workers claimed they had been assaulted in the courtyard of the Boksburg Police Station after being arrested for striking.

Contesting

The men, members of the Metal and Allied Workers' Union, allege they were struck with batons after being arrested for striking over the dismissal of a colleague.

The minister is contesting the action and is being represented by Mr M H Kirchner of the State Attorney's Office.

Mr Sampson Mahlangu of the Salkplaas hostel, Boksburg, told the Court a senior police officer spoke to their union chairman on the day of the strike.

'The officer went into the offices of our employer, then a white man came out of the building and said "take them away".'

At the police station the men were taken out of the truck one by one and their particulars taken, he said.

Wrongly jailed man to claim damages

African Affairs Reporter MR Sibusiso Gumede of Umlazi who was wrongly convicted and sentenced by an Umlazi Magistrate last year is to sue the KwaZulu's Minister for Justice for damages.

Speaking from Sasolburg where he is employed, he told the Mercury that he was to instruct his attorney in Durban to institute a civil claim against the minister.

In a joint review judgment, Mr Justice Didcott and Mr Justice Kumleben said Mr Gumede was 'quite wrongly convicted' of robbing an unnamed woman and was wrongly sentenced on September 17 to a term of imprisonment which was not specified in papers before the Court.

Review

The sentence, which should have been sent for automatic review shortly after the hearing, was sent for review only on January 15 and came before the judges on January 22 by which time Mr Gumede had already served the sentence 'which should never have been imposed', Mr Justice Didcott said.

The evidence before the Umlazi Court 'only established' that somebody else had robbed the woman.

'All that was proved was that the accused had been in the robber's company before and after the crime was committed,' Mr Justice Didcott said. The case was referred to the Secretary of Justice for KwaZulu by the two Supreme Court Judges.

Mr W F N Wiggil, KwaZulu's Secretary for Justice has since referred the case to the magistrate who imposed the convic-

automatic review shortly after the hearing, was sent for review only on January 15 and came before the judges on January 22 by which time Mr Gumede had already served the sentence 'which should never have been imposed', Mr Justice Didcott said

The evidence before the Umlazi Court 'only established' that somebody else had robbed the woman

'All that was proved was that the accused had been in the robber's company before and after the crime was committed,' Mr Justice Didcott said. The case was referred to the Secretary of Justice for KwaZulu by the two Supreme Court Judges

Mr W F N Wiggil, KwaZulu's Secretary for Justice has since referred the case to the magistrate who imposed the conviction and sentence. He is still awaiting a report from the magistrate

The men members of the Metal and Allied Workers' Union, allege they were struck with batons after being arrested for striking over the dismissal of a colleague

The minister is contesting the action and is being represented by Mr M H Kirchner of the State Attorney's Office

Mr Sampson Mahlangu of the Salkpiaas hostel, Boksburg, told the Court a senior police officer spoke to their union chairman on the day of the strike

'The officer went into the offices of our employer, then a white man came out of the building and said "take them away"

At the police station the men we taken out of the truck one by one and their particulars taken, he said

In pain

'I was prodded in the back with a stick by a policeman and asked to dance I did a little dancing there, then they opened the door and I was struck over the head with a kierre by a policeman

'I was in pain for four days I felt bad because I was treated like a dog I gave the police no reason for the assault,' he said

In the cells he had seen other factory employees. One of them had a head wound and another a swollen arm

Cross-examined by Mr Kirchner, Mr Mahlangu said he did not lay a charge with the police because fellow workers had told him the same policeman accused of assaulting them took particulars of complaints. He added 'I did not deem it necessary to lay a charge'

Never

Mr Kirchner 'The defendant will say that no one was assaulted that day'

Mr Mahlangu 'They will deny it, they will never admit it'

Mr Jack Nkadinge, who is not a plaintiff, told the Court he saw a fellow worker, Mr Paul Makena, being assaulted by a policeman in uniform who hit him with a baton

Cross-examined by Mr Kirchner, he said he could not explain why the police would assault 40 other strikers and not him

The hearing continues

Helpers needed

Whew, when it's this hot, it's time to rest

DURBAN'S macadam surfaces get very warm in these hot summer months — so hot they even blister the hardened feet of a ricksha puller. A Mercury photographer found this one yesterday taking time off to have a look at his 'wounds'.

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...your bank

very respect part of the — but its roots go deep into tradition — giving Boland Bank the love of our people and their good old-fashioned hospitality for which South Boland Bank is the country's family finance.

the bank for you

ER firm hit by work stoppage

Labour Reporter

ABOUT 200 workers at Unilever's Boksburg plant — also known as Lever Brothers — staged a brief strike yesterday, apparently in protest at the dismissal of some of their colleagues

The workers returned to work after talks between management and the Food, Beverage and Allied Workers' Union — affiliated to the Council of Unions of SA — which Unilever recognises

The dispute will now be resolved in terms of a dispute procedure agreed between Unilever and the union, a company statement said yesterday

The union's general secretary, Mr Skakes Sikhakhane, could not be contacted for comment yesterday

The statement said the stoppage had occurred in the road delivery department at the plant yesterday morning

"The FBWU has not officially informed management

of the reasons, but we anticipate that it has to do with recent dismissals involving people against whom criminal charges are now pending," Unilever said

The workers had returned to their posts after lunch after talks between site management and the union, it added

"In terms of last year's agreement with the union, the dispute procedure is in progress," the statement added

ROM 26/2/82

152 183 143

~~USA~~ ~~USA~~ ~~USA~~ ~~USA~~ ~~USA~~ ~~USA~~ 189

Independent unions invited to pay talks

By STEVEN FRIEDMAN
Labour Reporter

IN AN unprecedented move, unregistered unions are to be invited to take part in this year's annual industrial council wage negotiations in the giant metal industries

And registered unions in the industry have come up with a surprise demand — that legal minimum wages be raised to R2 an hour within a year — almost double the present minimum

The metal council is the biggest in the country, determining minimum pay and conditions for nearly half-a-million workers

Both moves come in the wake of attacks on the industrial council system by emerging black and non-racial unions

The Steel and Engineering Industries Federation (Seifsa), which strongly supports the metal council, has initiated talks with emerging unions on the council system and other issues

Although most of these unions are unlikely to take up the wage talks offer, the unregistered Black Allied Workers' Union has already taken part in a union caucus to draw up wage demands for the negotiations

Unregistered unions may not take part officially in council bargaining, but the metal council — which comprises regis-

tered unions and Seifsa — has invited them to take part informally

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said yesterday that unions on the council had invited all unions in the industry to take part in their caucus meeting to formulate wage demands

Unions such as the General Workers' Union and Fosatu's Metal and Allied Workers' Union had not taken up the offer, but BAWU had

Mr Ike van der Watt of the Boilermakers Society added that the industrial council had then agreed to invite all unions to take part in the negotiations, scheduled for March 9

This was confirmed by Seifsa's director, Mr Sam van Coller

Mr Nicholson disclosed the unions were demanding a minimum wage of R1,75, rising every three months until it reached R2 within the year. Unions were also asking for a 20% rise in the minimum for the highest-paid workers. The present minimum is R1,13

The demand for a R2 minimum was voiced in several strikes last year and adopted as a target by Fosatu

But both unionists denied this was the reason for the demand. "It was simply the decision of unions at the caucus," Mr Van der Watt said

Both said they expected employers to strongly resist the demand, citing the downturn in the economy

24 000	24 000	Debtor (Insurance Company)	Income from Life Policy	being accrual of proceeds receivable	Jan 2:
300	300	Bank	Insurance Expense	04, Jan 1:	
				Years 02 and 03 - same as 01	
300	300	Income Statement	Insurance Expense	being closing entry	Dec 31:
300	300	Bank	Insurance Expense	01, Jan 1:	
				being payment of premium	
					(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

Chairman denies takeover talk

Group Five lifts earnings 41% ^{26/2/82} ¹⁸⁹ _{ROM}

By DAVID CARTE

AMID rumours of an impending takeover bid, Group Five Engineering has reported a 41% earnings and 39% dividend increase in the year to December.

Lower tax and buoyant construction pushed earnings to 82,2c (58,4c) and a final dividend of 16c has been declared, making 25c (18c) for the year.

At the interim, earnings were 33% ahead and the board said the target of 20% earnings growth would be exceeded.

Second-half acceleration was in spite of heavy research and development costs in an industrial company and heavy start-up costs on some big long-term contracts.

Now with order books "healthy" the chairman, Mr Frank Law, describes prospects for 1982 as "good".

But with the gold price down and Government prone to use the construction industry as a balancing mechanism in the economy, he believes 1983 and 1984 will be "difficult".

Notwithstanding higher interest costs, operating profit was 16% better at R8 611 000. Thanks to assessed losses and investment and training allowances as well as the add-back of deferred tax shielded by tax losses, the tax rate dropped to 13% (21,9%).

Mr Law expects the tax rate to rise again this year. The minority share of profits fell to R55 000 (R544 000), leaving taxed attributable profit 41% ahead at R7 551 000.

The directors say the construction division benefited from buoyant conditions in the industry although a number of large contracts were only at the start-up stage.

Mr Law said the group had adopted a more selective approach to new work, holding down turnover to a slight rise on 1980 and concentrating on productivity.

Return on shareholders' funds, he said, was 25,8% (22%). With cash on hand of R11 700 000, the group was liquid and gearing at the yearend was only 38%.

The industrial division was set back by a heavier interest burden and large amounts spent on research and development which was written off in the second half of the year.

New acquisitions, D Reynolds and Reliable Production, contributed from March. Their actual contribution is

not disclosed in the preliminary report, but at the interim the directors estimated they would contribute 5c a share but not affect net asset value.

Mr Law said he did not think the market had wind of these results before they were published.

He said volume in Group Five shares in recent months had not been particularly heavy.

"We are used to 4% of the shares trading in any particular month and recent trading has not exceed this significantly."

He attributed the recent strength in the share price to rumours of an impending takeover.

He and Mr M T Ridley, managing director of LTA, described a report in a magazine that LTA was to take over Group Five as "nonsense". A weekend newspaper had speculated that Liberty might increase its holding.

Mr Law said the directors and staff held a solid block of 25% of Group Five's shares.

The next biggest holders were a number of institutions, so Group Five was vulnerable to a takeover bid.

"But anyone who tried to take over a construction group without talking to the staff would be mad and we are not talking with anyone."

This is not the first time the company's share price has moved decisively ahead of an announcement. In 1979, before earnings took a dramatic dive after losses on Botswana road contracts, the price plummeted.

The JSE discovered "transactions which may constitute a breach of Section 233 of the Companies Act" and referred the matter to the Registrar of Companies, who found "no cause for action".

COMMENT: At 265c, the share is 3,1 times earnings and offers a historical dividend yield of 9,4%. I recently estimated that Grmaker was on 4,1 times prospective earnings and D&H is on 8 times historical earnings, so relative to the others Group Five is not exactly expensive.

Bank	04, Jan 1: Insurance Expense
Years 02 and 03 - same as 01	
Income Statement	Dec 31:
Insurance Expense	being closing entry
Bank	01, Jan 1: Insurance Expense
Premiums Treated as Business Expense	being payment of premium

ACCOUNTING

SOLUTION TO: GL5

Business and Shipping

SA missed boat in getting cheap steel from shipbreaking

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E. Post 26/2/82

THERE has been a substantial increase in the price of steel in South Africa in the past year, but if a shipbreaking industry had been encouraged here, formidable supplies of high-grade steel in the form of redundant tankers would have been obtainable cheaply

Pakistan, Spain and Taiwan are seeing the virtue in this tanker-scraping business and the industries of these countries are being filtered with recycled steel from ships

The tankers which are going to breakers are not run-down, dilapidated ships

Their demise has been dictated solely by the state of the oil market, and among the 41 ships which were dismantled in 1981 some were less than 10 years old, and one had recently undergone a special survey and been fitted with sophisticated modern degassing plant.

Because of the cost of introducing the new plant required in terms of a ruling by the Inter-Governmental Maritime Consultative Organisation, many more ships — perhaps 70 — will be scrapped in the next few months.

The marine engineering industry in South Africa is congratulating itself on its no-go poise 10 years ago when euphoria over the potential repair business inherent in so many giant ships using the oil route round Africa could have led to enormous expense for building drydocks

SHIPPING

By George Young

But despite a French feasibility study about building a complex in Malagasy, another scheme for Mombasa, and the Verolme plan for Saldanha Bay, the long-established complexes at Durban and Cape Town showed no interest

Their attitude has been vindicated, since the era of the super-tanker is fast passing, there has not been a major tanker repair in a South African terminal for nearly a year, and a major construction project would have been a disaster

Neither the French nor Verolme went ahead with their schemes, and costly

structures in Lisbon and the Persian Gulf seek additional work

The Dutch recently publicised their anti-South African stance by refusing to allow Dutch flag tankers to bring cargoes to South Africa

But nobody can remember when last a Dutch tanker did come in with cargo, although damaged tankers came in for repair at short notice

The Republic has never been dependent on oil deliveries by the Dutch

The biggest tankers are now going cheap. Scrappers get them for R115 a ton, and the scrapping mass of a VLCC is normally about 31 000 tons.

An idea of how cheap these tankers are is borne out by the fact that a tanker

which cost R36 million to build 10 years ago was worth R15 million a year ago, and today is going begging for nearly R4 million

What an introduction for the scrap market!

The French did not know what to do with the 12-year-old tanker Jade, employed carrying parcels of oil totalling 250 000 tons each trip round the Cape

They built her for R37 million, and recently Greeks bought her for R3,50 million

Some big tankers are in course of construction, but these are essential replacements for superannuating ships

The rate of corrosion in an oil tanker is faster than in a conventional cargo ship

Some days you just can't

Brandon he would like to work with the choirs again and he will have the opportunity to conduct the Honeggar work after completing a season with the SABC Symphony Orchestra in Johannesburg

Mrs Brandon says of the composer 'Honeggar is a name not immediately recognised here, but mention Pacific 2000 or The Steel Works and most people can recall the tremendous orchestral descriptions in sound of the famous American transcontinental express train and the foundry'

Big response

She describes the music for King David as 'a mixture of contemporary, impressionist and romantic with even a few bars of a Bach-type chorale woven into the structure'

There has been a big response from singers who are well into rehearsal for the presentation and according to Mrs Brandon are thoroughly enjoying the challenge of a new work.

The performance will be on Sunday July 4 at 3 pm

Mercury Order on Durban company extended

189

Court Reporter

A SUPREME Court rule, calling on a Durban factory to show cause why the company should not be interdicted and restrained from dismissing workers because they had joined a recognised trade union, was extended until March 5 when the matter came before a Judge yesterday

The application by the Metal and Allied Workers' Union, as first applicant, and 90 employees of Hendock (Pty) Ltd, all of whom were members of the trade union, followed a dispute between the union's local organiser, Miss Mary Ann Cullinan, and the company's managing director, Mr H S J de Kok.

Mercury

In papers before Mr Justice Kumleben Miss Cullinan said Hendocks manufactured screws and metal chairs at 270 Paisley Road, Durban. The company employed about 120 workers of whom more than 80 percent had become members of the trade union by December 1981

In accordance with the union's policy, she wrote to Mr de Kok requesting a meeting to ascertain the company's attitude to recognising the union as representative of its workers

On Wednesday, February 10 she spoke on the telephone to Mr de Kok. She told him that certain provisions of the Industrial Conciliation Agreement governing employment conditions in his factory were not being adhered to and that such transgression of the law was of direct interest to the union

He had replied that he did not care if he were breaking the law and he would not have the union involved in employment relations in his factory

Incented

About 5 30 pm that day she attended a meeting with factory members where she was informed that Mr de Kok intended dismissing workers who were union members

In an answering affidavit, Mr de Kok said throughout the telephone conversation with Miss Cullinan she adopted an aggressive attitude and virtually demanded to be

allowed access to the factory to 'organise the workers'

He was incensed by her attitude, particularly as there had been a recent complaint to the industrial council which had held a full inspection of the factory premises and found no breach of the agreement or any transgression of law.

Mr de Kok also denied that he intended dismissing any employee for being a union member. He said that when the urgent application was taken to court late on February 11, all his employees were already paid and not a single one had been dismissed

In reply to Mr de Kok's affidavit, Miss Cullinan said from the tenor of his response to her telephone call she got the impression that he was not aware of the recent labour legislation reforms following the Wiehahn Commission report and that he thought that the union was not a lawful organisation

She admitted that he was incensed but submitted that his attitude was due more to his hostility to the trade union than to anything she had said to him

NEW YORK—Karen Rogers guides Hilaris to victory in the first race at Aqueduct even though the horse had broken a bone in his right foreleg and had begun stumbling. Hilaris suffered his injury about 20 m from the finish, but won by a nose. He had to be destroyed after the race

Mercury Agreement between and sug

Mercury Reporter A RECOGNITION agreement has been reached between the C G Smith Noodsberg sugar mill and the Sweet, Food and Allied Workers' Union

Merley and Cliff's music falls foul of the censors

Mercury Reporter THE censors yesterday placed a broadcast and distribution ban on two of South Africa's best-selling reggae music long-players — Survival by Bob Merley and the Wailers, and Jimmy Cliff's Give the People What They Want

Both titles are included in the latest list issued by the Directorate of Publications in Cape Town. Survival, described by record retailers yesterday as 'an evergreen' has been on sale for more than two years, while Give

the People What They Want was first released in this country about three months ago

When asked why action had not been taken against these records at the time of their release, a spokesman said that 'the Directorate does not conduct pre censorship, but acts on complaints it receives. In the case of these two records it was recent police complaints that initiated our investigations'

He added that it was not necessary for people who

already own the records to delete them from their private libraries, but that they should not broadcast them or play them to a large gathering of people or a crowd

'It would be in order for them to play the records to a couple of people in their homes,' he said

A poster, Dr Neil Aggett — Unite, Mobilise, Avenge His Death, by the Medu Art Ensemble also was declared undesirable by the Directorate of Publications yesterday

City Council chided over electricity

Municipal Reporter IN THE light of Government restrictions on local authority spending, Durban City Councillor Clarence Cheek wants the council to leave the renovation of the old station to private enterprise and concentrate on providing an adequate electricity supply to the city

Says Mr Cheek 'After year we fail to vote a big enough amount for the Electricity Department, yet there is an annual 3 percent population growth in

the city and if we don't continue to make adequate provision for a rapidly increasing undertaking, it could have serious repercussions in the future

'This is an undertaking that any responsible local authority would make adequate capital financial provision for, bearing in mind that this is one that grows with the city. And if the standards were reached where we could not meet our commitments the Electricity Commission would come down on us in terms of the Electricity Supply Act'

Vertical text on the left margin: A, iller, War, id, ide a, ster, 12,50, S, VISA, K, 37,942, shows, 764 5, 4 00pm, 11,9561, times, B, Friend, 21, 79, (All Ages), 205, Drama, (12-18), Love Drama, (12-21), All Ages, 1196, (All Ages), Per Session, Sessions, (Films end Sat), ctacular Drama, (12-14), ight, ers Drama, (All Ages), AIC PMB, 26472, 4pm, 1pm, 4pm

2 CRIEFF PLACE, ADDINGTON Past Hospital & South Beach Roads. Open 7 days a week. HOME-MADE PIES & PASTRIES DAILY. VARIETY OF STEAK & CHICKEN DISHES. DELICIOUS FISH & CHIPS. BEEF CURRY & RICE. HAMBURGERS. SANDWICHES TOASTED/PLAIN. VARIOUS OTHER DISHES. ROAST ON SUNDAY TIL 6 pm

DURBAN DRIVE IN. R3,00 Per Car. Phone 37000. 6 50 Peter Falk, Warren Oates in 'THE BRINK'S JOB'. No Age Restrictions. 9 20 Jack Nicholson, Jessica Lange in 'THE POSTMAN ALWAYS RINGS TWICE'. No Persons 2 18.

DURBAN DRIVE IN. 6 50 CALIFORNIA DOLLS Peter Falk. 9 10 PATERNITY Burt Reynolds (No 2-14)

DURBAN DRIVE IN. TONIGHT AT 7 pm ENTER THE NINJA (No 2-14) Franco Nero, Susan George, Karate. 2nd SHOW! THE MAN WITH BOGART'S FACE Robert Sacchi, Olivia Hussey

WEST ST 37 9320 STATES (No 2 18) 2pm 8pm, 5.15pm 8.15pm, 11.2pm 5.45pm, 8.45pm. Suspense Thriller. Hurt Blair Brown

METRO 2 WEST ST 37 9291 PRINCE OF THE CITY (No 2 18) Mon Thurs 2.15pm 8.15pm, Fri 2.15pm 5.30pm 8.30pm, Sat 10am 2.15pm, 6pm 9pm. Detective Thriller. Treat Williams

Metro West Street, Oscar Alwal Street 9 30 a.m. - 12 noon, 1 30 p.m. - 4 30 p.m. Sat 9 30 a.m. - 12 noon. bookings 31-9561, 32-2611 or 32-2644

Scrapping industry for Durban?

Mercury
7/3/82
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THE end has come for the Greek freighter Araxos which in the past four years has been surrounded by much uncertainty, but her demise could herald the launching of a new ship-scrapping industry for Durban..

As the centre of a legal tangle for three years in Port Elizabeth she drew further attention when a fire mysteriously broke out on board. Then she was bought, as the basis of what her owners hoped would be a new shipping line, only to be resold several months later.

Finally there was nothing for her but to be scrapped and now only the double bottom of her hull remains — a forlorn form settled in the mud.

It has taken about four months for Ferrous Metal of Mobeni to cut up the ship down to the double bottom and that too is about to be carted away.

Accounting

After that it will take a few weeks for Ferrous Metals to do its accounting and decide whether the job has been worthwhile, and, more important, whether or not it will seriously contemplate setting up a ship scrapping industry in Durban.

In spite of the very strong possibility that the whole operation was a financial failure, the managing director of the metal works, Mr Jack Rozentvaig, enjoys the personal satisfaction of a job well done.

'I'm satisfied that we could handle such a large ship without anything going wrong. It was a hazardous job, especially if you don't have dry dock facilities,' he said.

He also expressed his pleasure at having created several new jobs and said the workers would be absorbed into his company full-time.

He said he would look at the feasibility of a scrapping industry, based on his experience in cutting up the Nimbros three years ago, the Araxos and what he has seen in Taiwan.

If he comes to the conclusion that ship scrapping would benefit his company and Durban he will try convince the local chamber of industries of the worth of the enterprise and, through them, try to persuade the Government and harbour authorities to grant concessions and subsidies.

In Taiwan, he said, scrapping could be done cheaply because of the use of permanent sites and cranes. The lifting gear they used were derricks removed from ships and were far cheaper to operate than the hired cranes he had been using.

Raises would go to booze

By WILLIE BOKALA
A CLEVELAND steel firm is underpaying its employees because its owner, Mr Alf Lewis, says they would waste money on liquor and dagga if he paid them more.
Mr Lewis confirmed the underpayment to

The workers said they were not allowed tea-time by the owner, and Machinery, had complained that they were being underpaid and that some of them were still earning R50 a week after working for the firm for more than sixteen years

Some of their complaints included being kicked when they complained, new employees were not being registered, those injured were being fired, and that workers were fired daily and new employees taken on to replace them

Mr Lewis said it was true that he was paying his employees R50 and others R60 a week. He added that "these guys are lazy".
"You see, I pay them little money because they waste it on liquor and dagga," he said.

Asked why he did not want to buy a fork-lift to carry heavy objects, he said it would make matters worse in his firm.
"If I buy one, or even two, fork-lifts then I will be forced to fire half of my staff because there won't be any job for them to do

"You see, these boys are very lazy I had to hire three more guys today from the street, but unfortunately I can't register them because they are from Transkei and Kwa-Zulu."

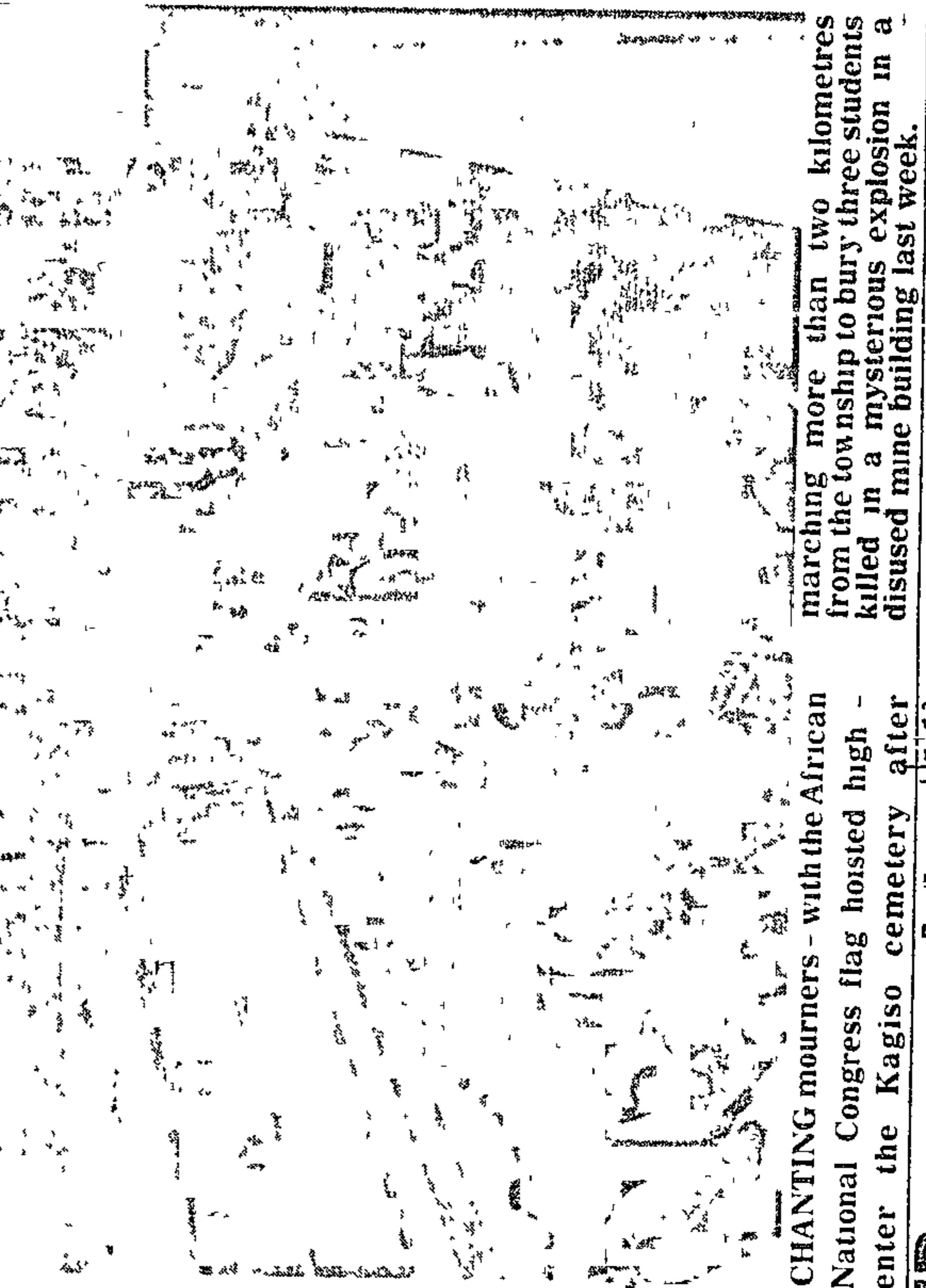
Hike in fares in 'heaven'

By NORMAN NGALE
SEVEN affidavits of objection to the Putco fare increases in the Witwatersrand area have been handed to the national transport commission

The affidavits represented the feelings of the 21 members of the Commuters Watchdog of South Africa (Commwasa) who had won a Supreme Court ruling setting aside Putco fare increases in the area until their case was heard

Mrs Sally Motlana president of the Black Housewives' League, stated in her affidavits that an increase in bus fares would come as a heavy blow to the Soweto community

Thousands mourn students



CHANTING mourners - with the African National Congress flag hoisted high - enter the Kagiso cemetery after marching more than two kilometres from the township to bury three students killed in a mysterious explosion in a disused mine building last week.

Gatsha was a good watchdog

ASSEMBLY - The South African Police had apologised to the Chief Minister of KwaZulu, Chief Gatsha Buthelezi, for the naming after him of a watchdog kept at the Ingwavuma police camp, the Minister of Police, Mr Louis le Grange, said last week

Replying to a question by Mr Ray Swart (PFP Berea) Mr Le Grange said the SA Police had received a complaint from the Chief Minister about the name of a dog owned by the police at Ingwavuma

The Chief Minister registered a strong protest and asserted that he regarded it as an insult not only to himself but to the entire Zulu nation and black people in general

The matter was immediately investi-

gated and the following facts emerged

The dog in question came to the police camp in November 1981 in a state of starvation and was immediately adopted, and cared for by the men stationed there at the time

It soon developed into an alert and fearless watchdog and was perhaps for this reason named after the Chief Minister

The dog did not belong to any specific policeman and as the members at this camp are changed at regular intervals it could not be ascertained with whom the name originated

Mr Le Grange added that the dog had since been destroyed to avoid further possible unpleasantness

Sapa

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BEW... (A) ...

UNIONS REJECT INVITATION

The unprecedented invitation to unregistered trade unions to attend the annual wage talks in the metal industries has been rejected.

Unregistered unions, and registered unions outside the industrial council, have been offered observer status at the industrial council talks on March 9. Established unions party to the council have also agreed to bring them into the union caucus during the talks.

But two key unregistered unions in the metal industries — the SA Allied Workers' Union and the General Workers' Union — said they would not attend.

A GWU spokesman said it "had reservations about the industrial coun-

2 key unions reject talks

Star 1/3/82
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cil's structure" and would not join the same caucus as Trade Union Council of SA affiliates.

"Tucsa has been consistently hostile to the independent unions," she said. "We are particularly concerned about its stance on Neil Aggett's death."

Two major Fosatu affiliates — the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union — have also refused.

In a letter to the

industrial council, the unions say they will not attend as "observers." Since talks on the industrial council's future structure are planned with the metal industries' employer body, Sefisa, their attendance would serve no purpose.

They also "cannot allow" the union caucus to speak for them, as "serious allegations" against certain caucus members are pending at the International Metalworkers' Federation.

The only union to accept the invitation is the unregistered Black Allied Workers' Union — but its spokesman said it wants more than observer status.

"If we can't take part as full members, we could decide to go home," he said.

Machine tool industry fights to survive

Reds dump SA

77# 189

By Madden Cole
IRON curtain countries are dumping machine tool products on the SA market causing untold damage to local manufacturers.

The result is that the local industry is finding itself in a virtual no-win situation both on the home and export markets

"What we are faced with now is competition against European manufacturers who are fighting for survival and prepared to accept any price just to stay in business on the one hand, and the state owned Communist industry which does not have to make a profit," Elga Engineering's MD G Rothel said

"And to make matters worse, the local machine tool industry does not receive anything like the generous export incentives enjoyed by some foreign countries

"We are really in an embattled position and are being squeezed from two sides "

The dumping of machine tools especially by Communist bloc countries at ridiculous prices has forced production cuts by local manufacturers which in turn has increased unit costs

"The result is that we are unable to be as competitive on the export market even if we sell our products at marginal cost

And to compound matters SA exporters who received little government incentives have to compete on foreign markets against countries which received up to three years interest free credit facilities

The local exporter finds it difficult to be competitive. Not only has he to wait six months for his money, but he has to finance the deal as well "

SA too is one of the few countries which stick to GATT policies, a practice which has dealt another blow to exporters

"Manufacturers in other countries enjoy better protection by way of tariffs than South Africans

That means that they can export to SA with relative ease and compete on the local market whereas our manufacturers have tariff barriers to contend with

Another severe problem affecting the market is the large quantity of second-hand machine tools finding their way in to the country, especially from the United Kingdom

Many of these tools are practically new and further depress the market

"These practices are causing us a great deal of harm and it has become a matter of great concern

If these conditions, which can be described as near chaotic, are allowed to continue indefinitely, local exporters will suffer irreparable damage, Rothel said

Stock control 'vital'

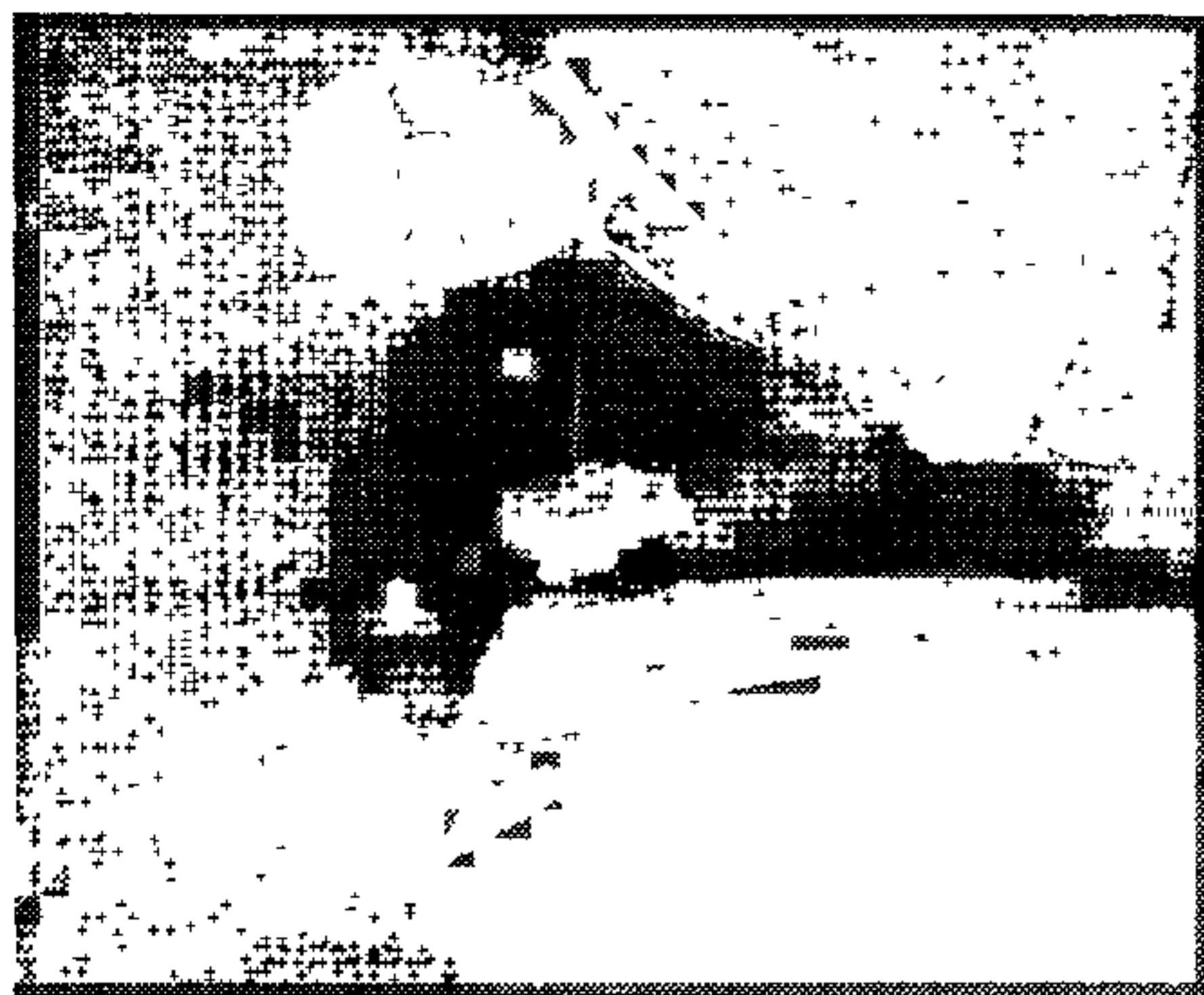
THE failure of the majority of SA companies to introduce sophisticated stock control systems is having a detrimental effect on the economy as a whole

This is one of the findings of a study undertaken by the P E Consulting Group

The study included a representative sample of companies, mainly in the manufacturing sector where inefficient inventory controls have a serious effect on corporate profitability

The report says "It is unfortunately true that stock control and materials requirement planning is too frequently seen as of minor importance to the success of the organisation. As a result junior unskilled personnel are often put in charge "

The report points out that US economists are now convinced that the brevity of the 1980 recession in their country was almost entirely due to the unusually stable behaviour of inventories



South African Breweries' group managing director Dick Goss (left) hands the keys for a new mobile X-ray unit to Dr Athol McPhail, chairman of the SA National Tuberculosis Association. The unit was donated by the SAB Community Trust to aid SANTA in combatting TB among workers on the Reef.

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 EAWU
 to attend
 Star 2/3/82
 wage talks

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In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to unregistered unions to attend the 1982 wage talks for the metal industries

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nkabonde

EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 9

Two key unregistered unions the SA Allied Workers' Union and the General Workers' Union have refused

Registered unions outside the industrial council have also been invited

Metalmen on strike as pay talks loom

By STEVEN FRIEDMAN

WORKERS at two Wadeville metal plants have struck, demanding R1-an-hour increases — only a week before the metal industries' annual pay negotiations, in which registered unions are to ask for sharp increases for lower-paid workers.

And, in Krugersdorp yesterday, workers at SA Abattoir Corporation downed tools in protest at the dismissal of union shop stewards, according to the Food, Beverage and Allied Workers' Union.

Mr Shakes Sikhakhane, general secretary of the union — affiliated to the Council of Unions of SA — said the FBWU had approached the corporation for recognition.

"They said we were not registered for their area and that they were therefore not prepared to recognise us. On Friday, they fired a shop steward and today they sacked another one. Workers then took spontaneous action."

Mr Sikhakhane said the union had about 200 members at the plant. Company spokesmen were not available for comment.

In Wadeville, workers went on strike yesterday at McKechnie Brothers, and at Hawker Siddeley a strike that began on Friday was settled yesterday.

A spokesman for Fosati's Metal and Allied Workers' Union said the McKechnie workers were demanding a R1-an-hour rise. The company employs about 100 black workers.

Present minimum wages in the metal industries are R1,13 an hour. At next week's pay talks at the metal industrial council, registered unions are to ask that the rate be raised to R2 an hour within a year.

A McKechnie spokesman said yesterday that workers had not yet raised demands.

He said management had asked workers to return today and elect spokesmen to negotiate.

At Hawker Siddeley, a strike by about 150 workers was settled after MAWU intervened, a union spokesman said.

He said workers had struck on Friday in protest at the dismissal of a colleague and in support of a demand for a R1-an-hour increase.

After discussions between MAWU and management, the company had agreed to discuss worker grievances with the union and the workers agreed to return pending discussions, the union spokesman said.

A Hawker Siddeley spokesman confirmed the strike had been settled.

the accumulation of profit; the accumulation of profit through the mining of gold on the Rand was critically dependent on the ultra-minimisation of labour costs; the resolution of this problem was made possible by the ultra-exploitation of non-white labour in the system of production established by white property owners in South Africa, a system of production which included a racially discriminatory system of class domination and forced labour, which served to secure the extreme powerlessness of non-whites generally and of non-white workers in particular, and thus to permit the ultra-exploitation of non-white labour; the profitability of the mining companies came to be secured through the operation of various specific forms of racial discrimination, which served to secure and maintain the ultra-exploitation and ultra-exploitation of non-white labour. For the mining companies, therefore, racial discrimination served as a means of securing profit.

Measures of racial discrimination serving to secure class interests and to resolve class problems will be referred to in this study as 'class colour bars'. The class colour bars of the mining companies were those measures of racial discrimination through which the companies secured the ultra-exploitation and ultra-exploitation of non-white labour. These will be referred to as the 'exploitation colour bars'. The exploitation colour bars essentially comprised the contract system, the pass system, the compound system, and the wage minimisation system.

The exploitation colour bars included but were not synonymous with the system of forced labour. The latter chiefly comprised the contract system, the pass system and the compound system (while also including such discriminatory measures as the discriminatory political franchise and system of government), which served to secure and maintain the ultra-exploitation of non-white labour. But the exploitation colour bars also included the discriminatory system of wage minimisation which, through the ultra-minimisation of time rates, and of piece rates (the maximum average system), and the loafer ticket system of unpaid and extra-contractual labour, served to secure the ultra-exploitation of non-white labour.

The involvement of the mining companies in racial discrimination was partly an involvement in exploitation colour bars already in operation, already instituted by property owners in South Africa - such as the contract system, the pass system and the compound system. And it was partly an adaptation and extension of this discrimination to meet their own specific interests - in such forms as the institution of minimum long term contracts, the

consolidation and large-scale implementation of the compound system, and the system of wage minimisation.

It may be noted in passing that the term 'colour bar' has not usually been used in relation to the exploitation of labour. The tendency, in the study of the socio-economic aspects of race relations in South Africa and elsewhere, has been for the term to refer merely to one particular type of racial discrimination - discrimination in access to employment. The 'colour bar' has usually

25000 ON STRIKE

By SELLO RABOIHATA

MORE than 2 500 workers are on strike at four companies in Wadeville, Germiston, one of the biggest industrial areas in the Last Rand

More than 1 000 employees at Mckechnie Brothers downed tools on Monday demanding a R1 per hour raise. Yesterday morning, according to a worker representative, the demand was increased to R2 per hour.

The spokesman said the workers have decided not to go back to work until their demands are met. But management yesterday told the workers to return to work by 3pm today or they would be fired. The company would start recruiting new labour tomorrow if the workers ignored the ultimatum, he said.

An employee at Mckechnie Brothers said the workers had no union. The company is a leading manufacturer of copper, brass and bronze goods.

Comment from company officials was unobtainable as they were in a meeting with worker representatives.

When The SOWETAN team arrived at the company's premises yesterday a large number of workers were standing near the entrance trying to stop delivery vans from entering.

About 500 workers at Chubb Fire Security are on strike in the same area - about a kilo-

metre away from Mckechnie Brothers - also in demand for higher wages. Workers yesterday said they could not comment at present as they are to hold a meeting today to discuss their grievances and to list their demands.

An undisclosed number of workers are also on strike at Power Steel three blocks away from the other two. Workers had already dispersed by the time reporters arrived and worker representatives were said to be holding talks with management.

Meanwhile workers at Hawker Siddeley Africa have gone back to work while management and the union MAWU hold negotiations. Workers downed tools on Friday morning demanding the reinstatement of two of their five colleagues and a R1 per hour raise.

ment, in view of the very poor grade of the ore), as it was their apparent continuity and the fact that they could be worked efficiently by cheap native labour.' (102) The Chamber did not tire of emphasising that: 'There is no factor in the industrial fabric of the mines of greater importance than the native labour supply.' (103) 'Without the native', the 'South African Mining Journal' observed, 'the Witwatersrand gold mining industry would not exist, or, if it did exist, then only on a very small scale.'

Strike wave over metal pay demands

By STEVEN FRIEDMAN
Labour Reporter,

A WAVE of labour unrest has hit the Wadeville industrial area near Germiston, with at least four plants strike-hit and employers reporting tension in at least three others.

All the factories affected are in the metal industry and workers at all but one are demanding a R2-an-hour minimum wage. The strike at Transvaal Malleable Foundries was sparked by the dismissal of two workers.

Annual metal industrial council wage negotiations are due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legal minimum pay be raised to R2 an hour within a year.

The present minimum is R1,13.

Besides the four strikes — a fifth was settled earlier this week — employers reported many of their competitors feared unrest after workers

had approached them with pay demands.

"I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble," a management source said.

Employers charged yesterday the unrest was a "co-ordinated campaign" by Fosatu's Metal and Allied Workers' Union, which has been organising workers in the area.

"They are either trying to influence the negotiations or are flexing muscles," one said. Another claimed workers "seem to be concentrating on multinational companies".

But a MAWU spokesman denied this. "We had nothing to do with it — it's the workers who have decided to take action. One day we might decide to call our members out, but we haven't done it this time," he said.

Factories hit by strikes are McKechnie Brothers, which employs more than 1 000 workers, TMF, Chubb Lock and Safe, and a plant identified by workers as Sharp.

At McKechnie hit by a three-day strike, workers are expected to return today, after talks between management and worker representatives at which the company agreed to negotiate on demands if workers returned.

"We are hopeful they will be back today," a company spokesman said.

At Chubb, a spokesman said the strike was still in progress. TMF refused to comment "at all".

A Mail Reporter writes that about 1 000 strikers gathered yesterday in a field near Natalsspruit for a union meeting, where they voiced demands later put to management by MAWU officials.

The clothing industry has also been hit by a strike wave shortly before annual industrial council negotiations. Another two stoppages were reported yesterday, bringing the total over the past few weeks to nine.

A strike at Dunlop in Benoni was settled this week.

Management at another Wadeville plant, Power Steel, yesterday denied Press reports of a strike.

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Jan 2

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Years 02 and 03 - same as 01

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Income Statement
Insurance Expense
being closing entry

Dec 31:

Bank
Insurance Expense
being payment of premium

01, Jan 1:

(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

Sowetan
4/3/82

200 (K2)
(129) (129)
DOWN (129)

tools

By SETHO
RABOHHATA

MORE than 200 workers downed tools at Hawker Siddeley Africa in Wadeville on Friday morning demanding the reinstatement of two of their fired colleagues, a Metal and Allied Workers Union spokesman said yesterday.

According to the spokesman, most of the workers are Mawu members. He said that after the dismissal of the two workers, the others had contacted management and asked for the reinstatement of their colleagues and also demanded an increase of R1 per hour.

Worker representatives then met with management to discuss the demands but a stalemate was reached with management refusing to meet the demands. The workers have decided not to go back to work until their demands are met.

COMMENT

Mawu officials were then called in to help settle the matter between workers and management and by late yesterday they had gone back to work while negotiations went on.

The receptionist at Hawker Siddeley Africa said the company had no comment on the matter.

Meanwhile Mzika-vise Fdom reports that about 300 workers at Dunlop Industrial Products in Benoni struck yesterday morning demanding higher wages.

A Mr Mackay, manager of the firm, said yesterday when interviewed by **The SOWETAN** "I have no comment to make bye bye." He then replaced the receiver.

360 workers fired by East Rand factory

~~152~~
189
~~190~~

By Drew Forrest

Labour unrest in Wadeville on the East Rand intensified yesterday as workers at two more metal factories Hubco Metal Industries and Transvaal Malleable Foundries — went on strike

At TMF about 360 workers — mainly members of Fosatu's Metal and Allied Workers Union (Mawu) — were fired after striking in protest against the dismissal of two colleagues

They were fired after failing to meet a 9 am return to work deadline

According to Mawu officials who met management yesterday they will be "selectively re employed"

At Hubco — an Abercom subsidiary — about 180 workers returned to work this morning after yesterday's strike in support of a demand for a R1 hourly wage increase

An elected workers' committee is negotiating with management

The three-day strike by 1100 workers at an other Wadeville metal

factory, McKechmie Brothers, seemed on the point of ending today

Workers agreed yesterday to go back, on condition that management held negotiations on their R2 an hour minimum wage demand.

The company's managing director, Mr Peter Murrough, said that in the event of a return to work discussions would begin immediately with a workers' committee and Mawu officials

He emphasised the company had offered to hear workers' grievances and had not committed itself to wage bargaining

The Chubb Lock and Safe Company, also in Wadeville, was at a standstill for the second day yesterday as its 240 black workers continued their strike over pay

Few of the workers — who are apparently demanding a R2 minimum wage — are Mawu members

The union is not involved in negotiating with management

Cape Times 4/3/82

Pay sparks strikes by metal men

Own Correspondent

JOHANNESBURG — A wave of labour unrest has hit Wadeville near Germiston, with at least four plants on strike and employers reporting tension at at least three others.

All the factories affected are in the metal industries and at all but one workers are demanding a R2-an-hour minimum wage. At the other Transvaal Malleable Foundries, the strike was sparked by the dismissal of two workers.

Negotiations

Annual Industrial Council wage negotiations in the metal industries are due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legally binding minimum pay be raised to R2 an hour within a year. The present minimum is R1 13.

Besides the four strikes — a fifth was settled this week — employers reported that many of their competitors feared unrest after their workers had approached them with pay demands.

I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble," a management source said.

Employers yesterday charged that the unrest was a co-ordinated campaign by Fosatus Metal and Allied Workers Union, which has been organizing workers in the area.

But a MAWU spokes-

man denied this. We had nothing to do with it — it's the workers who have decided to take action. One day we might decide to call our members out but we haven't done it this time, he said.

Factories hit by strikes are McKechnie Brothers, which employs more than 1 000 workers. TMF Chubb Lock and Safe and a plant identified by workers as Sharp.

At McKechnie which has been hit by a three day strike, workers are expected to return today after talks between management and worker representatives at which the company agreed to negotiate on workers demands if they returned.

We are hopeful they will be back today, a company spokesman said.

At Chubb a spokesman said the strike was still in progress and TMF refused to comment "at all".

About 1 000 strikers gathered yesterday at a field near Natalpruit for a union meeting where they voiced demands which were later put to management by MAWU officials.

Feelings high

Feelings ran high and one worker said "We are bargaining from a position of strength".

The clothing industry has also been hit by a wave of strikes shortly before annual Industrial Council negotiations. Another two were reported yesterday bringing the total over the past few weeks to nine.

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150 x 200 cms R15,25 each

BABY BLANKETS

Courtelle. 90 x 125 cms

LEMON ONLY R5,75 each

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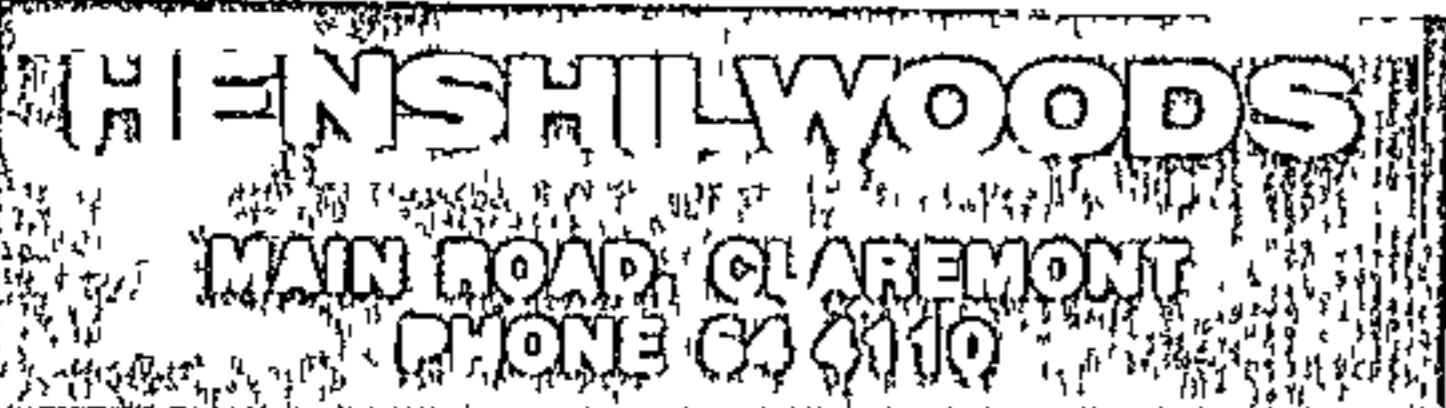
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CHOPSUEY INN

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Smith's caucus meets

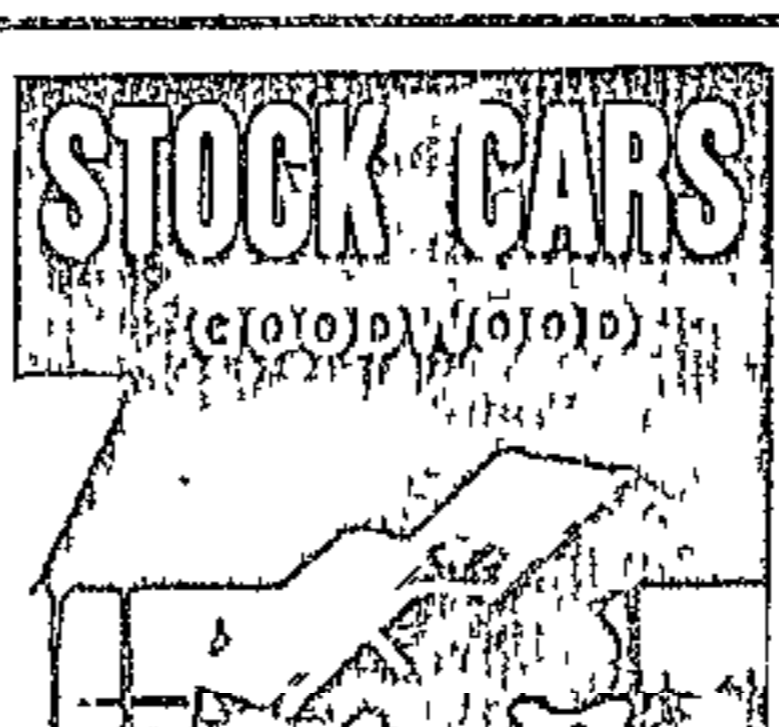
Own Correspondent

SALISBURY — The parliamentary caucus of Mr Ian Smith's Republican Front (RF) Party meets in Salisbury today amidst

signs of a possible split in the once all powerful party.

The former Rhodesian prime minister is being threatened with the possible breakaway by a number of RF MPs who believe the RF no longer represents white interests in the newly-independent country.

Faced with this apparent challenge to his leadership, Mr Smith has vowed to strive for unity within his own party and the white community at large.



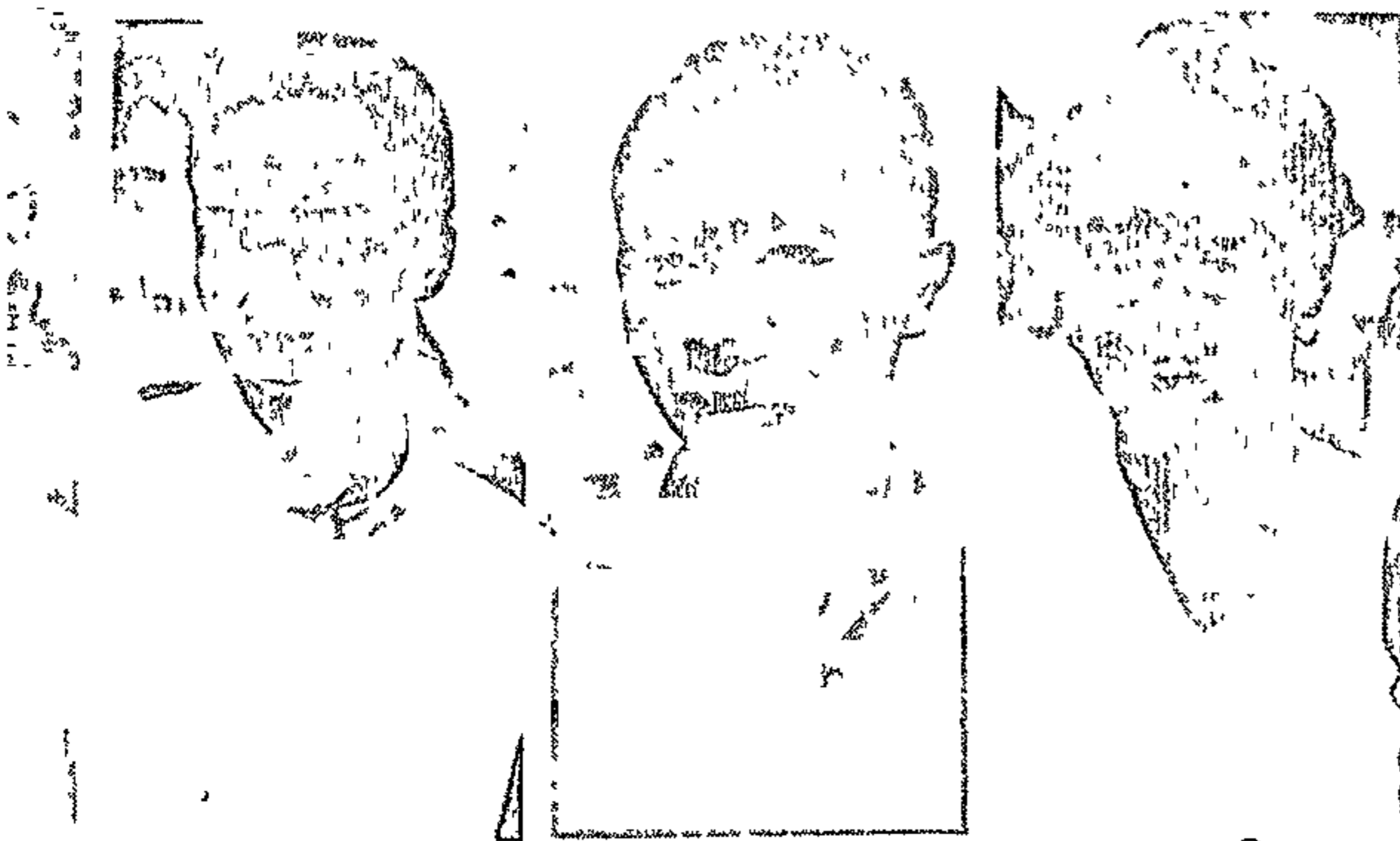
STOCK CARS

9

Sowetan 4/3/82

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Increased fares



TOO MUCH:
Ms Mabe

DIFFICULT:
Mr M'Gibbe

SENSELESS:
Ms Sehloho

again. Some of us have been out of work for quite a while and such senseless increases are a blow to our budget — which is already crippled enough," said Miss Sehloho.

Mr Billy Khumalo of Alexandra said the unemployed would be hardest hit.

"Most people have problems raising the fare to come into town to look for work. As things are now they may end up unable to come at all, and may resort to crime just to survive," he said.

Miss Ntombi Dlamini of Jabulani, said: "Where do these people

think we get the money from? We are not whites, we don't have money like them."

Said Mr Samuel Mkhize from Meadowlands: "Life is going to be very difficult especially for us blacks. Everything even food, seems to be going up every day."

Strikes hit five firms

By MZIKAYISE EDOM

ANOTHER company in Wadeville, Germiston, has been hit by a strike, bringing to five the number of firms to be hit by strikes, in the area since the beginning of the week.

An undisclosed number of workers at the Transvaal Malleable Foundries downed tools yesterday afternoon demanding higher wages. A spokesman for the union representing the workers said he got a report yesterday afternoon that workers at the firm were on strike demanding more money. He also said that his union will hold talks with management to try and end the dispute at the firm.

On Monday more than 1 000 employees at McKechnie Brothers downed tools demanding a R1 00 per hour raise. According to the workers' representative the demand was increased to R2 00 per hour on Tuesday morning.

At another company Chubb Fire Security about 5 000 workers also went on strike demanding higher wages. The company is about a kilometre from McKechnie Brothers.

Workers at Power Steel, which is about three blocks from the other two, and workers at Hawker Siddley Africa also went on strike demanding higher wages.

Meanwhile workers at Hawker Siddley Africa have gone back to work while management and the union Mawu hold negotiations.

Workers at this company downed tools last Friday morning demanding the reinstatement of two of their five colleagues and a R1 00 per hour raise.

TELLS COURT PUBLIC THREATS

Mr Shearing said during that year and spent 18 to 19 months in detention when she was called in as a State witness in a sedition case, which later became known as the SSRC Eleven case.

Ms Loate said she was interested in politics and that from time to time she had been asked to deliver messages. This was given as evidence in the Kempton Park SSRC Eleven case. She said after that case, the public attitude towards her was negative, she received threatening letters and she was also injured in the leg. Her mother advised her to tell her interrogator about the inci-

dent, but nothing was done.

She said after the SSRC Eleven case she used to meet some of the people she had known before and they used to walk and talk with her, but they never discussed politics with her because of the evidence she had given in the sedition case.

In February 1981, she had gone to Botswana, to apply for admission at the university. While in Botswana she met Khotso and she spent some time with Khotso who told her he was only in Botswana for a holiday and that he was attending school in Nigeria, studying arts

and science.

Khotso also asked her about the SSRC Eleven case and wanted to know why she had given evidence. She told him she had been confused at the time and that her mother had advised her to give evidence.

After she returned to South Africa and went back to Botswana about five more times. She said she met Khotso again on the fifth occasion at a wedding but that Khotso didn't talk politics with her.

She said on June 16 1981 she attended a meeting at Regina Mundi in Soweto with a friend. Police disrupted the meeting with teargas and she fled into the nearest home.

Sowetan 4/3/82

Sowetan
1991
5/3/82

Strike wave on East Rand

THE strike wave in Wadeville on the East Rand intensified as workers at two more metal factories — Hubco Metal Industries and Transvaal Malleable Foundries — went on strike.

At TMF, about 360 workers — mainly members of Fosatu's Metal and Allied Workers Union (Mawu) — were dismissed after striking in protest against the dismissal of two colleagues.

They were dismissed after failing to meet a 9 am return-to-work deadline. According to Mawu officials, who met management yesterday, they will be selectively re-employed.

At Hubco, about 180 workers returned to work yesterday morning after Wednesday's strike in support of a demand for a R1 hourly wage increase. An elected workers' committee is negotiating with management.

The three-day strike by 1 100 workers at another Wadeville metal factory, McKechnie Brothers, seemed on the point of ending yesterday. Workers agreed on Wednesday to go back on condition that management negotiated on their R2 an hour minimum wage demand.

The company's managing director, Mr Peter Murrrough, said that in the event of a return to work discussions would begin immediately with a workers' committee and Mawu officials.

He stressed that the company had offered to "hear workers' grievances," but had not committed itself to bargaining.

The Chubb Lock and Safe Company, also in Wadeville, was at a standstill for the second day yesterday as its 240 black workers continued their strike over pay.

Few of the workers — who are apparently demanding a R2 minimum wage — are Mawu members, and the union is not involved in negotiations with management.

STRIKE IN WADEVILLE

Labour Reporter

The strike-hit metal industry on the East Rand today saw more than 1 000 workers returning to work at two factories, while 400 lost their jobs at two other firms

The industrial suburb of Wadeville has been the centre of the labour unrest. Some employers have pointed a critical finger at the Fosatu-affiliated Metal and

Allied Workers' Union for its involvement in the strikes

Mawu has been accused of fomenting unrest to influence next Tuesday's national metal industry wage talks. The union has strongly denied this, pointing to shop floor dissatisfaction with wages

At the McKechmie Brothers plant, about 1 100 workers returned to their jobs yesterday after

Hundreds return to factories

a three-day strike over a minimum R2 hourly wage demand.

The company's managing director, Mr Peter Murrugh, said that as far as he was concerned

all workers had been taken on again and talks were taking place with Mawu.

About 180 workers at the Hubco Metal Industries plant did not meet management's return-to-work deadline this morning and a company spokesman said they would rehire workers today.

At the Chubb Lock and Safe Company, 240 workers

lost their jobs after refusing to return to work. The dispute also centred on demands for a R2 hourly minimum wage

Chubb's managing director, Mr Peter Jephson, said today the company was expecting a "substantial number" of the company was expecting a "substantial number" of the workforce at the plant to return to work on Monday

UJET

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Strikes continue

Labour Reporter

TWO Wadeville metal factories were still strike-bound yesterday after a week of labour unrest in the area

At both plants, Chubb Lock and Safe Company and Hubco Metal, management said the workers had "dismissed themselves" but it was hoping they would return on Monday

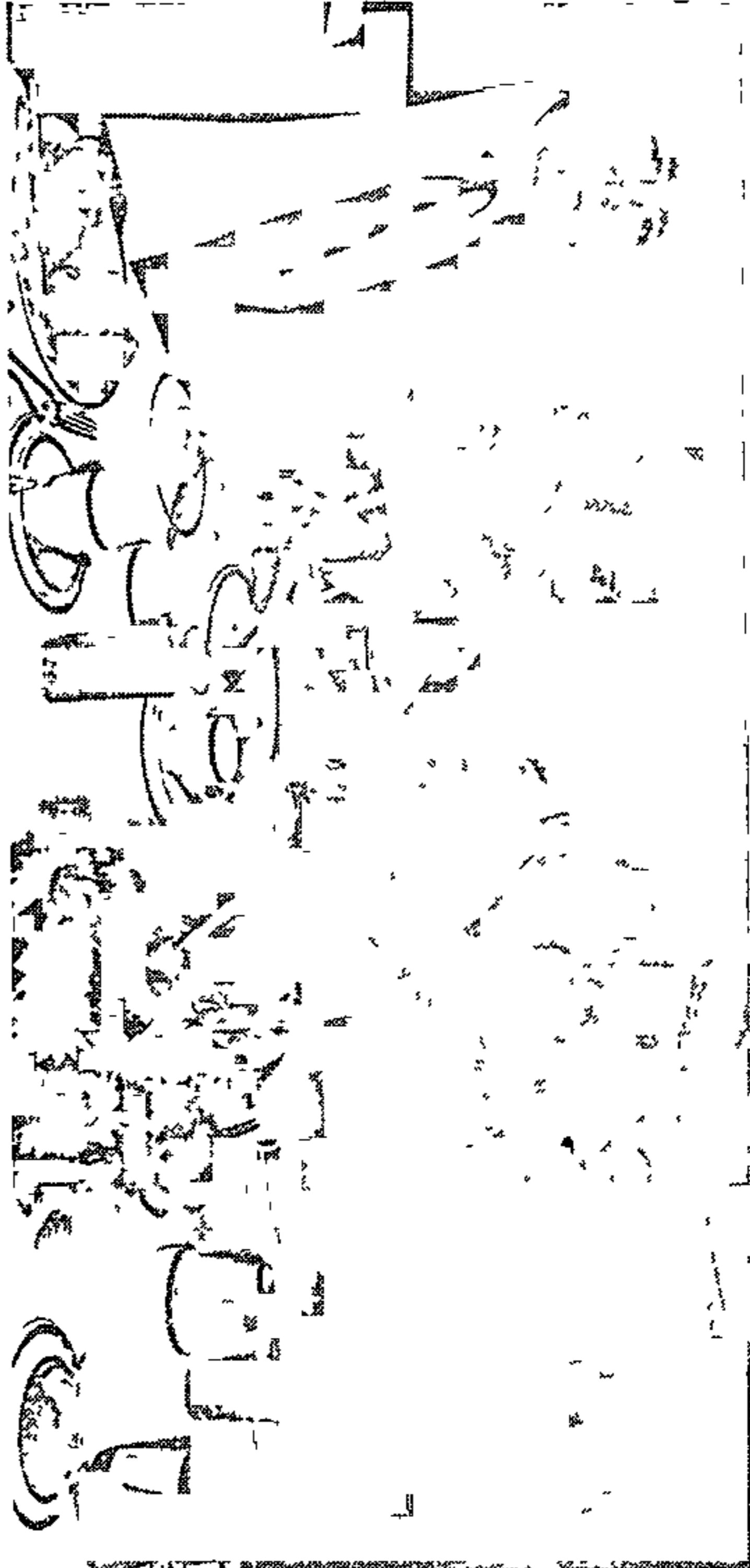
At a third plant, Transvaal Malleable Foundries, workers have returned after initially being fired. They did so after management agreed to take back two workers who were dismissed earlier this week, according to a Metal and Allied Workers Union spokesman

Management has refused to comment on the strike

'Monopoly'

attack on SA machine tool makers

Homefinder hosts fun at Sun City



● Helping to celebrate the continued success of **Homefinder** with glasses of Norderberg Cuvée Brut and Grand Mousseux at Sun City recently were estate agents — from left — John and Di Woods and Lew and Sandra Geffen. Sixty top advertisers attended the function hosted by Sunday Express Editor Ken Owen

189
S. Express
7/3/82

A BITTER fight has broken out in the R200-million-a-year South African machine tool industry.

This follows a recent report by the Sunday Express on allegations by Jim Economides, managing director of leading machine tool manufacturers the Six Hundred Group, that machine tools from eastern European countries were being 'dumped' in South Africa at less than the cost of the raw materials to make them here.

UPPROAR OVER 'CHEAP' IMPORTS

By DAVID PINCUS
more from local manufacturers there would be no need for protective tariffs. This amounts to 30% on imported machine tools similar to those the Six Hundred Group manufactures. Now Robert Skok, managing director of leading merchants Robert Skok and Sons, has accused Economides of creating "a virtual monopoly" on machine tools for the Six Hundred Group.

He further alleged that Economides himself had "imported very large quantities of Czechoslovakian machine tools into this country and sold them at very high profit margins", and that Economides's parent company in London was "probably the largest single importer of Czechoslovakian machine tools in Europe".

Skok also alleged that Economides sold Colchester lathes in South Africa for twice the price they sold for in Britain, where they are made, and said he had "no doubt that over the past 14 years the Six Hundred Group has made an absolute killing through this situation".

He said that because of the high profits Economides took on Colchester lathes, it was still possible to import lathes of the same capacities from eastern Europe — which Skok claims have similar FOB values — and sell them in South Africa at a profit.

This, he said, was in spite of the fact that Economides had been able to arrange that duties of up to 100% be imposed on imported machine tools.

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Skok alleges that the Six Hundred Group's local manufacturing is "cosmetic", particularly in the case of lathes.

But, he said, when importers of eastern European machine tools "follow exactly the same tactics and add local content, in this way qualifying for preference and lower import duties, Mr Economides objects and calls for an investigation into their claim for preference for local manufacture."

European machine tools in this country. In any one year we did not import more than R100 000 worth — that's peanuts."

He also hotly denied that his group's manufacture of lathes was either "so-called" or "cosmetic".

"Our local lathe is cheaper than the imported lathe and it has 70% local content. All we import is the headstock."

"Skok should know that His own co-director, Mr F Wallaberger, fought with me for preference for local manufacturers."

After alleging that Skok had been waging war against him for years because he (Economides) would not appoint him (Skok) an accredited dealer for Colchester lathes — and that "when he wants supplies of them he has to get them through the back door" — he repeated his claim that Czech lathes sold for "30% below our prices".

Dunswart production plan

189 204
9/3/82

By DAVID CARTE

DUNSWART Steel, Gencor's iron and steel maker, is to chop sales of sponge iron and billets in the current year in order to step up production of liquid steel and rolled sections

The directors say in the annual report that billets sales — last year 275 000 tons — “are to be kept to a minimum to obtain maximum added value through the production of rolled sections”.

Although economic dete-

rioration is expected, Dunswart plans to increase production of liquid steel to 328 000 tons (309 000 tons) and of rolled sections to 278 000 tons (232 000 tons). Sales of rolled sections will be concentrated on the SA market

“It is difficult at present to export steel at profitable levels due to the severely depressed state of the international steel markets. This situation is not expected to change during 1982”

They report that conditions in Dunswart's markets are good although high stock levels and holding costs are a problem.

Until the new light section mill is fully operative, the company expects disruptions in light section supply

Dunswart provides a breakdown of its costs. Raw materials comprise 29% of cost, remuneration 21%, energy 18%, depreciation, interest and overheads 15%, refractories and electrodes 10% and maintenance materials and spares 7%.

The directors make no comment on financial prospects for 1982

FINANCIAL

TWO more strikes hit East Rand

152
189
183

TWO MORE strikes yesterday hit the East Rand — an area that is fast becoming the focal point of labour unrest — bringing the total of strikes in the area to nine since the beginning of February.

About 300 workers at Afrox Gas Equipment and an undisclosed number at Fensecure about a kilometre from Afrox, downed tools yesterday in demand for higher wages. Workers at the two companies are demanding increments of R2 50 per hour and R2 respectively.

Worker representatives at the giant-sized Afrox told **THE SOWETAN** that their pleas to management through their works committee members fell on deaf ears and that they were instead told they would receive their increment in July.

A spokesman for the workers said "The workers are demanding a R2,50 per hour increment over and above what they are presently earning. The company has a very high turnover and most of the money is spent on sending whites overseas and buying new machines and we are, in the meantime forgotten. The workers are the people who are bringing in the money, they are thus entitled to wages that will keep them happy."

"Management has long been notified of the situation in the company but they instead threatened to fire all those who would be involved in any stoppage. On Monday we were told that anybody who was not back at work by 12 noon would forfeit a day's wage. This means nothing to us as long as...

LEO RABOTIN

made to sweep the premises although they were originally employed to be trained for other jobs.

Meanwhile the entire workforce at Fensecure less than a kilometre from Afrox, also downed tools yesterday morning in demand of a R2 per hour increment. The workers also said they were dissatisfied with a number of other issues concerning the company.

Among the issues tabled by the workers were

- They wanted to

know how much they rate per hour — they presently claim none of them knows how much he rates and that their pay slips do not reflect such

- They are not allowed any tea time and they only have 30 minutes for lunch

- Their wages are sometimes R47 and sometimes R69 per week — none of them knows how much he earns

- Some of the workers have not been registered

company... instead threatened to fire all those who would be involved in any stoppage. On Monday we were told that anybody who was not back at work by 12 noon would forfeit a day's wage. This means nothing to us as long as our long term demands are met."

The spokesman said most of the workers at Afrox do not belong to any union although others were members of the Steel and Allied Workers' Union. He also said at the company some of the workers with long service were paid much less than new employees. Others said they were

by their... South Africa... was still... blamed the... "Considerable..."

Blood fed Witness is 'fine'

Mail Reporter

MR WILLIAM Dyson, the 59-year-old Jehovah's Witness who received court-enforced blood transfusions after being injured in a car accident, was in a satisfactory condition yesterday

A hospital spokesman said Mr Dyson, a production controller at an A'berton telecommunications company, was "getting better every day"

He was admitted to the Johannesburg Hospital last month as a "dead-on-arrival" patient after a car accident and was revived by the hospital staff

When told he was a Jehovah's Witness and religiously opposed to blood transfusions, the hospital administration obtained emergency permission from the Rand Supreme Court in an urgent application to allow the transfusions

Bid for an HNP mayor

Pretoria Bureau

THE Herstigte Nasionale Party made its voice heard in the Pretoria City Council yesterday when four HNP councillors nominated one of the party's newly-elected members as a mayoral candidate

However, their candidate Dr P J Barnard was defeated by 30 votes to five — one of the HNP councillors did not attend yesterday's informal council meeting — by Dr P R Smith, former deputy mayor who is now the mayor-elect

Dr Smith is a member of the Federation of Ratepayers' Associations (Frats)

He will be sworn in on Thursday with the deputy mayor-elect, Professor F R van Jaarsveld, and the five councillors who were elected as management committee members yesterday

The management committee members are all members of Frats

Unions split as vital pay talks begin

By STEVEN FRIEDMAN Labour Reporter

NEGOTIATIONS on legally-binding minimum wages and work conditions for more than 400 000 metal workers began in Johannesburg today with unions divided on their demands for the first time in many years

The division is largely along racial lines, with the all black Steel, Engineering and Allied Workers' Union making demands which are opposed by predominantly non black unions in the metal industries industrial council, the largest in the country

In another development, registered unionists on the council said that three emergent, predominantly black, unions had taken part in a union caucus yesterday to plan demands for the negotiations

A registered union source said the Black Allied Workers' Union, the Engineering and Allied Workers' Union and representatives of the General Workers' Union attended the caucus

The first two unions had already announced they would take part, but a spokesman for the GWU, which is opposed to industrial councils, yesterday denied it had sent representatives to the caucus meeting

"We have already sent a letter to those taking part informing them that we would not be there

"Not only do we have strong reservations about councils, but we refuse to take part with unions affiliated to TUSA, because of the... TUSA took to the death of Dr Neil Aggett," he said

A registered unionist said he expected negotiations to be "tough", because of the downturn in the economy and the division between the unions

The SEAWU, whose black members are mostly in lower-paid jobs, is asking employers to grant skilled workers only a 3% increase while pushing up lower paid workers' pay by around 50%

The other unions, many of whom represent skilled workers are prepared to support large increases for the lower-paid but have made it clear they will oppose penalising skilled workers to make this possible

Established unions are also worried about a demand by the SEAWU that there be no job preference for workers returning from military service — a measure which was introduced at their request

But a union source said yesterday established unions may be willing to alter their stance because apprentices can now have national service deferred

"We had hoped to discuss these issues with SEAWU at the caucus meeting, but they chose not to attend," he said

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

Protest over jet break-in

VIENNA — A United States congressional delegation has protested to the Polish Government after unidentified people broke into the group's special Air Force jet at Warsaw's Okecie Airport, a congressman said here

Delegation sources said the break-in was discovered by pilots of the plane during a routine pre-flight check on Sunday. Nothing was taken — Sapa-AP

Metal Unions, Seifsa to Intransigent on Wages

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By Drew Forrest
Registered metal unions meet the general Steel and Engineering Industries Federation of S.A. (Seifsa) in Johannesburg today to negotiate new minimum wages and conditions for the metal industry 400 000 workers.

But the invitation and will take part in the union caucus meeting. But the offer has been spurned by several key worker bodies.

Although the unions on the council agree that sharp price rises are needed for the poorest and work here not been able to agree on a common platform for the first time.

BOTTOM RATE
The established union are demanding a bottom rate of R175 and four 15% to R2 during the year — the current minimum is R113 and 20 percent in the minimum for artisans.

But the offer in dependent black union on the council the Steel Engineering and Allied Workers Union has put in a separate demand for a bottom rate of R180 rising to R210 and only 3 percent for artisans.

The division is seen to affect the different constituencies of the unions — skilled workers on the one hand and unskilled and semi-skilled black workers on the other.

Long standing tensions between established and emergent metal unions surfaced during the run up to the negotiations. FA planning its refusal to attend the unregistered General Workers'

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Clothing workers want rise

Mr F M Galland Buerke, managing director of I H Hennrichsbere, a Daanfontein Johannesburg clothing factory, said about 140 workers stopped briefly yesterday over a misunderstanding.

Staff sources said close to 500 struck over pay. Officials of the National Union of Clothing Workers said the root cause was the adherence of many employers to an industrial council agreement expiring in June.

Strikes hit two more metal firms

About unrest appeared to be spreading to Germiston from nearby Wadaville where workers at four metal factories struck over wages last week.

About 300 workers at the Afro gas equipment factory engineer- ing contracts depart-

ment and supplies division in Germiston are still out after striking yesterday for an increase of R2 50 an hour.

A spokesman said the strike followed a verbal demand last week for planned July increases to be put into effect immediately. He added that the management would not grant the increase as it would make the man-

ufacture of gas welding and cutting equipment at the complex unrec- nominal.

No union is involved and the workers have appointed four negotiators at the request of the management.

And at Fensecure, also in Germiston, a management spokesman said about 30 workers were still on strike for an increase of R2 an hour.

ACCEPTED

The Black Allied Workers Union and the Engineering and Allied Workers Union are known to have accepted



SA marine engineering firms
enjoying high level of work

189
2. Post
10/3/82

By GEORGE YOUNG

HARD-PRESSED marine engineering complexes in other parts of the world are raising their eyebrows at the level of work being enjoyed by their South African contemporaries, and the healthy profits being achieved

The 72% increase of profits by Globe, at Cape Town, is seen as a straw in the wind for other repair yards at both Cape Town and

Durban, who have branches also along the coast, because the level of work has been consistently high in recent months

Globe had half year profits to December of R1,794 million, compared with R1,042 million in the corresponding period of the previous year

Of significance is the fact that profits on a R9-million contract for rehabilitating the internals of the British

bulker *Cambridgeshire* after she sustained damage from sulphur, are not included in the figure

These will be taken into the 1982 earnings

The repair business has grown, despite the downturn in tanker activity (213 VLCCs are laid up) thanks to the expansion of indigenous fleets, and the proliferation of small oil rig craft along the African seaboard which patronise South African facilities

The Republic has been spared the industrial problems of job demarcation and other inhibiting factors, so shipowners secure a quick turn-round, good workmanship and reasonable delivery

Nevertheless, the acute shortage of skilled artisans in the ports is a chronic

problem, and the marine complexes are competing with high-paying industry inland for the available manpower

When major contracts are on hand the shipyards have to pool resources, or lend their staffs

It is not unusual for fitters and welders to work for three firms in three weeks, but to be permanently employed by only one

For the shipbuilding industry the outlook in the Republic is not so good

The Government has provided local yards with contracts for tugs, cranes, and other small craft, but these orders are coming to an end

Commissioning started at Atlantis foundry in Cape

Business Editor

COMMISSIONING has started at the Atlantis foundry which will serve the Atlantis Diesel Engine (ADE) plant, which aims at making South Africa independent of imported diesel engine blocks

Mr Jim Beechey, project manager of Engineering Management Services (EMS) for the R40-million Atlantis foundry, said commissioning was starting this month and would continue until the end of April

The Cape branch of EMS, a Murray and Roberts subsidiary, was formed in mid-1980 to handle the project

11/3/82
The plant will be fully functional by the end of June, when EMS plan to leave the site

EMS has had control of the design, procurement and project management for almost the entire project

The main contractors employed on the project were Roy Beamish for the civil work, Consani for structural steel, George Fisher for the moulding line and sand plant, Brown Boveri for the furnaces, and American Air Filter for air filtration

About 20 sub-contractors were employed

At peak, the site was

employing 450 people and turning over more than R4 million a month

The main features of the new plant, housed in a steel-framed factory measuring 150 metres x 100 metres, are two six-ton electric arc furnaces, feeding two induction furnaces, which in turn feed an automatic moulding line which will produce at the rate of 35 moulds an hour

A total of 11 automatic core-making machines will produce cores for the various cylinder blocks and cylinder heads to be made for the ADE factory

ties

in which the building societies find themselves
Two year ago shares were the biggest source of building society funding, accounting for more than 52% of the total Deposits accounted for only 26,29%

The start of the changed trend was noticeable last year when shares dropped to 51% of liabilities, with fixed deposits only marginally higher. In the period to January this year share investment was down to 45,75% with a R93-million net disinvestment in shares.

Fixed deposits rose to almost 31% of the total with an inflow of R836 991 000.

Fixed deposits cost the building societies more money than investments in shares and it is the cost of this money which is drastically affecting the mortgage rate.

Although the inflow of funds in the nine months to January showed a net gain of R1 110-million, this figure is sharply down from the gain of R1 758-million achieved in the previous year.

There was also a sharp fall in the net amount lent on mortgages. From April 1980 to January 1981, the societies advanced R3 771-million.

This figure slumped to R1 308-million in the comparable period to January this year.

outlook erdare

as modernising and replacing production and associated equipment where necessary," says Mr Van der Panne.

The balance sheet shows net cash of R2 226 000 against R1 609 000 in 1980 and total debt equal to only 3% (3,7%) of shareholders' funds.

But this was before payment of tax and final dividend totalling R10 928 000 (R4 632 000). Once these were paid, the net cash would have been turned into net short-term borrowings of R8 702 000 (R3 023 000).

There are no long-term borrowings, so even after payment of tax and the final dividend, net debt would be only 18% (8,5%) of equity. Debt equity calculations were helped by the revaluation of land and buildings.

Although there were no significant purchases or disposals, land and buildings rose 254% to R11 755 000. Net cash flow was R5 320 000 (R4 846 000) and the interest and leasing bill was a negligible R85 000 (R84 000).

production of 100 000 tons a month by the second half of this year

Absurd, says Regan

WASHINGTON — The US Treasury Secretary, Mr Donald Regan, has dismissed talk about the chance that the American economy might slip into a depression as absurd.

Mr Regan said the Administration's economic programme, coupled with congressional action to reduce further State spending, "will bring this nation out of the twilight of recession and into the bright daylight of prosperity".

"We are about to see the dawn of a new era — an era marked by stable prices and low interest rates, an era marked by productivity and initiative, an era marked by confidence and growth," Mr Regan said.

Describing as a myth talk that the economy might worsen into a depression, he said "Nothing could be more absurd or further from reality. This nation is nowhere near that fate".

Some economists, worried about the effect of high interest rates and the large Federal Budget deficits projected over the next few years, have raised the possibility of the severe recession's deepening into a depression Sapa-AP.

Magnum Airlines

Financial Reporter
MAGNUM Airlines withdrawn offer of 5-million shares to the public was over-subscribed and no failure, says Mr Martin Summerley, chief executive of Magnum Financial Holdings.

According to Mr Summerley, the only reason Magnum did not go public was that its top executives, Mr Sandy Ord and Mr John Bescoby, had offered a good price for it.

He stressed that although a public company was proposed, Magnum would not have been listed.

Magnum Financial Holdings has bought control of the IL Back cash shell from Pep for 8,2c a share. Magnum is negotiating the acquisition of an unnamed company that will be listed through the cash shell.

Sudan aid

LONDON — Western nations and the International Monetary Fund (IMF) have agreed on an aid package for Sudan worth \$225-million.

355 bulldozers

Imports knock GEC factory

Financial Reporter
GEC's electric motor factory in KwaZulu has been forced to reduce production because of competition from cheaper imports.

Mr Robin Bullen-Smith, GEC South Africa's executive director says the R5 million plant has been working a four-day week since February 1.

In spite of the 30% tariff protection enjoyed by SA manufacturers, imported electric motors are still coming in at prices 20% to 30% cheaper than SA products.

"As a result, many customers have switched to imported motors and the reduced demand has forced us to cut production at the KwaZulu factory, which we have just re-equipped at a cost of R2-million."

GEC chose to work a four-day week at KwaZulu rather than lay off any of its 170 workers, says Mr Bullen-Smith.

"As a result of a shorter working week the factory is operating at 60% of its normal capacity of 100 000 machines a year."

Raw materials, such as steel, copper and aluminium, are cheaper overseas than in SA, says Mr Bullen-Smith and the imported motors are made in high volume specialised production units most of which are running below capacity because of depressed economies in some developed countries.

Tej loss

Financial Reporter
TOWLES Edgars Jacobs (Tej) has declared a net loss of R65 000 in the six months to December. This compares with a loss of R44 000 in the first half of last year.

The company says its business is seasonal and the first-half loss is not a fair indication of the year's results.

It says the increased loss is due mainly to higher interest charges. It has increased stocks of yarn and material to prevent production problems and delays in deliveries. The cost of funding the higher stocks at current rates adversely affected the results.

living They are known as in-

scheme money is deposited each month and after several years the inflated capital sum is withdrawn. Both vehicles are tax free.

In 1981 Granny Bonds were made available for all members of the public. An indexed-linked gilt-edged bond was introduced for pension funds. Up to this week three separate indexed gilts were issued totalling £2 500 million. Sir Geoffrey has now opened them to the public.

The latest index-linked bond will raise £750-million. The yield will be 2% and the stock will be repaid in March 1988. Both the principal and the interest will be indexed to retail prices.

Assuming prices were to rise by 30% in the next six months, the value of the bond would rise from £100 to £150 and the interest rate would be 3%.

One of the reasons for index-linked stocks is that the Treasury is being weighed down by high interest payments. If the Government is committed to lower inflation, the indexed linked bond can turn out to be less expensive than conventional gilts.

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Directors: B Dodo, N J Dodo, R F Dodo, S M Dodo, S A M Davidson, G G Deel, C R Horne, J D Martin, V G Mansell, B B S...
Alternate Directors: D H Edge, J Gerton.

7,5% UNSECURED LOAN STOCK 1975/1984

In terms of the Declaration of Trust R100 000 (One Hundred Thousand Rand) in South African currency of the above loan stock is to be redeemed at par on 30 June 1982.

For the purpose of determining the Loan Stock which is to be redeemed, a draw will take place at the Registered Office of the Company, 1-5 Somers Road, Port Elizabeth on Thursday 25 March 1982 at 11 00 am. The draw will be conducted in the presence of the Company's Auditors, Messrs Price Waterhouse, and stockholders or their respective accredited representatives may attend.

The Stock and Transfer Registers in respect of the above stock will be closed from 22 to 25 March 1982 both dates inclusive.

By Order of the Board

D H EDGE
Secretary

Registered Office
1-5 Somers Road
P O Box 509
PORT ELIZABETH
6000
5 March 1982

money to continue

bank acceptance rate increased from 7,1% in January to a peak of 15,5% at the end of July when it eased to 13,75% by October before ris-

the discount houses will be enhanced as market makers because of current developments in the market with greater emphasis being

Last year sale of securities by the Discount House amounted to R6 200-million and the company maintained a high turnover in long-dated



GENERAL NEWS

**Chief told
quit UK
for 5 years**

The Star Bureau
LONDON — A British
West Indian teen-
found guilty of
has been ordered
judge to leave the
country and stay away
for five years

Justice Clay
made the order in
London Crown Court
hearing that Carl
James (18) and his
brother planned a four-
week holiday in Jama-
ica before returning to
England permanently
at the end of the
year

The National Council
for Civil Liberties yes-
terday described the
order as "repatriation
by the back door"

**Strike wave
spreads on
East Rand**

Labour Staff

Industrial unrest
on the East Rand
worsened this week
with more than 1000
workers striking in at
least seven factories,
mainly for higher
wages

All the disputes in-
volve Germiston metal
workers, and coincide
with yesterday's dead-
lock in the metal in-
dustries' annual indus-
trial council negotia-
tions — which have
been postponed to
April 14.

At the Rand Scrap
Iron and Metal Com-
pany — one of the
country's largest scrap
metal processors —
about 500 workers
struck yesterday for
higher wages

The firm's managing
director, Mr Harry
Katz, said all but 150
were fired after refus-
ing to return to work.
Police were called in to
stop "intimidators"
who were throwing
stones and preventing
vehicles entering or
leaving the plant

DISMISSED

More than 100 black
and coloured workers
are on strike at the
Hawker Siddeley
Machines plant. Man-
agement would not
comment, but accord-
ing to workers the
strike began yesterday
for a R1 an hour wage
increase

At Woltube, also in
Germiston, about 260
workers struck on Mon-

day over a demand
that a white security
guard be dismissed. A
Metal and Allied Work-
ers Union spokesman
said today the guard
had been dismissed and
the strike was over

At a small Germiston
manufacturer of
switch gear contacts,
EMES, 40 workers left
the factory yesterday
after management had
refused a R1 hourly
increase

Police with dogs yes-
terday dispersed strik-
ing workers outside
Fensecure, according to
local sources. About 30
struck on Monday. It
was reported that they
wanted a R2 hourly
wage increase

Wage disputes have
also been reported at
the Hollosee metal firm
in Germiston and at
Alumco Metal Enter-
prises in Wadeville

The strike, by about
300 workers at Afrox
in Germiston ended
yesterday after man-
agement agreed to
start negotiations on
wages

The workers, em-
ployed mainly at the
Afrox gas equipment
manufacturing plant,
downed tools on Mon-
day after demanding a
R2 50 an hour increase.
The total workforce at
the complex is about
650

The Orange Vaal
General Workers'
Union claims majority
worker representation
at Clifford Harris.

Rain — after 5 years

SPRINGBOK — It
rained in Springbok
yesterday — the first
rain for five years in
the little farming cen-
tre in the remote Na-
maqualand area of the
north western Cape.
The rain began at 6

later it was still falling.
Many other areas
around Springbok also
received their first rain
in five years.

A farmer at Gamoep
confirmed he had had
several hours of soft,

FROM

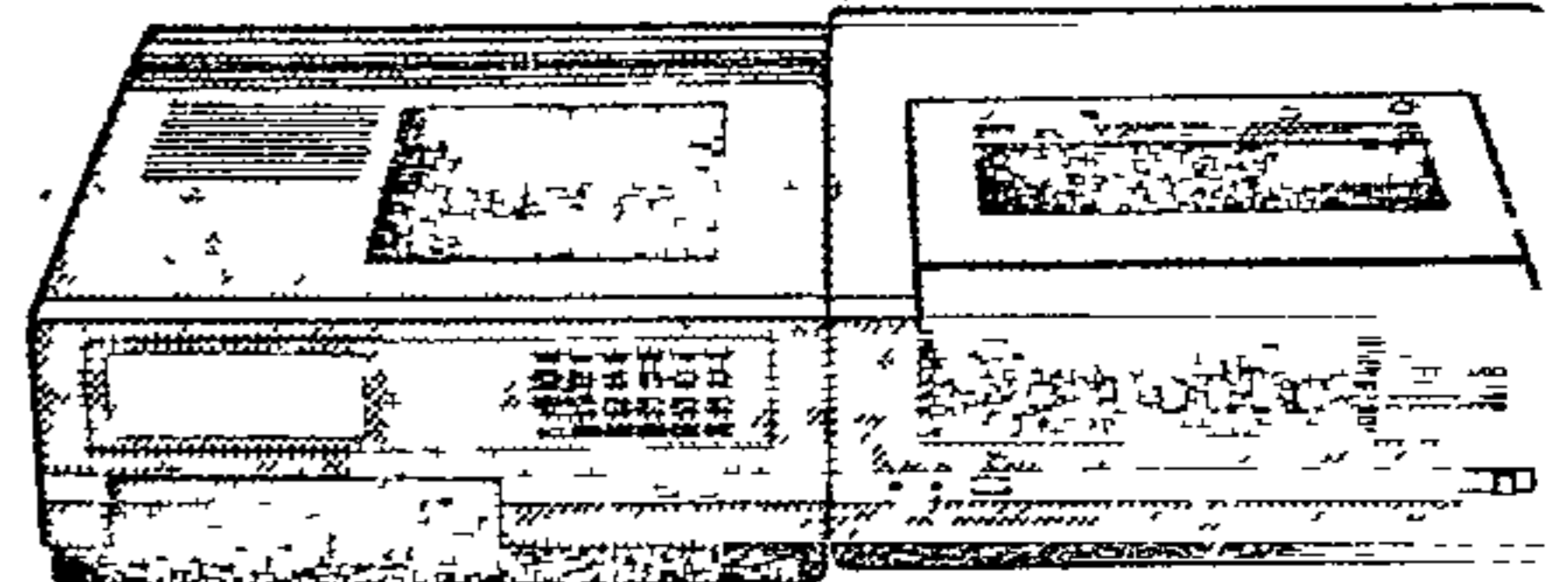
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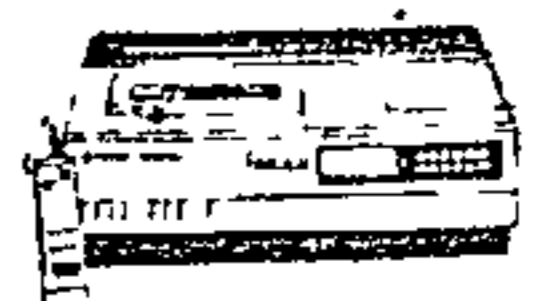
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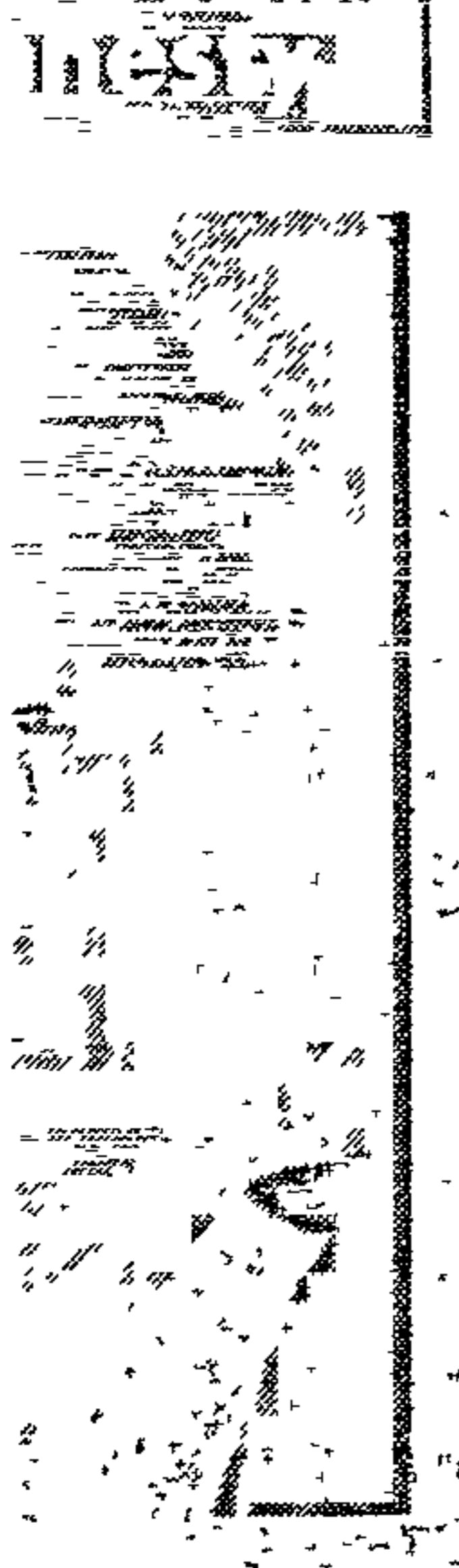
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WINDMILL VIDEO



as opposed to
complaints by members
whom can exploit
racial resentments to
the blame at the
expense of the blacks —
should not unjustly
brand an entire com-
munity," he said —

(152) (189) (141A) 204 11/3/82

Vehicles stoned as 500 go on pay strike

778

Labour Reporter

LABOUR unrest prompted by wage demands continued to grip Germiston and Wadeville yesterday as workers went on strike at a Germiston company and there were unconfirmed reports of a new strike in Wadeville.

At Rand Scrap Iron in Germiston, a company spokesman said strikers had stoned vehicles attempting to enter the plant.

Labour unrest in Wadeville appears to be spreading to Germiston, with three strikes being reported in the town this week.

Although work at Wadeville companies hit by strikes has largely returned to normal, employer sources say several new firms have been hit by brief stoppages.

A strike at Henkel in Durban continued. At the company's Isando plant near Kempton Park workers staged a half-hour stoppage, according to union sources.

And the rash of wage strikes in the Transvaal clothing industry is also continuing this week, with reports of two new strikes.

At Rand Scrap Iron a company spokesman said the plant's 500 workers had refused to work yesterday morning. He claimed workers had been "intimidated" and that a group had begun stoning vehicles to prevent them entering the plant.

About 150 workers had returned by yesterday afternoon, and the rest had been fired, he said. "We will take most back if they want to return, but those who threw

stones or disrupted our business have lost their jobs," he said.

Workers had not voiced specific demands, but said they wanted more money, he added.

At Henkel a spokesman for Foratus Chemicals Industrial Workers Union said the strike at the company's Durban plant yesterday continued after management refused to negotiate with the union.

Workers at the company's Isando plant had downed tools for half an hour in support of Durban workers' demands and management had been negotiating with worker representatives to stave off another stoppage, he added.

Attempts to obtain comment from Henkel were unsuccessful.

Sacked for complaining

A MAN who told The SOWETAN about job dissatisfaction at the Cleveland steel firm where he worked was fired. Then, after The SOWETAN called his boss to confirm the sacking, he was offered his job back.

By Boiki Mothei

But Mr Cornelius Lekalakala has refused to return to his job at Jupiter Steel and Machinery, and instead is seeking legal aid to compensate him for being unjustly fired

Last week The SOWETAN reported about the bad treatment workers received at Jupiter Steel

- We quoted its owner, Mr Alf Lewis as saying he underpaid his employees "because they would waste money on liquor and dagga" if he paid them more
- Some of them have been kicked when complaining about work conditions,
- They were never allowed a tea time and only 30 minutes for lunch,
- They often had to lift heavy machinery and steel with their hands,
- New employees were not being registered,
- Workers who were injured were fired, while others were summarily dismissed

Mr Lekalakala said that after the report appeared, Mr Lewis accused him of being the one who told The SOWETAN about his firm's problems

Mr Jan Theron, general secretary of the African Food and Canning Workers' Union (of which Dr Neil Aggett was Transvaal regional secretary), has accused the department of actively assisting the police in repressive action against independent trade unions and their members

And a Natal organiser of the 100 000-member Federation of Manpower Utilisation

Mr Louis le Grange, the Minister of Police, admitted in Parliament last year that the document had been compiled by a senior Security Police officer based in Port Elizabeth

Mr Thozamile Gqweta released from detention

'Raises would go to booze 'n dope'

BY WILLIE BOKALALA
A CLEVELAND steel firm is underpaying its employees because its owner, Mr Alf Lewis says they would waste money on liquor and dagga if he paid them more.

BY JUPITER! The story that raised the fuss — and led to a man being fired.

Mr Lewis confirmed the firm for more than a week after working for a minute lunch time. They were also fired, daily and on to replace them.

Mr Lekalakala said that he is not prepared to go back to that firm. The matter is now in the hands of legal resources, he said.

Mr Peter Wrighton, managing director of the giant Premier Group, echoed the unease of many employers that trials had not followed actions by police against trade unionists.

The trade unions will be radicalised if their leaders are put away, he said, missing any claim that unions were presently radical of political representation will increasingly be taken out in the work place Harsh government action will only radicalise the situation.

A leading labour lawyer said "Trade unions have been tapped and that there have been requests for interviews from the Security Police and the National Intelligence Service.

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hind



Deadlock



THE 400 000-strong metal trade unions and employers yesterday failed to reach agreement on pay negotiations in the metal industries and further talks are to be held on April 14.



Sorekan 11/3/82

Metal industry strikes spread on East Rand

Star 12/3/82
189
140A

By Drew Forrest

Labour unrest in East Rand metal industries spread to Alrode at Alberton yesterday when 890 workers at a Barlow Rand subsidiary, Fuchs Electrical Industries, went on strike

The dispute based on wage demands was still unresolved this morning, and the management was reported to be talking to the work-

ers en masse.

The management of the Hawker Siddeley plant in Wadeville, Germiston, today denied reports by the Metal and Allied Workers' Union (Mawu) of another strike there over wages

At the company's other East Rand plant, Hawker Siddeley Machines in Germiston, 115 strikers who were fired on Wednesday re-

fused to be paid off yesterday. They struck on Tuesday for a R1-an-hour increase. Some are Mawu members.

A management spokesman said the company was restaffing and would judge each application for re-employment "on its merits"

At Woltube, Germiston, where 260 strikers returned to work yes-

terday, the management has contradicted Mawu claims that a white security guard had been dismissed after workers demanded this

"Workers' grievances are still being investigated," a spokesman said, "and Mawu has at no stage been involved in the dispute"

Another 40 workers at Alumco Metal Industries in Wadeville were fired this week after

striking on Monday for a R1-an-hour increase

About 80 workers at Hollosec and 40 workers at EMES — both metal factories in Germiston — went back to work yesterday after striking on Wednesday over wages. Their demands were not met, though the Hollosec management said negotiations were going on with a works council

The directors warn that Competition Board? after Yields will be determined at the auction

Wages and costly money hurt Asea

189
70

By PAT SIDLEY

WAGE inflation and high interest rates are eroding SA power transformer manufacturers' ability to compete with overseas suppliers, says the chairman of Asea, Mr D L Keys, in his annual review.

The rand exchange rate has largely compensated for the effects of the two factors

"Unfortunately, this currency movement cannot continue indefinitely whereas the adverse wage and interest rate factors are chronic and show little sign of moderating," Mr Keys warns

"We must therefore expect that in the medium term we will again find competition from overseas suppliers a major problem in securing business at the right level of profitability

"This situation is aggra-

vated by the worldwide slowdown in business which intermittently leads to our having to compete with quotations based on avoiding the costs of redundancy and liquidation overseas rather than on sound long-term considerations"

Asea has "not yet found it necessary" to apply for protective tariffs

Mr Keys says the current year should show improved profits "provided we can realise the expected gains in productivity during the process of progressively phasing in the increases in production capacity"

During 1981 turnover increased by 33%, a dividend of 23c was paid (1980 20c), but profitability as a percentage of turnover failed to improve

"This is a critical factor for a high technology company such as ours with its very heavy capital invest-

ment requirements without a reasonable level of profitability expansion, and to some extent even replacement, of facilities cannot proceed"

"We have commenced a programme of higher capital expenditure aimed mainly at increases in the capacity of our major divisions, cable and power transformers"

Asea has revalued its land and buildings as balance sheet figures for existing facilities "seriously understate their real value"

"The surplus arising from this has been transferred to a non-distributable reserve and the annual depreciation charges will be raised so as to amortise the high valuation figures over the estimated remaining useful life of the assets concerned

"This provides a truer reflection of current-day profitability and return on capital"

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Neville Chadwick, and sentenced to nine years' imprisonment and nine strokes each.

Neither Mr Lengene, who is still in South Africa nor the fourth man, who was named as Paul Mokgethe, appeared in the trial.

ABDUCTED

The Botswana Government earlier said Mr Lengene had been abducted from Botswana by South Afri-

can agents on February 6, and demanded his return. When he was interviewed in the presence of a South African police officer in Pretoria by the Botswana police commissioner Mr Simon Hirschfeld Mr Lengene allegedly said he did not want to return to Botswana because he had been involved in criminal activity there.

The Botswana Minister of Public Ser-

vice and Information Mr Daniel Kwelagobe told the National Assembly in Gaborone that Mr Lengene's story was that he had gone to South Africa of his own free will and did not want to return to Botswana for fear of being harmed by his colleagues in the refugee community or being arrested by the police for crimes he has committed together with his colleagues in this country.

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Sowetan Strikes

12/3/82
sweep

East Rand

By JOSHUA RABOROKO

A WAVE of labour unrest swept through the East Rand this week with about 1 800 workers in the Germiston complex taking part in strike actions solely over pay increases.

All these strike actions came about amid deadlock discussions between unions and employers in the metal industries annual Industrial Council negotiations which were postponed to April 14.

About 500 workers employed by the Rand Scrap Iron and Metal Company yesterday joined the list of about nine companies which have been hit by strikes in the complex since the beginning of February.

At Fuchsware near Alberton, some 800 workers yesterday also stopped work demanding higher salaries.

Rand Scrap's managing director, Mr Harry Katz, said that 150 of the 500 workers were dismissed after they had refused to go back to work.

Police were called to the scene to keep the situation at the firm under surveillance where people were repeatedly throwing stones and preventing vehicles from entering or leaving the plant.

About 800 workers at Fuchsware are on strike and the management said that negotiations were taking place. The management refused to comment further on this issue, but it is understood that workers are demanding higher wages.

More than 100 black workers employed at Hawker Siddeley Machines are on strike.

More than 100 black workers employed at Hawker Siddeley Machines are on strike but the management would not comment. The workers demand a R1 increase in their hourly ratings.

At Woltube, near Germiston some 260 workers have gone on strike over a demand that a white security guard be dismissed. A spokesman said the management was considering their plight.

At a small Germiston manufacturer of switchgear contacts LMLS 40 workers left their factory yesterday after management had refused a R1 hourly increase. Management refused to comment.

This week police dispersed workers outside the Fensecure firm near Germiston. The workers had gone on strike after they had demanded a R2 hourly wage increase.

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DAY INKHOIPANIE... VANKHOIBANIE...

When sentence was passed, Khotso who was clad in grey trousers, navy blue jacket and a black crewneck, showed no emotion. Shortly afterwards he turned his face to the gallery with a smile.

My son has taken his sentence bravely and for that I think I will get strength. He believes in his conscience and I do not think he will be satisfied until the liberation of his people is achieved," she said.

In a brief interview, a heartbroken Mrs Seatlholo told The SOWETAN that she felt very hurt after learning that her son had been rearrested pending investigations into further charges.

The co-accused, Masabata Loafe, who was given a five-year jail term, had also remained calm before and after the sentence was passed. She was wearing a brown dress with a matching jersey and a black woollen hat.

You know I have lived in anguish all these years and particularly after his arrest and now this happens again when I thought at least everything was over.

As the handful of people arose at the end of the trial a woman in the gallery shouted 'Hamba kahle qhawe elihle' (Farewell brave hero).

Mrs Helen Ngakane, mother of Masabata was not in court when sentence was passed. She said after she arrived later, she was relieved that a harsher punishment had not been meted out — she had expected worse.

Outside the court-

During the trial and afterwards tight security was visible all around the court buildings. Whites entering the building were scrutinised but there were no incidents.

Another slaying

ONE murder and two cases of rape — one involving a 62-year-old victim — were among the incidents reported in Soweto yesterday.

A knife was used in the murder, and police have made one arrest in connection with the incident.

In one incident of attempted murder, a man was stabbed several times in a Moroka shebeen after an argument. The owner of the shebeen produced a firearm and fired shots at the knife-wielding man, hitting him in the right and left arms. The man is still in Baragwanath Hospital.

Other incidents reported included

• Two robberies including one incident in which muggers got away.

SEUM (Lessors Ster-Kinekor)
HELL BROS present
DAY and TOMORROW
 6.15 and 9.15 pm
DAY 14th at 2 and 5 pm
WEDNESDAY, WEDNESDAY and
THURSDAY at 8.30 pm
19th and SATURDAY 20th
 at 6.15 and 9.15 pm

331

Sowetan 12/3/82

Britain to buy Trident system

LONDON — The Cabinet of the Prime Minister Mrs Margaret Thatcher yesterday approved a decision to buy the Trident 2 strategic nuclear missile system from the United States

The details of the new submarine-launched ballistic missile system were to be announced in Parliament by the Defence Secretary Mr John Nott yesterday

The system, costing at least R14 000-million, will form Britain's independent nuclear deterrent system into the next century

More than 60 missiles will be bought, to replace the submarine-based Polaris missiles in the mid-1990s

Approval was virtually a formality since the decision already had been authorised by a special Cabinet sub-committee chaired by the Prime Minister

Mr Nott recently defended the proposed purchase by saying Britain needed the system in case the Nato Western Alliance collapsed over the next 40 years and Britain stood alone

Apart from the United States, Britain and France are the only members of the 15-nation Western Alliance to maintain independent nuclear deterrents

The four submarines that will carry the missiles will be built in Britain Mr Nott was expected to announce that component parts of the missile system will be built in Britain as well, offsetting some of the cost and creating badly needed jobs

Critics fear the cost could escalate dramatically, since the Trident 2 missile — with greater range than its predecessor and more possibility of penetrating Soviet defences — is still under development in the United States

The opposition Labour and Social Democratic parties have said they will scrap the system if voted into office in the next general election in 1984 Labourites say the multi-warheaded missiles will fuel the arms race

The Cabinet's decision brought an immediate reaction from the disarmament campaigners

"The peace movement will not rest until Trident in any

Bosses discuss wave of strikes

By STEVEN FRIEDMAN
Labour Reporter

METAL industry employers met yesterday to discuss the labour unrest in the Wadeville/Germiston area as news of four more work stoppages was received — bringing the total of reported strikes to 12 in the past 10 days

A spokesman for Fosatu's Metal and Allied Workers Union said yesterday the strikes showed that workers had no confidence in official industrial council negotiations

But the director of the Steel and Engineering Industries Federation, Mr Sam van Coller, said there were several factors at work

The strikes are almost all over wage demands

They coincide with annual wage negotiations at the metal industry's industrial council The wage talks have been postponed for a month

The clothing industry has also been hit by wage strikes

Yesterday reports were received of strikes at Hawker Siddeley Machines, Alumco, Buhler-Maig and Woltube

Two have been resolved while employers at the other two say they have dismissed workers and are recruiting new employees

Mr Van Coller confirmed that Seifsa had called a meeting of employers to discuss the unrest yesterday

But he said there was nothing unusual about this

"We hold numerous regional meetings and there was clearly a need for one on this issue"

Mr Van Coller acknowledged that the strikes were at least partly linked to what workers thought of the industrial council bargaining

But he added, "A key factor is obviously inflation, which is hitting workers and employers alike

"Clearly in times of inflation it is more difficult to make industry-wide agreements stick, but we still believe industrial councils are the most suitable forum for both sides"

Indications yesterday were that much of the latest strike action was centred around Germiston South

At Woltube, a Metal and Allied Workers' Union spokesman said a three-day strike had ended yesterday This strike had been over wages, and calls for the dismissal of a security officer

Some worker demands had been met, but management had not granted a pay increase, he said

At Hawker Siddeley Machines, a company spokesman said 113 workers who went on strike over wages had been fired The company was recruiting more people

"The workers did not begin work on Tuesday and were given a Wednesday deadline to return," he said

At Alumco, in Wadeville, a management spokesman said all 45 black workers had gone on strike on Tuesday, but had been replaced

At Buhler-Maig, a union spokesman said all 200 workers had been fired after a strike last week, and later all but 20 were taken back A company spokesman confirmed this

The union spokesman said the strikes showed that workers had no faith in the negotiations between Seifsa and the unions on the council

He added that most employers had agreed to meet the union to discuss the unrest at their plants



AFTERMATH... This car was etc suspicious police One man was

Rain at long last

Africa Bureau

WINDHOEK — The villagers of Rosh Pinah, near the diamond digging area of South West Africa's deep south, have had rain for the first time in seven years

SWA, which has had reasonable rains in some parts, had been facing its worst drought this century

When rain fell in Rosh Pinah on Wednesday there were celebrations not seen since the days when big diamond finds were made A whole 56mm fell

In some areas children had never seen rain

Egypt's oldest skeleton?

CAIRO — An American expedition has unearthed a human skeleton believed to be the oldest found in Egypt, national antiquities director Mr Ahmed Kadry said yesterday

Dr Fred Wendorf, leader of the expedition from the Southern Methodist University of

homo sapiens (modern man)

He said the skeleton was "encased in a concrete-like sediment which has to be removed very slowly Until then we cannot reach a decision"

Mr Wendorf said the skeleton was found in the desert near to Cairo's Antiquities

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AFTERMATH . . . This car was stolen by four men yesterday morning. The theft ended in a crash after a high speed chase by suspicious police. One man was shot and arrested, but the other three escaped over a garden wall.

Picture ROBERT TSHABALALA

Rain at long last

Africa Bureau

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SWA, which has had reasonable rains in some parts, had been facing its worst drought this century.

When rain fell in Rosh Pinah on Wednesday there were celebrations not seen since the days when big diamond finds were made. A whole 56mm fell.

In some areas children had never seen rain.

Steel men advised on how not to bend

Labour Reporter

THE giant Steel and Engineering Industries Federation has issued confidential strike-handling guidelines to its members, which advises employers not to negotiate with strikers until they agree to return to work, according to employer sources.

The guidelines, described as a "contingency plan" to handle unrest, have been followed by several employers in handling the wave of strikes which is at present gripping the Wadeville/Germiston area, sources said.

An employer source, who described the document as the "Seifsa plan", said it also advised employers to set a deadline for strikers by which they would have to return to work.

If they did not return, the company was advised to dismiss the men and to "assume that they have resigned", he said.

Seifsa's director, Mr Sam van Coller, confirmed yesterday that Seifsa had issued a document offering guidelines to members on handling industrial unrest.

He stressed, however, that no pressure was placed on member companies to follow them. They had been issued merely to advise employers, he said.

Mr Van Coller declined, however, to comment on details in the guidelines.

"At the time they were adopted, the committee handling the issue felt that it was a management document and that it should not

be distributed beyond our members," he added.

Informed sources said yesterday they believed other employer associations had also circulated guidelines to their members on strike-handling.

"After all, it would be surprising if they hadn't," a source said.

Most of the responses of Wadeville and Germiston metal companies to the strikes of the past 10 days have been consistent with the guidelines.

Those who have been willing to discuss workers' wage demands have indicated that they would only do so once strikers returned to work.

In cases where demands have centred around issues unconnected with wages, however, these have been resolved before workers returned.

Most employers have set deadlines to their striking workforce and have regarded them as having "resigned" if deadlines have not been honoured.

But some have re-employed their entire workforce after setting a second deadline, one withdrew its plans to fire workers and at least two have set about recruiting entirely new workforces.

In its industrial relations guidelines, Seifsa also advises employers not to bargain on wages outside the industrial council system.

In the present strike wave, only two employers have indicated to union representatives that they may be prepared to grant an increase outside the council system.

Car chase ends in crash but 3 escape

Mail Reporter

THREE car thieves escaped on foot and a fourth was slightly wounded by police after a high speed car chase through Robertsham, Johannesburg, yesterday.

The chase began when police became suspicious of the men, and ended when the four crashed into a bus shelter on the corner of Xavier Street and Bentley Road Robertsham.

The thieves broke into a car outside a Booysens printing shop yesterday morning.

The printing shop receptionist, Mrs A Penny of Ridgevale, heard a noise and ran outside to see the four driving her car away.

Later, by chance, police noticed the four men in the car, became suspicious and gave chase.

After the crash the car sprang out and began running.

Police wounded one man who was arrested and the other three escaped over garden wall.

skeleton?

... (modern man) ... said the skeleton was "encased in a ... like sediment which has to be re- ... very slowly. Until then we cannot a decision."

Wendorf said the skeleton was found ... and taken to Cairo's Antiquities ... on Monday for examination.

Katry said that previously the oldest skeleton dug up in Egypt dated back 15,000 years.

Wendorf said his team was part of a prehistoric expedition that began ... in southern Egypt in January. The partners are the Polish Academy of ... and Egypt's Geological Survey Department. — UPI

fends off ally by Nat MPs

... was found that 10 times as many blacks as whites used Rissik station then the proportionate quota of available facilities should be made available to the various race groups.

"We will have to make a plan at Daan se stasie," Mr Schoeman said.

When Mr Van der Merwe asked the Minister to reinstate apartheid signs at Rissik station he drew derogatory moans from both the Government and PFP benches.

During Mr Schoeman's reply Mr Harry Schwarz, MP for Yeoville, interjected several times to ask Mr Schoeman whether apartheid notices were necessary to avoid friction, but the Minister side-stepped the interjections. Mr Van der Merwe who

Minister: No racism in SAA staff choice

THE Minister of Transport Affairs, Mr Hendrik Schoeman, yesterday gave an assurance that there was absolutely no prejudice on the basis of race in the selection of cabin crew and air hostesses for South African Airways.

Selection was undertaken by an impartial panel and the requirements for acceptance of black, coloured and Asian candidates were exactly the same as for whites, he said in

committee on the Transport Services budget.

When posts were advertised this year for cabin crew and air hostesses of all race groups, only 204 of the 830 white applicants were accepted while "with the best will in the world", only one out of 341 black and one out of 50 Asian applicants could be accommodated.

Of the 37 coloured applications received, six were accepted. — Sapa

NRP call for probe

THE Minister of Transport, Mr Hendrik Schoeman, said yesterday he would investigate the issue of free rail passes.

He was reacting to a call by Mr George Bartlett (NRP, Amantzimtoti), during the committee stage of the Transport Services Appropriation Bill for a probe.

Mr Bartlett said figures for the 1978/79 financial year (the most recent available)

showed that 56 643 first class mainline free passes were issued that year.

Estimating that three members of a family availed themselves each of a free pass, nearly 170 000 people travelled free in that time.

According to a memorandum on transport estimates issued by the Minister, only 337 000 long-distance train journeys were travelled during 1978/79, Mr Bartlett said. — Sapa

Locals to run SWA rail

Political Staff

SOUTH Africa is training South West Africans to run their railways after independence, the Minister of Transport, Mr Hendrik Schoeman, told Parliament yesterday.

In the first indication of Government thinking on how the vital transport services will be kept operating, Mr Schoeman also said South Africa would be prepared to administer them either as an agent of the new government or for its own profit or loss.

He was replying to Mr Pierre Cronje, Progressive Federal Party MP for Greytown, who wanted to know what Government plans

Hendrik show rolling

MR HENDRIK Schoeman has always brought a personal touch to the present of his portfolio.

Anybody who can explain laughs from an agricultural debate possesses a rare political talent.

Now that Mr Schoeman is in charge of transport, he could put him on the spot and ask him to reply to the reading of the Transport Services Appropriation Bill, charge R5 a seat.

On Wednesday the Minister Show got off to a start when he explained apartheid had nothing to do with train passenger losses.

"You could paint all people in South Africa same colour," he cried.

"Light green," suggested Nationalist colleague. "It doesn't matter colour," said Mr Schoeman.

(198) (198) (198) ROM 13/3/82

Wage disputes spread to more factories

By STEVEN FRIEDMAN
Labour Reporter

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THE wage strikes which have gripped Wadeville and Germiston have spread to a plant in Alberton and one in Isando — and union sources said yesterday a large Wadeville factory had become the first to grant strikers an increase outside the official industrial council system

At least 15 companies have been hit by strikes on the East Rand in the past fortnight

A spokesman for Fosatu's Metal and Allied Workers

Union said yesterday McKechnie Brothers, the first Wadeville firm hit by a strike, had agreed to a 12c an hour increase and a 2c an hour attendance bonus rise

The company's managing director, Mr Peter Murrrough, was not available for comment

"It is only a small increase but it does show employers can move on wage demands without waiting for the industrial council," the MAWU spokesman said

At Fuchs Electrical Industries — a Barlow Rand subsidiary — in Alrode Alber

ton about 900 workers have been on strike since Thursday

Barlow Rands industrial relations chief, Mr Reinald Hofmeyr, said yesterday the strike was continuing. No formal demands had been made but "at meetings with the workers there have been references to wage demands and dissatisfaction with the performance bonus"

Workers at Automatic Plating, Isando, staged a day-long sit-in demanding a R1 an hour increase, a company spokesman said. They agreed to return without their de-

mands being met after talks between company and MAWU officials, a union spokesman said later

Meanwhile, a spokesman for Woltube — where a three-day strike ended yesterday — has denied union claims that workers agreed to return after some of their demands had been met

"The union was at no stage involved in the dispute and we did not accede to any demands. They returned after we said we would look into grievances and take action if they were justified. This we are doing," he said

Court resolves union dispute

~~107~~ 189 ~~107~~ Mercury 13/3/82

Court Reporter

A DISPUTE, which resulted in Supreme Court action, between the trade union for metal and allied workers and a Durban factory over the company's attitude to workers who had become union members, has been resolved.

An interim Court rule, which interdicted Mr H S J de Kok, managing director of Hendock (Pty) Ltd, from dismissing any or all of the 89 factory workers who had joined the Metal and Allied Workers' Union, was discharged when it came before Mr

Justice van Heerden in the Supreme Court, Durban.

The rule, which was issued on February 26 followed an application by the metal workers' union after a dispute between the local organiser, Miss Mary Ann Cullinan, and Mr de Kok.

In her application for a Court order, Miss Cullinan said during a telephone conversation with Mr de Kok she gained the impression that he was not aware of labour legislation reforms following the Wiehahn Commission

report and that he thought the union was not a lawful organisation.

She said about 80 percent of the factory's workers had joined the union and she believed that Mr de Kok intended dismissing workers who were union members.

In a replying affidavit Mr de Kok denied the suggestion and claimed that throughout the telephone conversation with Miss Cullinan she had adopted an aggressive attitude and virtually demanded access to his factory.

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890 still ^{stay} on strike at Fuchs factory ^{13/3/82}

By Drew Forrest

The labour upheaval in the East Rand metal industries continued yesterday with nearly 900 workers at an Alberton factory staying on strike, and reports of a stoppage in Isando.

Two other disputes in the clothing industry were also reported.

At the Barlow Rand subsidiary, Fuchs Electrical Industries at Alrode, Alberton, the strike over wages by 890 workers was unresolved late yesterday. The management said it had appealed for spokesmen to come forward, and hoped for a return to work after the weekend.

At Isando 150 workers at Automatic Plating — a company in the Dorbyl group —

returned to work yesterday after downing tools on Thursday over a wage demand.

There were talks with officials of the Metal and Allied Workers Union (Mawu), but the demand was not met.

Brief stoppages yesterday were reported from two Johannesburg clothing factories — the RMB Dress Company and Suki Crawford. The Crawford management is understood to have granted its 35 workers a R3 a week increase.

According to the acting general secretary of the National Union of Clothing Workers, Miss Sarah Chitja, workers who struck this week at SA Weatherwear

Manufacturers in Mayfair returned to work on Wednesday after the management offered a R3 a week production bonus.

The president of the Transvaal Clothing Manufacturers Association, Mr Terence Kinneer, reacted strongly yesterday to union charges that clothing employers were "clinging" to the terms of the current industrial agreement.

How can the unions knock the agreement when they are signatories to it?"

A major West Rand milk supplier, Kuno, was hit by a strike by 85 deliverymen yesterday — affecting home deliveries in Krugersdorp and Roodepoort.

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Higher dock tariffs hit ship repair businesses

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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Post
15/3/82

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Examiners' Initials		

By GEORGE YOUNG
IT is inevitable that the higher dock tariffs, announced in the Transport Services budget and effective next month, must influence the competitive standing of South Africa's booming marine repair complexes in the face of keen competition from Singapore and South Korea

When tendering for a job, the Republic's yards at mainly Durban and Cape Town foresee cut rate tenders by the Asian industry which, by virtue of almost unlimited manpower, can often guarantee a quicker job than South Africa

In their search for qualified artisans, particularly electricians, the indigenous shipyards have to compete with industrial engineering enterprise offering higher wages in the course of major non-marine contracts in the hinterland

The necessity on occasion to dismiss staff as redundant in slack periods often finds the yards short of requisite men when business builds up, and men who were retrenched are less inclined to re-apply

Although the Government has endeavoured more than once to persuade private enterprise to either buy or lease the drydocks which, the harbour authority complains, are run at a loss, the engineering complexes have stood off on the grounds that the repair facilities are unprofitable because they are debited with too many ancillary charges and staffs who are not directly connected with the docks

And since the harbour

authority will still maintain control over what ships use the docks, and demand priority for their own, private enterprise has not been interested

When submitting tenders for repair contracts, however, the South African marine engineering concerns make it clear to clients that the price does not include the cost of drydocking

This is a tariff imposed and controlled by the Government, and while a concession was granted three years ago allowing use of a lay-by wharf at reduced cost, the drydock charges in this country are still a problem in an age of cut prices for repair work

South African yards possess the tools, know-how and fine weather to expedite the job, but there is a perennial shortage of skilled labour, and even by pooling manpower the various staffs can scarcely emulate the numbers thrown on board a repair contract in Asia

It is no secret that in recent months the repair complexes have done well, particularly at the Cape where numerous American-owned rig tenders operating off Cabinda and elsewhere, opt for effecting R250 000 refits in South Africa

Because of their small size the dock-dues problem is not so serious for the tenders, but for big bulkers debited at more than R50 a day for reclining at a wharf, the final account for a ship on protracted stay is invariably a big one

Private enterprise cannot always cut its prices to compensate for higher drydock tariffs

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WARNING

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

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

USA
128 189
Jan 19/3/82
Disturbed
year at
Siemens

Labour Reporter

Last year was a period of increasing labour unrest and wildcat strikes, according to the 1980-81 report of the German multinational concern Siemens.

There were isolated confrontations between management and labour and competition for members between newly emergent and long-established unions at Siemens factories, the report stated.

Union membership had increased over 1980-81 from 24 to 29 percent of the wage-earning workforce.

The firm had a works council system and these councils met management at monthly and quarterly intervals.

There was a decline in white unionisation and there was competition for black members between the Fosatu-affiliated Metal and Allied Workers' Union and the registered, unaffiliated Electrical Workers' Union of South Africa.

Siemens continued to "maintain dialogue" with these unions, the report stated.

The report also states that from the middle of 1981 the presence of MAWU had affected the Electrical Workers' Union's membership.

However, electrical union secretary Ben Nicholson said that while MAWU had won over some members of the union at the Siemens plant in Isando, the situation was changing again.

Because the Wiehahn Report had set industry on the "irreversible course" of racial integration, industry had to cope with these new dimensions.

Employers and employees would succeed in reaching this course if they continued to cooperate in a "spirit of understanding and social partnership."

English crushed by Boks

JOHANNESBURG — The Springboks romped to an overwhelming eight wicket victory over the English tourists at the Wanderers yesterday

And with it came giant Vince van der Bijl's rare feat of finishing with 10 wickets in his debut Test

Only two other Springboks — Alf Hall in 1922 against England and Syd Burke in 1961 against New Zealand — had previously achieved this milestone

Afterwards SAB English XI captain Graham Gooch said he would "hate" to return home without at least one win over the Boks

The tourists refused to comment on a report from London that they will be banned from playing in the coming series in England against India and Pakistan — DDC

Match report, P20

R5m ¹⁸⁹ steel mill for Dimbaza?

16/3/82 *Dispatch*

EAST LONDON — A R5 million steel mill may be established at Dimbaza, near King William's Town, the Ciskei National Development Corporation (CNDC) announced yesterday

In a statement, the CNDC said it was investigating the possible establishment of a steel mill under the agency scheme with the giant Dunswart Iron and Steel Company of Benoni

The managing director of the CNDC, Mr Frans Meisenholl, said that should the steel mill, which would be called Dickor Steel, be estab-

lished at Dimbaza, it would be the first of its kind in Ciskei, the Eastern Cape, Transkei and the Border

The mill would provide employment opportunities, together with full training in the steel industry, for 100 Ciskeians, the statement said

Dickor Steel would manufacture light steel profiles and reinforced steel at Dimbaza

Mr Meisenholl said the CNDC was enthusiastic about the possible establishment of the mill because it would promote

industrial development in Ciskei and provide a basic industry which could draw other related industries to the area

Dunswart Iron and Steel manufacture a wide range of steel products at the factory in Benoni, including steel profiles, billets and sponge iron which are exported to 25 countries throughout the world

The CNDC statement also said that the export of steel products from Dimbaza to neighbouring states would result in valuable foreign earnings for Ciskei — DDR

Less cricket viewing on TV

JOHANNESBURG — The South African Cricket Union — concerned about attendances at touring matches involving Graham Gooch's English team — announced yesterday there would be a reduction in television coverage of the matches

Extensive coverage of the first four-day international between the English XI and South Africa, which ended at the Wanderers yesterday, kept the expected full houses away as only 50 013 people paid to watch the Springboks beat the tourists by eight

wickets

Mr Joe Pamensky, president of the SACU, said there would not be full coverage of tomorrow's one-day international at Kingsmead

Details of coverage will be announced later — SAPA

Isando workers in wage dispute

Labour Reporter

An Isando firm was the scene of yet another wage dispute yesterday

About 150 workers at Fenner SA refused to start work yesterday morning after management declined to meet worker demands for a minimum hourly increase of R1 across the board

A spokesman for the Fosatu-affiliated Metal and Allied Workers Union (MAWU) said the union was called in by workers yesterday to negotiate the dispute with management

He said the company was unwilling to negotiate any increase until after the National Industrial Council's wage talks were reconvened next month.

Workers had agreed to return to work this morning and await the wage talks on April 14

In another development on the East Rand a settlement was reached at the end of last week at McKechnie Brothers in Wadeville

And about 900 workers at Barlows Fuchs Electrical Industries in Alberton continued yesterday with their work stoppage. Management has called on workers to choose representatives to hold talks with the company

Unionists released

Three trade unionists detained in Johannesburg a fortnight ago under section 22 of the General Laws Amendment Act have been released.

The general secretary of the General and Allied Workers' Union Mrs Mary Ntseke, was released from John Vorster Square last Wednesday. Two of her GAWU colleagues, Mr Elliot Shabangu and Mr Soliv Pholotho, were freed on March 5

Two other officials of the union, Mr Samson Ndou and Mrs Rita Ndzanga, are still being held under the Terrorism Act and are in their fourth month of detention without trial

(189) 10/11
16/3/82

Fuchs workers keep up strike

Labour Reporter

ABOUT 900 workers at Fuchs Electrical Industries, a Barlow Rand subsidiary in Alrode, near Alberton went into the third day of a strike yesterday

But management sources reported that Wadeville and Germiston hit by at least 16 strikes over the past fortnight, were "quiet" and that the action appeared to have "petered out"

A strike by about 85 drivers at the Kumeke Dairy in Krugersdorp has been settled, according to a company spokesman yesterday

He said the strike followed a "misunderstanding" over a change from monthly to

weekly pay deductions. Workers returned after the new system was explained to them he added

At Fuchs, where workers struck on Thursday — apparently over wage demands — the entire workforce clocked in yesterday morning but stayed at their benches and refused to work, a Barlow Rand spokesman said

Attempts by management to persuade workers to elect spokesmen had continued yesterday, he said, but no one seems prepared to come forward

Although the strike remained unresolved yesterday, "it seems clear that something will have to give today", the spokesman said

Argus Bureau

PORT ELIZABETH — The number of confirmed cases of bubonic plague in Coega village near Port Elizabeth has risen from three to four

This was said today by health spokesmen, who said the plague was being contained after claiming the death of a man about a week ago

A spokesman for Empilweni Hospital in New Brighton said that the number of Coega

New bubonic plague victim

ARGUS 16/3/82

189

plague suspects admitted to the hospital was 20

The latest confirmed case is that of a teenager

A mother and child were admitted to Empilweni Hospital last night after having been treated at Livingstone Hospital. They were initially thought to have another disease

The Medical Officer of Health of the Dias Divi-

sional Council, Dr Koos Meyer, said officials from his department, the Health Department, defence, the Port Elizabeth municipality and the railways were trying to prevent the disease spreading. He was optimistic

The regional director of health services, Dr J D Krynauw, said it appeared that the spread of the disease had been prevented

The Health Department was trying to get in touch with people who had been in contact with Koega residents

The area under quarantine is five kilometres from the village

It comprises 18 houses with about 80 inhabitants on the land of a Roman Catholic mission station about 32 km from Port Elizabeth

Sapa reports that these cases are the first to be notified in South Africa since 1972, when one case was reported

The plague is caused by fleas from rodents

There are two types — Bubonic recognised by enlarged glands, and a form in which germs enter the bloodstream and cause pneumonia

The disease takes five to six days to develop and if not treated can be fatal

Shc 17/3/80
Steel mill

may go

to Ciskei

EAST LONDON — A R5 million steel mill may be established at Dimbaza Ciskei.

The managing director of the Ciskei National Development Corporation, Mr Frans Meisenholl said the corporation was investigating the possibility of establishing a steel mill called Dicker Steel in the territory.

The mill would be the first of its kind in the area. The company is a wholly owned subsidiary of Dunsward Steel and Iron Works.

The establishment of the industry would create employment for 100 Ciskeians and provide comprehensive training.

The CNDC was enthusiastic about the project as it would not only promote industrial development, but would also provide a basic industry which would act as a draw card for related industries, Mr Meisenholl said.

186 *Household*
 Q Col 419 - 422 17/3/82
 323 Mr G S BARTLETT asked the Minister of Agriculture and Fisheries:

What was the average annual price paid for flour (a) supplied to (i) bakers of bread, (ii) confectionery bakers, (iii)

wholesalers and (iv) retailers and (b) on sale to the public for each of the latest specified five years for which figures are available?

The MINISTER OF AGRICULTURE AND FISHERIES

	Cake flour R/t	White bread flour R/t	Brown bread meal R/t
(a) (i), (ii), (iii) and (iv)			
1977-78	247,39	221,47	200,52
(1 10 77-30 6 78)			
1977-78	251,84	225,36	203,98
(1 7 78-30 9 78)			
1978-79	281,51	251,46	227,67
(1 10 78-30 9 79)			
1979-80	361,97	322,00	290,60
(1 10 79-31 3 80)			
1979-80	381,32	334,43	297,41
(1 4 80-30 9 80)			
1980-81	434,50	381,35	339,42
(1 10 80-30 4 81)			
1980-81	438,80	385,13	342,75
(1 5 81-30 9 81)			
1981-82	499,11	436,99	389,36
(1 10 81-30 9 82)			

(Price in respect of quantities of 3 ton or more at a time)

	Cake flour	White bread flour	Brown bread meal
(b)			
1977-78	R0,81	R0,65	R0,62
(1 10 77-5 1 78)			
1977-78	0,81	0,75	0,71
(6 1 78-30 6 78)			
1977-78	0,82	0,76	0,72
(1 7 78-30 9 78)			
1978-79	0,93	0,85	0,82
(1 10 78-30 9 79)			
1979-80	1,18	1,08	1,03
(1 10 79-15 11 79)			

Bread subsidies

324 Mr G S BARTLETT asked the Minister of Agriculture and Fisheries

What was the amount (a) budgeted for and (b) actually spent on bread subsidies in respect of each of the latest specified five years for which figures are available?

The MINISTER OF AGRICULTURE AND FISHERIES

	(a) R million	(b) R
1977-78	66,2	65 370 000
1978-79	57,4	57 361 000
1979-80	117,0	116 303 000
1980-81	175,0	162 106 000
1981-82	160,0	Not yet available

	Cake flour	White bread flour	Brown bread meal
1979-80	1 18	1 08	0 63
(16 11 79-31 3 80)			
1979-80	1 24	1 11	0 65
(1 4 80-30 9 80)			
1980-81	1 41	1 27	0 80
(1 10 80-30 4 81)			
1980-81	1 47	1 20	0 81
(1 5 81-30 9 81)			
1981-82	1 61	1 45	0 97
(1 10 81-30 9 82)			

(Maximum prices paid by consumers for packages of 2.5 kg)

	(a) R/ton	(b) R/ton (y)	(c) R/ton (y)
1976-'77	*	123,30	120,18
1977-'78	*	123,97	120,34
1978-'79	*	141,24	134,78
1979-'80	*	186,78	182,91
1980-'81	205,00	217,13	212,85

* No wheat imported
y Grade 1-wheat

3 ~~186~~ (186) Flour prices *Hansard*
Q Col 419-422 17/3/82
323 Mr G S BARTLETT asked the
Minister of Agriculture and Fisheries

What was the average annual price paid
for flour (a) supplied to (i) bakers of
bread, (ii) confectionery bakers, (iii)

Strike is halted as negotiations start

Labour Reporter 139

ABOUT 900 striking workers at Fuchs Electrical Industries at Alrode, near Alberton, returned to work yesterday after electing representatives to hold talks with management, a company spokesman said.

Another strike, at Fenner (SA) in Isando, in which workers demanded a rand-an-hour increase, has also ended.

Workers returned after management said it would not discuss a new increase until after Industrial Council negotiations.

And at Henkel's strike-hit Durban plant, a spokesman for Fosatu's Chemical Workers' Industrial Union said negotiations aimed at securing the re-employment of work-

ers, fired after last week's strike, broke down yesterday.

"A few workers have gone back, but management is using temporary labour only. About 160 workers want their jobs back, but Henkel said it would take back only 88," the CWIU spokesman said. He said the union had rejected this offer and that it would now seek to "put pressure on the company in other ways."

Henkel has not commented on the strike so far as its managing director is overseas.

At Fuchs, a spokesman for Barlow Rand — which owns the plant — said management attempts to persuade workers to elect representatives to talk for them had succeeded yesterday morning.

189 17/3/82
Back to work
at Fuchs *Sonetan*

BY I EN MASIKO
ABOUT 900 workers at Fuchs Electrical Industries who last week went on strike over a wage dispute resumed work yesterday after electing representatives to hold negotiations with management

The strike, which involved the entire workforce, had entered its fourth day when workers elected spokesmen to negotiate on their behalf. The company, a subsidiary of Barlow Rand, had earlier tried to persuade the workers to elect representatives.

Barlow Rand's personnel manager, Mr Dick Robb, who was said to be handling the matter, was not available for comment yesterday. But a management source confirmed that all the workers had gone back to work.

Solid waste containing asbestos next to one of Everite's settling basins at its factory in East London

EL factory acts to clear asbestos waste

18/3/82 D. Dispatch 189

EAST LONDON — A factory which produces asbestos cement products is taking steps to clear waste containing asbestos from land in the vicinity of the company's waste ponds

Mr Archie Norval, the local manager of Everite, said he did not believe the waste had overflowed from the company's ponds or that it was a hazard because it was rock hard and unlikely to be blown about like dust

He said, however, that

the company was acting immediately to clear the strip of waste which had been there "for a very long time"

Mr Norval said one of the ponds had overflowed this week because of the rain but this water had been clear of asbestos fibres. He said a pipe had been blocked last week and water containing asbestos had flowed across the street between the factory and the ponds but this had constituted no danger

A Cape Town doctor

and expert on asbestos and asbestos related diseases, Dr Neil White, who investigated the site earlier this year, described it as a "health hazard"

The Everite ponds are situated on top of a steep incline and Dr White said he had found traces of asbestos in a stream at the bottom

A squatter family live on the other side of the valley and there does not appear to be any other source of running water nearby

Dr White said asbestos fibres were lethal and led to diseases such as asbestosis, mesothelioma and lung cancer, though these were normally contracted as a result of inhaling fibres in the atmosphere

He said, though, that asbestos fibres could be just as dangerous if they got into drinking water. He said cancer could result from quite small quantities of asbestos

Mr Norval, however, said he did not believe there was any danger of fibres getting into the

stream

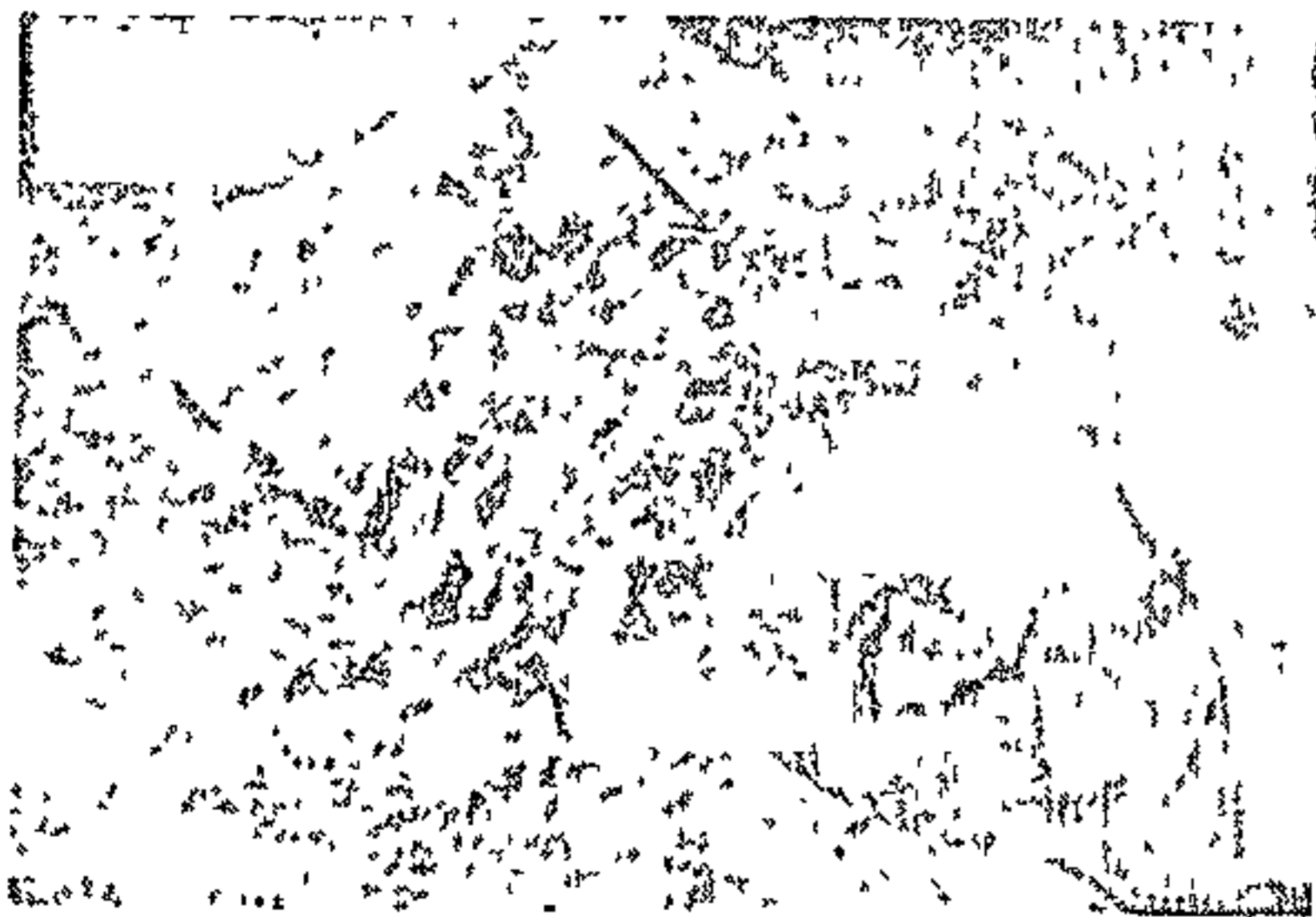
A spokesman for the Department of Water Affairs said the stream flowed into the Buffalo River

A Daily Dispatch reporter found a large belt of dried sludge, which had seemingly come from the ponds, sloping down the hill towards the stream. Because of the impenetrable bush it was impossible to tell whether the band, which went right down to the edge of the stream

Mr Norval said the water overflowing from the ponds was "crystal clear". He said the ponds were settling basins and that any solids in the water would be removed

"While the water which overflowed this week was clean we have noticed an area of hard waste. Unless someone disturbs this there is little chance that the fibres will be loosened, even in heavy rain

Mr Norval denied that the waste had come from the ponds — DDR



A chunk of waste containing asbestos fibres which was pulled from the earth next to Everite's settling basins

Trials of strength FM 19/3/82

152
11/02

189

Wits sociologist Eddie Webster has found significant differences between the work stoppages which occurred in the East Rand metal industry last year (*Current Affairs* December 11 1981) and the 20 stoppages that have taken place so far this year

"A rough distinction can be drawn between stoppages that function as a genuine trial of strength and those which are little more than a token demonstration," says Webster. He says demonstration stoppages were an important feature of labour conflict in the East Rand metal industry last year. This year's stoppages, however, "are now beginning to take on the characteristics of a trial of strength."

Some employers in the industry the FM spoke to agree with this analysis. They say the recent actions of the Metal and Allied Workers' Union (Mawu) amount to a well-orchestrated campaign for recognition. A key affiliate of the Federation of SA Trade Unions (Fosatu), Mawu has been growing rapidly in the past year and now claims a membership of more than 24 000.

Webster points out that this year's stoppages are longer — 25 days on average — compared with 1.75 days last year. In last year's stoppages, about 50% of the demands were for the reinstatement of dismissed workers. In most cases these demands were met in full. In this year's stoppages, only 20% have been met fully or in part. In most cases management refused to negotiate, gave workers a deadline to return to work and selectively rehired those who did.

Major issue

This year the central demand in 18 of the 20 stoppages has been for an increase in minimum wages. Workers have been demanding increases of up to R2 hour more than the present industrial council (IC) hourly minimum of R1.13. They argue that because of inflation, they have had to work increasingly longer hours to maintain their wage levels.

Webster says the demand for wage increases developed into a major issue when employers refused to negotiate wages at plant level, insisting that the proper venue for wage talks was the IC.

Webster says Mawu had majority support of workers in only a third of the factories hit by stoppages this year. But in the course of the conflicts its membership increased significantly. The union insists on plant-level wage bargaining and has turned down an invitation to attend this year's IC wage negotiations.

Established unions involved in these ne-

gotiations have demanded that workers should be paid a R2 hour minimum by the end of the year. Employers have rejected this demand and talks have been postponed until next month.



Wits' Webster underlying causes

"But even if management were to concede these demands, this would miss the point," says Webster. The underlying cause of the unprecedented number of stoppages in the metal industry is the limited scope for work-place bargaining. Where bargaining is highly centralised as it is in the engineering industry, plant level grievances over the size of the national pay settlements can have an explosive effect on industrial relations. This was essentially the cause of unofficial strikes in engineering in Britain in the Sixties.

He believes a trial of strength can best be avoided if mechanisms are provided for a speedy resolution of conflict on the shop floor. Through choosing toughness, employers may now have the feeling of having regained control over a refractory workforce. But, says Webster, it will be a short-term victory.

Webster says some form of industry-wide bargaining may be inevitable. But he warns that employers would be wise to think more carefully about their response to the

demands put forward in the current stoppages. "The lesson of the past decade in the engineering industry is clear. Attempts to create and reproduce institutions that do not have the support of the majority of workers in the factory will surely fail."

Some affected employers agree. However, in interviews with the FM, they emphasised their fear that it will be a difficult, time-consuming task to create a collective bargaining system acceptable to all parties. They believe an increasing number of employers are realising that they have to negotiate with unions such as Mawu and may be willing to make compromises.

However, they ask: will both Mawu and the established white unions in the industry be willing to compromise as well?



**UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK**

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

by a new one being built by Dorbyl

Mercury
19/3/82

R4 m tug order
for shipyard

THE Bayhead shipbuilders, Dorbyl Marine, are soon to begin work on a second supply tug on order — a tug to service the single buoy mooring off Durban

The recently-confirmed order from Sapref, who operate the buoy, is worth more than R4 m and puts the shipyard in a comfortable position as it will be kept busy until at least the first quarter of next year

The tug, due for delivery in May next year, will replace Land & Marine's aged supply ship Reunion and will join the Judith II. Land & Marine has not yet decided on the fate of the Reunion

An unusual aspect in the design of the vessel, yet to be confirmed, will be her bow thruster, an American system which has not been used before in this country. While the usual bowthrusters work on the principle of direct propulsion, with a propeller in a horizontal tunnel forcing water out of one end to move the bow in the opposite direction, the one to be fitted on the new tug will work on suction

Briefly, the system consists of a vertical duct with a single inlet at a central point in the bows and two outlets on ei-

ther side of the ship. The water will be sucked up the main duct and ejected through the starboard duct to steer the bow to port. The bow can be kept in a neutral position by ejecting equal volumes of water through both the outlets

The tug, to be manned by a crew of 14 will have an overall length of 34,4 m, a beam of 9 m and a specified bollard pull of 30-tons. She will be powered by two Mirrles Blackstone diesel engines producing 1100-bhp each and driving twin screws. The pitch of the screws, housed in nozzles, will be controllable

Meanwhile, work on the four Railways harbour tugs on order is well advanced. Two are being worked on in the main Dorbyl slipway while the smaller slipway is taken up by Unicorn's supply tug that is to be chartered out to Soekor in oil search operations of the Cape coast.

The Pentysmart, the Canadian stern trawler, is undergoing trials and should be ready for delivery by next week

Other jobs include the conversion of a dumb floating crane to one of propulsion, and the construction of a new floating crane

	Internal	External
(1)	(2)	(3)
<i>9</i>	<i>7</i>	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used

WARNING

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

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

Nine

(189)

sue

firm

*no. 0. Dispatch
19/3/82*

EAST LONDON — Nine former employees of the S A Television Manufacturing Company in Wilsonia are suing the company for alleged wrongful and unlawful dismissal

The plaintiffs are demanding payment of amounts varying from R2 000 to R3 000

They allege that they were legally employed by the company up to February 9 last year when they were wrongfully and unlawfully dismissed

The registrar of the Supreme Court here confirmed that the summons had been issued

The names of the plaintiffs are N Jubati, N Nginase, N Skeweyiva, T Ntake, N Solaba, T Luthuli, Z Kwakwini, N Nodasa and T Nomela — DDR

~~10/10/75~~
~~10/10/75~~
~~minutes~~
~~action 10/10/75~~

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Yesterday afternoon,
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The MAWU spokesman
said workers suspected the
three men had been "victi-
mised" and that "this is not a
retrenchment for economic
reasons".

They had sent the union
shop steward committee at
the plant to negotiate with
management.

Management had said the
three had not been re-
trenched "but were just being
laid off for a month".

Workers had refused to
accept this, headed, and had
downed tools.

Although they returned
shortly afterwards, unrest
had continued and workers
had threatened further
action if the men were not
reinstated.

This had culminated in
yesterday's gathering.

MAWU was attempting to
arrange a meeting with the
company to negotiate on the
dispute, the spokesman said.

189 1201 23/3/82

Bosses fear upsurge in worker unrest

By STEVEN FRIEDMAN
Labour Reporter

A GROUNDSWELL of worker demands for wage increases is building up in the factories and townships — and drought in the rural areas is a major cause of the demands, says Fosatu's Metal and Allied Workers Union. Union and employer sources agree industry faces the threat of sustained worker unrest this year as wage demands mushroom and the economic downswing makes employers unwilling to grant increases.

MAWU's warning comes in a statement by its general secretary, Mr David Sibabe, in which he rejects employers' claims that the recent strike wave in Wadeville and Germiston was the work of "instigators".

Mr Sibabe says there have been more than 25 work stoppages in East and West Rand metal factories in the last two months, together with stoppages in Natal and "ex-

tensive" unrest in the garment industry.

But he denies the strikes are the work of "instigators". "Do employers really believe workers do not have grievances and never feel they want more money?" he asks.

The demands for increases are the result of grassroots pressure prompted by inflation, which he says has reached "record levels".

This pressure is eroding workers' spending power, at a time when companies made "record profits" in 1981.

He says the problem has been aggravated by drought in rural areas.

Many MAWU members are migrant workers, says Mr Sibabe. "Every member who spent his leave in the rural areas in December returned saying no planting was done because of lack of rain."

This meant that the rural areas, which depend for basic necessities on money sent back by migrant workers in

the cities, "are now completely dependent on this money".

This "is yet another burden on workers", he says.

Mr Sibabe says most metal employers have refused to grant increases, preferring to wait for the outcome of the industry's industrial council negotiations.

He warns them they are "sitting on the lid of a volcano" unless they agree to negotiate on pay directly with workers.

Meanwhile, a senior employer source said yesterday that industry could face a "gruelling year" in dealing with wage strikes.

"Workers' expectations have been raised by the growth of unionism and the calls for a R2 an hour wage

"At the same time, we are clearly entering lean economic times and many employers will not be willing or able to pay," he said.

"It has all the seeds of confrontation and we will have to keep cool heads."

Big 2 clash on labour, say unions

By STEVEN FRIEDMAN
Labour Reporter

A "MAJOR" dispute on labour issues between the country's two biggest industrial groups, Anglo American and Barlow Rand, erupted at a recent meeting of metal industry employers which decided to take a "hard line" against strikers. Fosatu's Metal and Allied Workers Union has claimed

The union said Anglo proposed a "very hard line", while Barlow adopted "a more pragmatic approach"

It said the meeting — a regional Steel and Engineering Industries Federation (Seifsa) meeting held on the East Rand earlier this month — decided on a tough line against strikers and claimed companies were "taking production losses and stoppages to maintain the Seifsa/Anglo American ideological line"

Barlow declined to com-

ment yesterday but Anglo angrily rejected claims that it was unwilling to negotiate with workers. And Seifsa's director, Mr Sam van Coller, questioned the union's account of the meeting

In a statement yesterday, MAWU referred to a regional Seifsa meeting held on March 11 to discuss the Wadeville/Germiston strikes

It said it had learned that the meeting recommended that no talks should be held with workers on general pay increases outside the industry's industrial council negotiations — now in progress

It also charged that the meeting recommended a tactic to "break strikes and intimidate workers" by dismissing and then re-employing them

The union said Seifsa members were inviting unrest by "refusing to talk to their employees"

It added that the industrial council system was being "imposed" on black workers who had no belief at all in the system

Mr van Coller said yesterday the meeting had not "taken any resolutions" and was

"just an exchange of views"

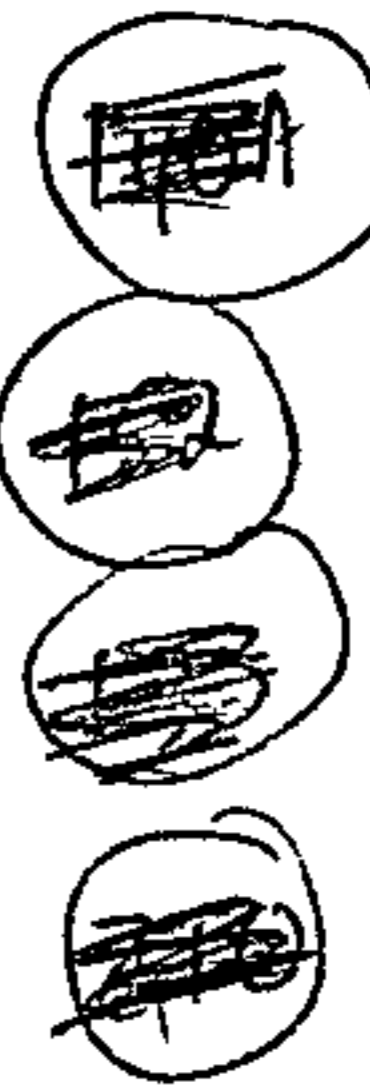
But there had been a "consensus" that employers would continue with their "present view" that pay would be negotiated only on the council.

He said no firm decision had been taken on firing strikers

In a statement yesterday, Anglo said it "deplores wild-cat strikes", but added that Seifsa's strike guidelines "have at no time recommended a tactic to break strikes and intimidate workers by dismissing employees and then re-employing them" Anglo supported this fully, it said

Seifsa, it added, was fully committed to bargaining with unions representing metal workers. It had thus invited unions not on the industrial council to attend the current wage negotiations, but MAWU had declined

It had also begun talks with all metal unions to see whether the bargaining system should be changed. Discussions with Fosatu, to which MAWU belonged, were due shortly



RDH
189
23/3/82

S
W

joined in their fast by
an Anglican sister

~~150 lose~~ 150 lose

star
their jobs

23/3/82
Labour Reporter

About 150 workers at
the Hawker Siddelev
transformer plant in
Wadeville lost their
jobs yesterday over a
dispute with ma-
nagement about dismis-
sals

Workers had protes-
ted the dismissal of
two of their colleagues
and were also told to
leave the plant. a
spokesman for the
Metal and Allied
Workers' Union
(Mawu) said

23/3/82 Star ~~12~~ (189) ~~182~~ ~~1407~~

Mawu warns bosses

By Drew Forrest

The Metal and Allied Workers Union has warned employers in the strike-hit metal industries that they are "trying to put a lid on a volcano" by refusing to talk with their employees.

The union accuses the Steel and Engineering Industries Federation and the Anglo American Corporation of hard-line opposition to plant-level wage bargaining and says companies are suffering work-stoppages to maintain their "ideological line".

Its statement follows

a wave of unrest mainly over wages in the Reef metal industries. Most affected firms have refused to discuss wages pending the Industrial Council talks.

Mawu claims that at a meeting on March 11 to discuss the strikes, Seifsa members opposed wage talks outside the council and urged the dismissal and re-employment of workers as a strike-breaking tactic.

It claims the meeting was marked by a major dispute between Anglo adopting a hard line and Barlow Rand, which "took a more pragmatic approach".

Taking issue with employers who blame 'instigators', Mawu says the strikes occurred because workers need money — 'no union has to tell them that'. It added that the drought had increased the burden of metal workers, many of whom were migrant with families in the rural areas.

In response, an Anglo spokesman said the corporation backed Seifsa in its discussions with the metal unions, which aimed to see "if the present bargaining structures need revision in any respect".

"No fair-minded per

son could describe this as a refusal to talk to employees," he said, adding that Anglo fully supported the Seifsa strike-handling guidelines which "at no time recommended the dismissal and re-employment of strikers".

The spokesman said the corporation was convinced that separate bargaining with the different races would "heighten racial tensions".

"For this reason we are committed to a collective bargaining structure which will involve all represented employees," he said.

(182) (189) (355)
Fuchs strike
Str 23/3/92
brings wage
increases

The wage dispute by 890 workers at Fuchs Electrical Industries in Alberton has been settled with workers receiving wage increases.

The plant was recently shut down for three days as a result of the wage strike and talks were held after workers elected representatives to meet management.

The Barlows group code of employment practices was implemented at the Fuchs subsidiary and adjustments were made to minimum wage rates a Barlows spokesman said.

Bay-built trawler the first of six?

Mercury 23/3/82

189

THE owners of Dorbyl Marine's latest construction job, the stern trawler Pennysmart — the first vessel to be built in this country for Canadian owners — said they were ready to negotiate the second of six similar orders with the Bayhead shipyard.

Mr Spencer Lake, chairman of John Penny & Sons, who are to take delivery of the Pennysmart early next week, yesterday said his company would look at the performance of the new trawler on her month-long delivery voyage and during a month of operation before deciding on whom to turn for further orders.

At the naming ceremony of the vessel Mr Lake said he was pleased about the newbuilding.

'I hope it will not be the last to be built in South Africa,' he said. 'We are confident she will be able to do the job she was ordered for and we are ready to talk about the second order now.'

Price

Further orders from the same fishing concern would particularly please Dorbyl as each vessel would bring in at least R5,5 million, assuming their purchase prices would be similar to the Pennysmart.

The favourable financing arranged for the Pennysmart by both the South African Government and that of Canada greatly enhances the possibility that further orders will follow.

The Pennysmart, undergoing final fitting-out, successfully completed owners' trials last week and should be ready to sail within a week for the Arctic waters where she will operate.

sary in the rough Arctic waters

She has the capacity to make catches each of up to 50 tons of fish, which will be gutted on the factory deck and stored at about freezing point in the refrigerated hold able to take 260 tons

Based at St Johns, Newfoundland, the trawler will be put to work throughout the year in the frigid regions off Canada, moving from area to area, depending on the fishing quotas granted to John Penny & Sons, one of the biggest fishing companies on the east coast.

The German-designed hull has a special feature never before included in any vessel, her sharp and angular bulbous bow. It was designed to cut and lift the broken ice hindering the passage of the trawler.

Strengthened

Her specially strengthened hull is placed in the super ice classification and is expected to withstand the heavy strain of broken Arctic ice. Her propeller and propeller shaft, too, are designed for heavy duty in the northern climes.

She will have a crew of 14, with extra accommodation for another four people, and will have a range of 18 days' cruising at 12,3 knots.

Another aspect setting her apart from trawlers common in South African waters is her stern ramp which is fitted with a wave trap, neces-

Stein
3%

A SUBSTANTIAL drop in the volume of platinum sent Rusten Platinum Holdings taxed profit plummeting by 58,6% R28 100 000 to R62 300 000 in six months to January 28

Earnings fell to a share from 49% the half-year to February 1981, but the interim dividend has left at 12,5c

Expenditure on minisets in the six months R22-million, of which R13 600 000 was charged against renewals, leaving R8 400 000 in capital expenditure

The dividend R15 700 000 from taxed it, and after deducting capital expenditure R8 400 000, only R4-million left for transfer to reserves

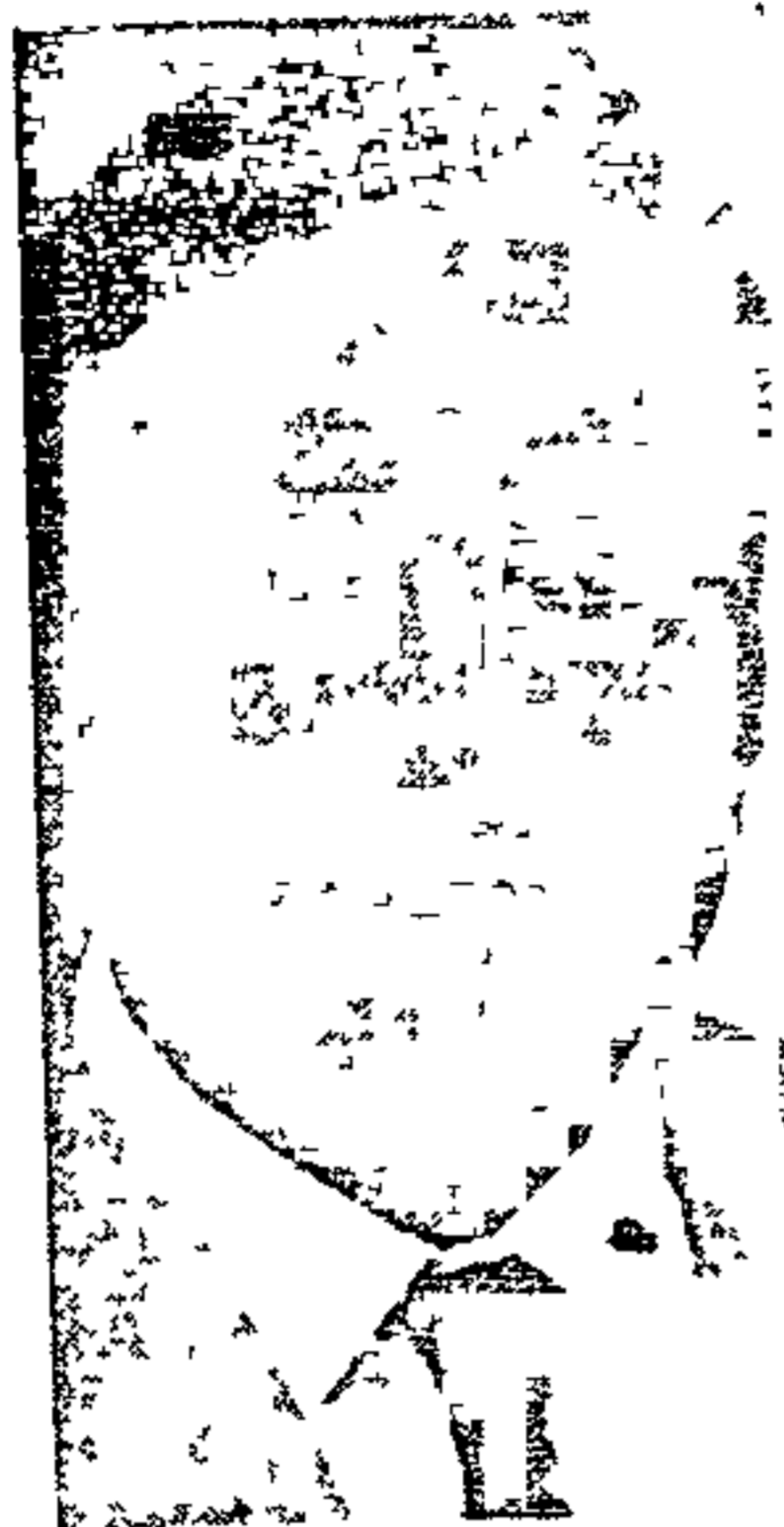
The dive in earnings in first half shows that chairman, Mr Gordon V. Dell, was not exaggerating when he warned in the annual report of a severe reduction in profits this year

The directors are not confident about the rest of the year, saying "Profits are expected to improve in second half of the financial year, and indeed, may decline further unless a better balance between supply of and demand

AECI on me

By DAVID CARTE

AECI reports good progress with its investment into methanol as a fuel and aims to commission its first pilot



Mr Olaf Fife has been appointed commercial manager of Alitalia for South Africa

Ferrochrome at only 60% of capacity

By ADAM PAYNE
THE South African ferrochrome industry is running at only 60% of capacity, but is faring better than plants in the US where the biggest producer is almost bankrupt

"We will survive because of our strongly competitive situation with relatively cheap power and the raw ma-

terial — chromite — mined in South Africa," an exporter told me

He confirmed that South African producers were receiving 47,5c a lb cif for 50%-55% high-carbon ferrochrome sold in the United States

According to New York reports South African producers lobbied to increase prices to 50c to 51c a lb from 45,5c at the beginning of 1981, but accepted 47,5c a lb

New York sources claim that this level is showing signs of erosion and that discounts of 0,5c to 1,5c a lb have been offered by South African producers

But I am told that only in isolated cases have discounts been offered

All ferrochrome suppliers to the US admit that business in the first quarter of this year is dull and the outlook for the second quarter looks bleak

Ferrochrome is used in stainless-steel manufacture

In the US, the largest ferrochrome producer, Macalloy, shut down in December and filed a bankruptcy application in February

Macalloy met its major creditors on February 26 and received permission to reopen one of its two furnaces

Macalloy admitted its debts totalled \$16 300 000

Commenting on events at Macalloy Mr G Watson, executive director of the US Ferroalloy Association, said "The rest of the industry is not in much better shape. Unless the economy turns round, and steel production picks up we are in trouble"

Principal producers of ferrochrome in South Africa are Samancor, Gencor at its Tubatse plant Metallurgical Industries and Associated Manganese, a small producer through its subsidiary Ferallloys

Samancor, which relies on manganese ore sales and ferroalloy production, reported a 30% drop in attributable income from R18 900 000 to R13 100 000 in the six months to August and will shortly report on its income for the year to February 28

Associated Manganese, with its income derived principally from iron ore and manganese ore sales, showed an increase in net profit of 50% for the year to December last

Consolidated profit after tax was R24 289 000 (R16 167 000) and the company raised its total dividend payment to 200c from 180c

Decline in US output

WASHINGTON — The US economy contracted at an annual rate of 4,5% in the last quarter of 1981 under the impact of recession

Administration sources said a decline at the same 4,5% rate in the gross national product was expected for the first quarter of this year but with lower inflation according to a preliminary Commerce Department estimate

The Commerce Department's report of a 4,5% decline in the 1981 fourth-quarter

total output of goods and services after allowing for inflation was slightly better than the 4,7% fall estimated a month ago

Another piece of gloomy news from the department was that taxed profits of US corporations fell 7,1% in last year's fourth quarter. The profit picture looks like remaining bad in the current quarter

Americans' personal income rose 0,5% in February a modest improvement over the scant January gain and the December decline



AECI Limited

(Incorporated in the Republic of South Africa)

58th Annual Report — year ended 31 De

Chairman's state

Once again I am pleased to report that the Group's results showed a substantial improvement over those achieved in the previous year. Turnover for 1981 totalled R1 467,0 million, an increase of R230,7 million (18,7 per cent) over 1980. Export sales included in the above

The demonstration plant met expectations and the larger scale operations of algae produced are in progress in the field of labour rela-

189
Sowetan 24/3/82

Mawu scorns retrenchment

By Joshua Raboroko
BLACK workers will not allow themselves to be intimidated by management's increasing threats to retrench them when they have seen record profits and dividends reaped in 1981.

In a statement to The SOWETAN the Metal and Allied Workers' Union (Mawu), said that workers were entitled to a share in South Africa's prosperity

Mawu said that more than 25 work stoppages have occurred in engineering industries on the East and West Rand in the past two months

Other strikes have occurred in Natal and there have also been extensive stoppages in the garment industry. The common demand in these stoppages and strikes was an increase in wages

"The employers are blaming the strikes on instigators. It appears we are going back to the bad old days of industrial relations when workers went on strike only because of instigators and agita-

tors"
Mawu also said that the work stoppages have occurred country-wide because workers needed more money and they did not have to be told this by unions

Inflation had reached a record level. Administered prices are increasing daily while companies have achieved record profits in 1981

"Although some employers have granted increases to their workers, the majority in the metal industry, have refused until after the industrial council negotiations"

Mawu believed that a wide bargaining system could be achieved, but only when workers themselves see the need for it

"This credibility can only be established by a process developing from plant level bargaining. The old, discredited system cannot just be imposed from above and be expected to gain respect and credibility

189 Star 24/5/82

SA computer

industry has

a lift-off

Florida Park shopping centre on the West Rand with its big shady trees stands in the middle of a well-manicured suburb. It is the last place you would expect to see an industrial revolution begin.

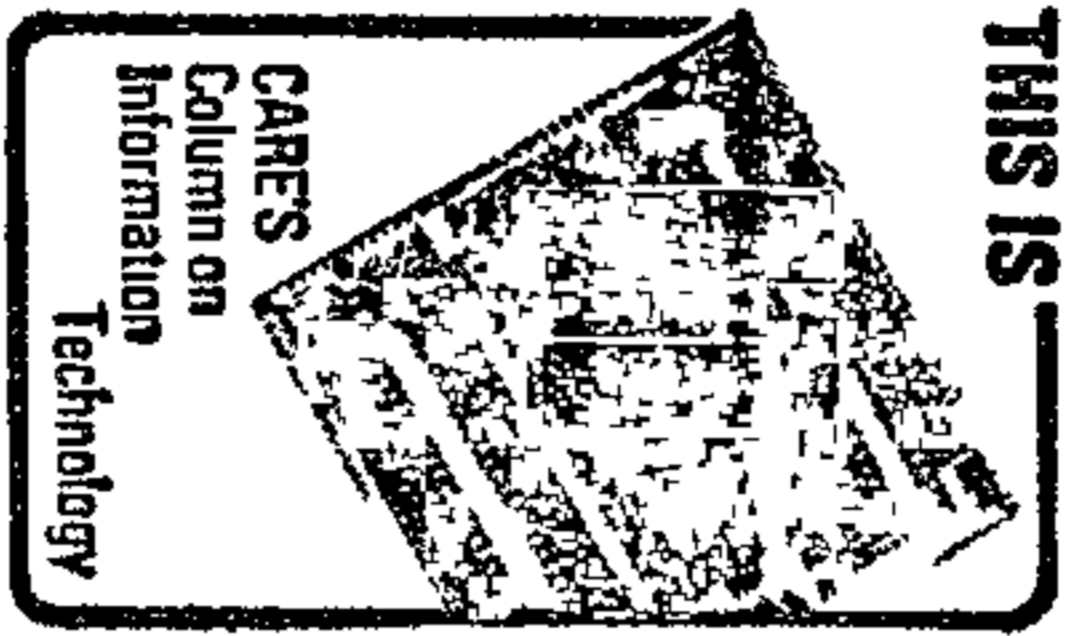
There is a shop in the corner — a showroom really — and in among its potted plants are the big grey eyes of video screens and glistening keyboards.

The boss is Alex Payne (56) a highly successful and resourceful Pretoria-born businessman who runs a STOL (short take-off and landing) aircraft company and as also into furniture hotels and a few other things. But his obsession is desk-top computers.

What makes him unusual is that he runs South Africa's only computer-manufacturing business. Behind his shop he has an assembly plant and a research and development laboratory. He claims naturally enough that his desk-top computers are better than anything South Africa imports.

Amateur

The computers they make are more powerful than micro-computers (many micros are 'amateur machines' according to Mr Payne) but less powerful than the huge mainframe machines which are housed by big busi-



ness in air-conditioned halls. Alex Payne's five-year-old computer business signals the start of a fourth stage in South Africa's industrial evolution. The first was primary industry (agriculture), then came secondary industrial development (manufacturing of goods), then tertiary (commerce and finance). Now a fourth sector cuts across the other three and deeply influences their futures.

It is based on information technology (IT), a term used to describe the marriage between computers, micro-electronics and telecommunications. The three are today as scrambled as an omelet.

The new technology will not only revolutionise the way we live and work it will become a big new employer. IT is already showing signs of explosive growth in South Africa.

● The big banks are committed this year to installing R10-million worth of computer-aided street-side automatic tellers which dispense cash, accept deposits and make inter-account transfers. One bank has ordered 83 South Africa-wide.

● Architects, planners and other businesses with drawing offices



Mr Aubrey Mswell (foreground) is one of the technicians at South Africa's first computer firm which does its own research and development, assembling, sales and servicing. Mr Mswell assembles printed circuits and in his spare time studies more advanced processes in micro-electronics.

three-dimensional colour images of their drawings and this can increase their productivity up to four times. That is an instance of how IT can ease

the skills crisis. ● Computer-aided manufacturing — the first step towards industrial robots — had no buyers in 1980 but

sold more than R10 million in machines last year. This year's demand is heavier.

● A Bedfordview butcher uses a computer to tip off his customers by phone automatically when he gets in cheap cuts or when their accounts overrun. His is just one of many small businesses now using microcomputers.

● This year's annual SA Computer Fair at Tradex in Kame Centre, Johannesburg in May has been booked out for months. More than 70 computer firms are exhibiting, and 70 more are on the waiting list.

Patient

● The post office is in the advanced stages of developing a news and consumer information service which can be called up on home computers.

Alex Payne's three co-directors are typical of the new breed of men behind IT. They are young, enthusiastic and very, very patient.

"You have to be patient," said Mr Payne. "Most people appreciate that the computer is about to become part of everyday life in the home and in the office, and that it will be essential in boosting productivity and reducing costs — but they are scared of it. Most are afraid they'll never get the hang of using 'smart' machines."

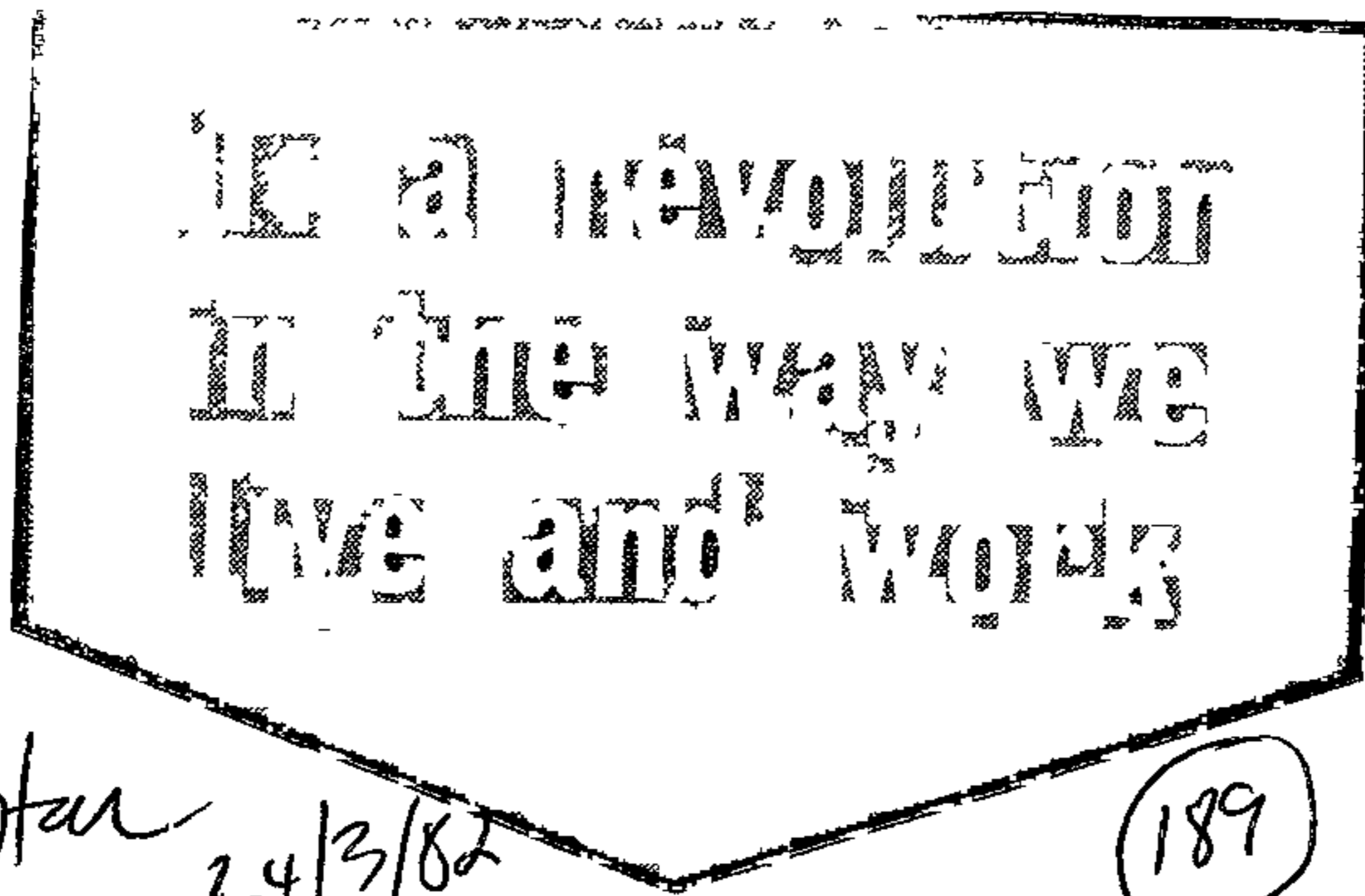
Desktop

"The basics though, require less skill than learning to drive a car."

I spoke to the firm's technical director, Keith Irwin, (29) who began his career on mainframes. When microcomputers appeared in 1977 he instantly recognised the writing was on the wall for the big jobs. He now researches hardware and software for desktop computers.

By slipping a ferrous-coated plastic disc (called a diskette) into a small computer it becomes immediately ready to be used for a specialised function. One package Mr Irwin recently developed was for pharmacists — the first on the market. It even prints out the bottle labels, the scripts.

To facing page



From previous page for medical aid and it does the re-ordering and gives an instant stock reading slip in another tailor-made diskette and it can do the chemist's end-of-month accounts.

Unique

Mr Irwin has developed programmes to cope with the peculiarities of running furniture businesses (hire purchases and repossession, for instance). "In South Africa, with its unique regulations, we need custom-made packages," said Mr Irwin.

Another package they researched and developed does wages even to the extent of disgorging the paypackets listing the exact coinage.

At the top of the range of these South African computers is one with a built-in RAM (random access memory — it can store data which can be altered at will) which can store 1-million "bits" and that is about the number of characters in five of six novels. It can also take diskettes and these can increase its memory storage to an unlimited extent. You could file Encyclopedia Britannica in a small drawer.

Main frame

Another advantage of the South African-made computers (only 20 percent of the parts are imported)

spelt words will flash on and off and the correct word will appear at the bottom of the screen.

In the past year the firm trebled its staff, and now business is brisk enough for it to use its own aircraft

that will soon be reduced) is that they can be connected to a mainframe computer but, can at the same time, be operated independently of it. Alternatively several terminals with keyboards and screens in various offices can be attached to one desk-top computer — thus it can be used like a mainframe.

The computers have their own locally made voltage regulators which, again, are made specifically for our peculiar local conditions where voltages fluctuate — a rare phenomenon overseas

The costs are, says Mr Payne, competitive with overseas models

Ken Geldenhuis, sales director of the West Rand firm, compared the quality of his firm's product with a popular make of imported machine. The printed circuits in the local machine fitted more firmly, the modules and gold-plated plugs were more easily replaceable and the sockets dustproof.

The local product produces information much faster than the ordinary run of microcomputers.

Next off the drawing board in the shop on the corner is an intelligent cash register for trades which require total control of all outlets.

Mr Payne's firm has a dictionary for a word processor — again tailor-made for South African needs. The dictionary will spot spelling errors. Wrongly

ROM 25/3/87

189

172
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Dispute over cause of strike

Labour Reporter

WADEVILLE metal company Flekser, which fired its black workforce after a strike late last week, said yesterday it was ready to re-employ the workers selectively and to hold discussions with a works committee

The Metal and Allied Workers Union said workers were refusing to re-apply for their jobs because they rejected selective re-employment and wanted Mawu to negotiate on their behalf

Mawu said the strikes were sparked off by the re-trenchment of three workers. After worker approaches, management had said it was only laying them off for a

month, but workers did not accept this, the union said

However, Flekser said yesterday, workers initially stopped work after three workers were fired "after disciplinary action following refusal to work"

Representatives then asked for the three to be re-employed. They agreed they would remain suspended, that the works committee would discuss their positions and that workers would return to work, it said

But the next day workers again stopped work, insisting the three be re-employed

The workers were fired because "further talks would have been of no avail"

Hundred fired on the Reef

BY SELLO RABOTATHA

MORE than 400 workers were dismissed at two companies in Wadeville Germiston, this week after they had gone on strike over the dismissal and retrenchment of their colleagues more than a week ago.

A spokesman for the Metal and Allied Workers Union (MAWU), a Fosatu affiliate, said 160 workers were on strike at Hawker Siddeley Ltd over the dismissal of two of their colleagues on Friday last week.

Workers in their department downed tools in solidarity with the dismissed workers in the other departments were then told by management to follow their colleagues.

The spokesman said: "The company

recently laid eight operators off and replaced them with coloureds. The company's management told us they had lost faith in black workers and that they would not employ them any longer. Now the company has decided to lay the whole lot of them off."

Meanwhile 40 of the 240 workers at Flekser are also to lose their jobs according to the Mawu spokesman. Workers at Flekser had downed tools because of the retrenchment of three of their colleagues. The Mawu spokesman said management had told them they no longer trusted the workers.

He said: "Management at Flekser had earlier told the workers that they were being laid off for a month and also refused to negotiate with Mawu."

FM 26/3/82
CLOSED SHOP AGREEMENTS

Ways of escape?
Employees protected by closed shop agreements operating outside the scope of the Industrial Conciliation Act have a number of potential remedies at their disposal. So says Professor Peter le Roux of Unisa's Department of Mercantile Law.

In a recent article in *Modern Business Law and the Industrial Relations Journal of SA*, he outlines courses of action open to aggrieved employees.

The article follows one written two years ago in which Le Roux dealt specifically with closed shops operating within the scope of the Act. He expressed the opinion then that a closed shop as defined in a particular section (24(1)(c)) of the Act cannot be used to implement job reservation.

It was possible, he said, that other closed shop agreements provided for by the Act could be used to enforce job reservation, however, there was a good chance these could be challenged in court.

Le Roux says that agreements operating outside the scope of the Act do not occur as frequently as those which fall within its ambit. However, they are found in important industries. They do, for example, exist in the mining industry and in in-house agreements between unions and employers in the iron, steel and metallurgical industry. It is also possible, he says, that some recognition agreements reached between employers and emerging unions could contain similar closed shop provisions.

Actions which employees can take to

challenge these closed shop agreements include the following:

Arguing that such an agreement constitutes an unfair labour practice. However, Le Roux says it is impossible to predict whether the closed shop will be characterised by the courts as such. Not all closed shops should be so stigmatised, he says, and it would be preferable to decide each case on its merits. Some factors to be taken into account would be how strict is the closed shop, does it make provision for exemptions, does it discriminate on the grounds of race or sex, and does it provide protection against the unfair expulsion of an employee from the trade union concerned?

Claiming that the agreement conflicts with sections of the Act. Section 78(1) prohibits an employer from ordering his employees not to join a union. Employees can, therefore, argue that this section allows them to join the union of their choice. Le Roux says they can present this argument only where the closed shop provision is worded in such a way that membership of any other union is excluded. There will be no contravention of section 78 if the agreement, while confining membership to the closed shop union, does not prevent employees from belonging to other unions as well.

Le Roux says it seems possible that an employer who dismisses an employee because the employee refuses to join a closed shop, will, in certain circumstances, be in contravention of section 66(1).

People who lose their jobs because of a closed shop may, in certain cases, have contractual or other remedies at their disposal.

It is possible that there could be an attempt to have the closed shop defined as a "restrictive practice" in terms of the Maintenance and Promotion of Competition Act. Le Roux, however, doubts whether such an attempt would be successful.

He says it remains to be seen whether the courts, including the Industrial Court, recognise these remedies. However:

"Given the fact that this type of closed shop is a fairly significant feature of our industrial relations system, and given the growing strength of trade unions in SA, it is probable that attempts will be made to utilise these remedies in the near future."

Boart deep into U.S., Australia

12/20/81 189 S Times 28/3/82

THE R528-million Boart International group, wholly owned by Anglo American Industrial Corp (Amic), is spreading widening tentacles overseas — but is also feeling the pinch of weak international metal markets.

Already the largest exploration drilling and related equipment company in the world with its holding of the US-based Longyear, Boart's South African contribution to earnings declined to 43% in 1981 while North American and Australian

By Andrew McNulty

earnings rose to total 37%

In the year to December 31, Boart's sales rose by 30.7% from R404.1-million to R525.5-million and attributable income rose by 30.6% from R29.7-million to R38.8-million

The group chairman, Hylton Davies, says in his annual statement that major contributors to growth were exploration drilling equipment and contracting operations in the US, Canada, Mexico and Australia, and percussion drilling activities in Canada

"These performances were achieved despite the overall depressing effect of low prices for most metals, in-

cluding uranium

"In general, the effect of metal prices on exploration activities is delayed so that we have been benefiting from price levels ruling in previous years," he says

Mr Davies notes that the group has been through a major growth phase with substantial expansion in facilities

Major capital expenditure programmes have been undertaken in the US, Canada, Australia and Mexico, and at several centres in South Africa

"I expect the recent surge in expenditure to decline as we enter a quieter period of consolidation"

Conditions in 1982 will be difficult, Mr Davies says, because of low prices of precious and base metals, the depressed state of the world economy and continuing high interest rates

A further boost from the rand/dollar exchange rate looks unlikely

Reviewing operations, Mr Davies says that exploration drilling equipment, tools and services — which accounted for 52% of sales last year compared with 47% in 1980 — showed gains in North America, Mexico, Canada and Australia that strained the company's resources at times

"In Australia the Adelaide and Melbourne based operations were fully stretched

and both achieved unprecedented levels of sales and earnings"

The percussion drilling equipment and tools division — responsible for 24% of sales — remained buoyant despite metal prices, but suffered from pressure on margins due to increased competition

The orientation towards the mining industry has shielded this business area from the effects of drastic reductions in construction activity in North America and Europe, Mr Davies says

"In South Africa, after a slow start due to overstocking and stricter cost control on the mines, the larger companies performed well but without the significant growth of previous years"

World may be in signs that

WORLD steel production continues to drift downwards and steel demand in the major industrialised countries is at its lowest level for three years.

The Organisation for Economic Co-operation and Development (OECD) an inter-governmental body which monitors industries and economies including the United States, Japan and European countries, says, however, that the steel market may be close to the bottom.

This would be hopeful news for South African steel producers.

With foreign sales normally contributing between a fifth and a third of total South African steel turnover, the industry is heavily dependent on foreign demand.

Until recently the high level of local demand enabled South African steel producers to continue operating at high rates of capacity in spite of a decline in foreign sales.

Yet the South African steel industry is now in the middle of a catch-22 situation.

The local market is weakening because the country is sliding into recession, and exports

to steel slump

By Neil Behrman, London

stubbornly show little signs of recovery in the good old days South African steel producers could rely on an improvement in export sales because overseas economies generally began improving when the South African economy was weakening.

Yet in the current cycle the international recession has continued unabated and is even opening in countries such as the United States and Japan.

"There are no clear indications of a further strong deterioration in steel demand, but neither are there signs of an early upturn," reports the OECD.

United States steel production slumped in the second half of 1981 and has continued to

decline this year.

The contraction in steel production has been caused by reduced usage in major sectors such as the car, appliance and construction industries.

"All signs suggest that these conditions will continue in coming months," warns the report.

The OECD United States steel production indicator slumped by 25% between the second quarter of last year and the final quarter.

In the Common Market as a whole there was a gradual improvement in steel production in the second half of 1981, but steel demand fell because of recession and destocking.

"Steel production (which is stagnating) is unlikely to show any improvement in forthcoming months and may even decline again."

says the report

In Japan there was a gradual increase in domestic steel demand from the manufacturing sector last year. But the prospects of improvement have become increasingly uncertain.

"The construction sector remains affected by the stagnation of house building, the slow-down in business investment and the low level of expenditure on public works," says the report.

"The effect of these factors is that Japanese steel production, which gradually rose in the last three quarters of 1981, probably turned down in the first quarter of 1982."

In Sweden, steel production is at its lowest level since 1965 and, though an increase in new orders may indicate that the market is turning, "any upturn will be modest."

Barlows' computer leap

From Page 1

Barcad specialises in a new field of computer aided design (CAD)

Persech specialises in industrial applications of computers and Persefin is a group computer financing company

"I expect to see a lot of expansion of that in the coming year," Mr Eyre says

"We will reassess our approach to local electronics

products that must mean local manufacture and assembly requiring investment of next 12 to 24 months

"The environment is ripe for that"

He says the emphasis in such a venture would be on peripherals, on computer communication equipment and on adaptation of existing hardware to local needs rather than any attempts to "reinvent the wheel"

"There is a general lack of,

and a need for, intelligent terminals with a good communications ability using state-of-the-art technology

We could do that"

Mr Eyre adds that they expect to meet considerable demand from local users who see a strategic need for security of supply

Acquisitions would have to be large, with a strong growth outlook, to be worthwhile, their turnover already running into seven figures

Plans include building vertically integrated operations, with strong emphasis on software applications and development of expertise in the group

A major step to come, probably to be achieved by acquisitions, would be a strong entry into the micro-computer field

"But this field is looking over-traded now and a shake-out is likely during the year. Our entry would probably be in about 12 months"

Soaring costs

From Page 1

they will — public opinion and market forces will inevitably bring the appropriate pressure to bear

"The industry has for too long believed that its capital expansion requirements were somehow unique and could therefore be facilitated only by a special dispensation

It must now brave the chilly currents of supply and demand that the rest of us have had to live with for so long"

Swiss domestic and foreign steel demand are still deteriorating and Spain is stagnant, but there is a slight improvement in Austria

Between September 1981 and February 1982, steel industries in the European Economic Community laid off nearly 17 000 workers

In the United States 68 000 steel workers have been made redundant

South Africa's eight steel producers make a substantial contribution to the country's wellbeing, says the Standard Bank

The industry's sales amount to R4 000-million a year and output accounts for 10% of total manufacturing production

In recent years, says the bank, steel has been the country's most valuable industrial export

Fur flies

By Vera Beljakova

PURRIERS are hitting out at Mr Eyre's excise duty for furs, which is further 10% import duty

The steep increase could strain fur industry, which is highly dependent on imports, which contribute 35% of its sales

This is the opinion of Leslie Deering, a leading furrier, who foresees the foreign trade — and hence the local fur trade — declining

Mr Deering, chairman of the South African Fur Association as well as of the South African Fur Producers' Association, has reacted strongly to the increase in excise duty

"Luxury goods are always the ones that are hit hardest by the tax," he says. "We have, however, decided to hit the blow in a series of tremendous

Budget: billions from new policy?

From Page 1

would easily not have than

Northen the time was the



Barlows leaps into

R1 200-m computer

Sector

S. Time
28/3/82

(189)

BARLOWS has embarked on a major new offensive into South Africa's R1 200-million computer industry.

It aims to establish the first locally based grant in the field. This is the implication of a restructuring of the group's computer operations this week and the establishment of a new corporate computer operation, BarlowData. Doug Eyre, managing director of BarlowData, says that acquisitions which could be "completely open-ended in financial investment" and the establishment of local manufacturing operations are among plans for the coming year.

They will be the first SA computer company to enter into local manufacture on a significant scale.

Barlow Rand's new computer operations should achieve annual sales of more than R100-million by 1984/85, Mr Eyre says.

The current year's sales will be well over R40-million, but growth of 80% is expected in 1982 and average annual growth is forecast to exceed 50%.

Current turnovers of the top three overseas computer companies in South Africa — IBM, Burroughs and ICL — range between R100-million and R200-million.

Although one of South Africa's most important and fastest-growing industries, the computer field is one of the

BY ANDREW MCNULTY

few areas where Barlows has until now had relatively limited exposure.

Earlier this month, Mike Rosholt, chairman of Barlow Rand, opened Perseus Park, a R3-million headquarters for the computer operations.

The move followed immediately after completion of a major restructuring and decentralisation of the R5 920-million Barlows, planned to gear the group for growth in the 1980s.

The computer operations will strengthen the muscle of the electronics, motor and engineering divisions headed by Derek Cooper.

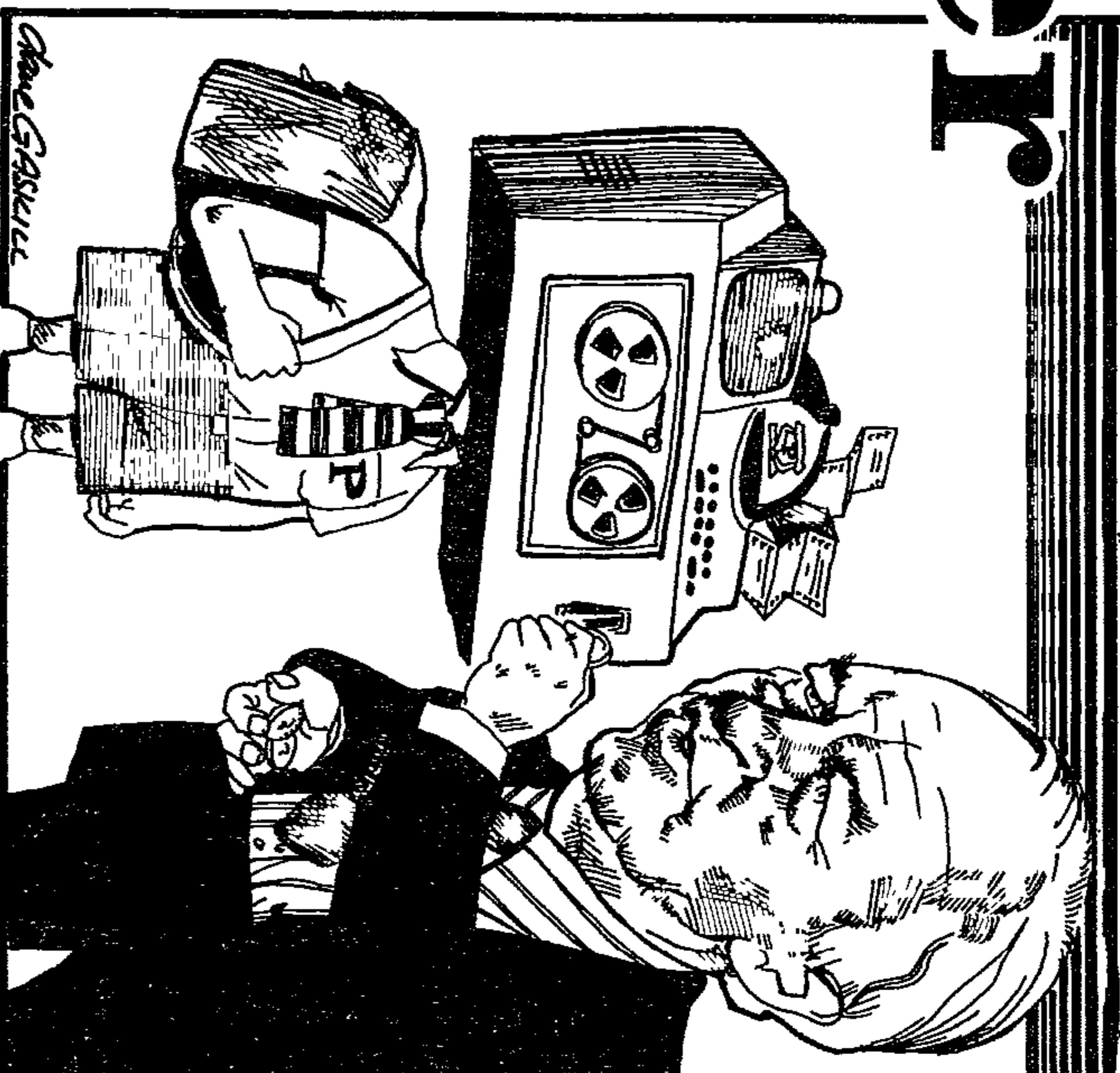
It has been estimated that, together with the computer budget of the Barlow companies, BarlowData will have a turnover of R80-million. BarlowData — 51% held by Barlows and most of the

remainder by company executives — has the role of a corporate umbrella attending to long-ranging planning and strategy.

"We aim to be a group of synergistic, complementary companies with an entrepreneurial philosophy."

"By moving closer to the Barlows corporate identity but retaining autonomy we hope that top people and companies will feel comfortable about joining us," says Mr Eyre.

Five operating companies fall under BarlowData. Perseus, founded in 1969 by Mr Eyre, has the local agency for the US-grant, Data



General, and is a prominent distributor of minicomputer systems.

The new but fast-growing Perseus, local representative of the burgeoning Japanese company, Hitachi, specialises in mainframes.

● To P

Foreign firms still dominant

189
220
S Times
28/3/82

By Colin Bower

IN spite of the strenuous efforts that have been made to indigenise the R2 000-million-a-year electronics industry, more than 80% of turnover goes to overseas-owned companies.

This is the conclusion of a confidential report on the industry that Business Times had sight of this week.

Other authorities in the industry believe this estimate to be on the high side, and one spokesman said the percentage would be more appropriate if it were specifically referring to Post Office contract work.

According to the report, the electronics market remains dominated by companies such as Philips, Siemens and Plessey — but TMSA must obviously be added to the list.

Of the locally controlled companies, only Altech "is in the same league" as the principal overseas companies.

"Any move towards disinvestment from South Africa would have a particularly severe effect," the report says, "owing to the dominance of Siemens, Plessey and Philips."

The report rates the electronics industry No 3 in South Africa behind mining and chemicals "in terms of importance".

Local companies other than Altech with major inter-

ests in the electronics industry are Barlow Rand, Grinaker — through its Grinell subsidiary — and Morkel and Tedalex, which operate in the consumer sector.

Positive forecasts for growth in the industry are based largely on the R4 000-million Post Office supply contracts, which will run through to the next decade, and the burgeoning TV set industry.

The arrival of the TV2 and TV3 services, and the electrification of greater Soweto programme, helps manufacturers to forecast an increase in sales from 300 000 sets last year to 350 000 this year.

The critical problem area remains the continuing shortage of skilled manpower, especially at the graduate engineer and technician levels.

The industry has sustained an approximate growth rate of 25% over the past five years, and with the "massive scope for further application", the report suggests that the industry is "well placed to maintain a healthy growth rate over the next five years".

The telecommunications sector is dominated by the Post Office suppliers, Siemens, TMSA, Altech through STC, and Plessey.

Principal manufactureres in the industrial sector — that is, measurement and control instrumentation, PABXs, traffic control and related equipment — are Altech, Siemens, Plessey, Phil-

ips and GEC

Local component manufacture in this sector is growing at 25% a year, says the report.

The consumer sector is dominated by the conservatively estimated R350-million-a-year TV industry, where a wide range of competitors is active.

The computer sector is dominated by IBM, with sales of about R150-million last year, while ICL and Burroughs vie for second spot.

In the power electronics sector, GEC is regarded as the biggest supplier, followed by Hawker Siddeley, Reyrolle Parsons, Siemens, Asea and Hubert Davies.

No mention is made of Powertech, which has sales of R95-million, and probably ranks behind GEC as the biggest locally controlled operation in the sector.

Sales in switchgear, transmission equipment, motors, transformers and related products make up 60% of this sector, with the balance in cables and lighting.

Playing a major role in each of the categories is the components industry.

The only commercial manufacturer of integrated circuits in South Africa is the South African Micro Electronics Systems (SAMES), controlled by the Post Office (51% and Siemens 49%).

SAMES is also the sole supplier of ICs for Post Office

telecommunications and other electronic equipment.

Altech is the other principal supplier of components.

Also in the R250-million market are Philips, Plessey, and a host of independent suppliers such as Crest Components, Protromix, Allied Electronics, Suntronika, South Continental Devices and others.

Estimated turnover breakdown

	R-m	%
Telecommunications	500	25
Industrial	450	23
Consumer	400	20
Computers	400	20
Military	250	12
TOTAL	2 000	100

(189) Show 2/13/82

Altech took on an impossible task — and won

The electronics and telecommunications industry is one of the few sectors of the economy which has enjoyed a healthy 25 percent rate of growth during the past two decades

Beginning as an offshoot of electrical engineering in the early 1960s the industry has burgeoned into a R2 000-million-a-year giant and is today one of the country's principal revenue earners

Alarmingly, it is also an industry where more than three-quarters of its turnover goes to foreign-controlled companies, a fact which has greatly concerned the Government during the past 15 years



Mr. Bill Venler, chief executive of Altech.

Electronics is a highly strategic industry and must be viewed against a political backdrop which could temporarily or permanently disrupt the entire

Such instances have already taken place in the field of computers and components destined for various State departments

Altech believes that the most important contribution it has made to the well-being of the country has been the pioneering of an indigenous and strategic electronics and telecommunications industry able to withstand the threats of embargoes and international pressures from abroad

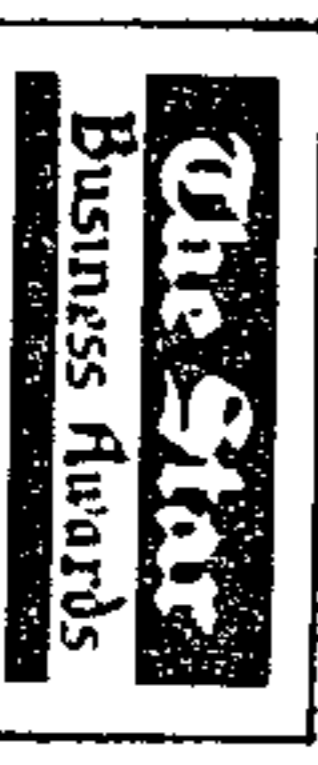
To accomplish this, the group has devoted substantial human and financial resources to achieve what most would think was an impossible task. Its intensive "import displacement" programme is less than a decade in age but has played a leading role

Typical of the Altech's involvement in advanced telecommunications technology is its work on optical fibre communications systems. The picture shows an engineer splicing cable, in a laboratory at the group's complex in Boksburg

The Post Office uses the group's telecommunications equipment for telephone networks, satellite communications, transmission and microwave equipment as well as television and data communications

The group's telecommunications equipment is used for telephone networks, satellite communications, transmission and microwave equipment as well as television and data communications

The group also supplied the link-in with the Harbeeshoek Space Centre with the national telecommunications and TV networks



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EDISON 1988

Boksburg factory of the first cultured quartz growing facility in Africa

Through its manufacturing and export programme Altech has made significant savings in foreign exchange



The group's electronics components manufacturing programme has been extremely effective in generally improving the way of life in South Africa modernising items such as household appliances, motorcars, security systems, aircraft instruments, computer systems, and power control equipment

Electronic components are playing a vital role in the country's strategic installations. The most recent example of this has been the establishment by the group at its

change. The group is a major employer of more than 6 000 people whose well-being is ensured through the Altech Employee Management and the group's policy of offering equal opportunities to all

The structure of the Altech Group is represented by six segments of business

Electronic systems — the design engineer manufacturing and distribution of sophisticated transmission equipment for the Post Office

Business communications — the group's export activities and operations abroad

Power electronics — the manufacture and supply of static power conversion equipment, industrial lighting lead acid batteries, battery chargers, transformers and power electrical equipment for mining, Government and industry

Electronic components — the local manufacture and distribution of a comprehensive range of electronic components for Government and industry

Through its manufacturing and export programme Altech has made significant savings in foreign exchange

More recently the group has established a joint venture company with the Celid group of France to manufacture and install the S VI 28F fully electronic digital telephone system. The R30 million venture, Telech — which is un-

Men of steel show their mettle...

"It's become interesting to manage again," said the labour relations executive of a major multinational electrical appliances firm.

This was, in part, a reference to the problems posed by inflation, high interest rates and international competition. But he was also alluding to the mounting challenge to management by workers in the mammoth metal industries.

According to the Metal and Allied Workers Union (Mawu) — South Africa's fastest-growing metal union for black workers — more than 25 Reef metal firms have been hit by strikes over the past two months, mostly over wages.

Erupting at the same time as the annual pay talks in the metal industries' industrial council, the unrest has

seemed to many employers too pointed to be mere coincidence.

"You can't have the same wage demand — for a R1 hourly wage increase — cropping up in so many metal factories without a co-ordinated campaign," insisted one executive.

Mawu is one of the important black metal unions which rejects the industrial council, the official central bargaining forum at which minimum conditions and wages are set industry-wide.

Its cardinal objection is that metal bosses, principally those in the employers' giant umbrella body, the Steel and Engineering Federation (Seifsa), are refusing to concede other levels of bargaining at industrial sector and company level.

One employer scenario has the union encouraging workers to strike for plant-

Official bargaining structures covering half a million workers in the metal industries are once again in the spotlight, after the recent surge of unrest in metal concerns on the East Rand.

DREW FORREST reports on employer attitudes to the unrest, and to black metal union demands for a new dispensation.

based talks as a means of upstaging the council — an allegation it strongly denies.

An alternative account is that workers have been organising in their communities, with an eye to influencing the size of the employer offer in the council talks. Certainly, unions established on the council believe that system has to prove itself to black workers — hence their starting demand for an increase in the bottom rate from R1,13 an hour to R1,75, rising to R2.

The first round of talks was deadlocked after employers offered players offered R1,33 and has been

strike as a "bargaining situation" one executive said. "If it's money workers want, there's really nothing to negotiate about."

In Fosatu demology, it is the powerful influence of the Anglo American Corporation in Seifsa which has governed the response of metal employers to the unrest. It has accused Anglo of "trying to ram the industrial council down workers' throats."

Mr Graham Boustred, Anglo executive director and chairman of two influential Seifsa companies, Scaw Metals, and Highveld Steel and Vanadium, makes no secret of the corporation's wish to see the council preserve.

"But this is not from any determination to deprive black workers of their due," he said.

"From many years' experience of the council, I have found it the most satisfactory vehicle

postponed until

April 14

Strike-hit managements have almost unanimously refused to negotiate increases at the plant, with the result that most strikes were lost.

During last year's East Rand unrest, which involved quite largely around the issue of dismissal, Mawu claimed victory in more than half the disputes. This year, only one affected company is known to have given (small) increases, and another has agreed to bargain.

Asked why employers appeared to be crossing the Seifsa strike-handling guidelines, which the



Mr W G Boustred

for the conduct of labour relations, and especially negotiations.

"If the unions succeed in disintegrating the council, wages could be pushed up to uneconomic levels. Then you can kiss goodbye to the economic growth South Africa could enjoy with improved productivity and job creation."

Mawu claims that at a recent Seifsa meeting to discuss the East Rand unrest, there was a "major dispute" between Anglo and

Barlows — although employers who attended insist this is an exaggeration.

Sources indicate there is some support within the Seifsa board for a decentralised bargaining system — with "framework" negotiations at industry level on matters such as pensions, hours of work and sick-pay, minimum wage negotiations by the industrial sector, and plant bargaining on issues which are "plant specific."

But the present consensus seems to be that plant bargaining should not encompass wages.

Those employers who favour sectoral minimum wage negotiations say this makes sense where pay levels differ in the various sectors of the metal industries.

Sources in the electrical engineering industry say there is "meaningful support" within this division for a separate bargaining forum.

Battle of the giants

Industrial Week 189
6/4/82
AA

By Hugh Poulter
**THE multi-million
rand fastener in-
dustry is rapidly
heading for trouble
and small com-
panies could soon
be going to the wall.**

This is due to a cut-throat price war that has been raging between the industry's three giants, Cut Steel and Metal, National Bolts and Industrial Fastener Manufacturers for more than a year.

Stuart Place, MD of National Bolts and chairman of the SA Fastener Manufacturers Association (SAFMA), says the price war is posing a serious threat to the industry by eroding profits.

"There is an over capacity of fasteners on the market, prices are being cut to increase production so as to avoid a serious cash-flow problem.

"It can't go on like this

for much longer. Soon we will be almost giving our products away. We must get back to a realistic price structure," says Place.

Graham Pearson, MD of Pearson Manufacturing, points out that due to the price war and the downward trend in the economy the industry is heading for trouble.

"The industry can't survive like this. Manufacturers must change their attitudes."

He adds "The price war has reduced the profitability of companies.

"While large and public companies can get their hands on essential capital to expand, smaller firms can't get such finance.

"If the industry doesn't grow very soon the small guys are going to be wiped out of the manufacturing market."

But Leon Theron, general manager of IFM, says that he is not aware of an over capacity of

fasteners.

"IFM are presently exporting to the US, UK and countries in mid-Africa.

"We are not aware of any application for a protection tariff for the fasteners industry.

"The effect of a price war is a reduction in company profits and its solution is a completely free enterprise system. If everyone bought and sold on a free market everything would be fine."

Peter Rusch, marketing manager for Cut Steel and Metal, sees the situation deteriorating rapidly.

"Whether the industry can carry on like this depends on individual marketing strategies and financial backing but the price war will eventually force people out of the market.

"What I would like to see is a rationalised approach by the fasteners industry to manufacturers."

Union
can now
bargain

Labour Reporter 6/4/82

THE Metal and Allied Workers' Union has won its first union recognition agreement in the Pinetown/New Germany area outside Durban

MAWU, an affiliate of the Federation of South African Trade Unions (Fosatu), has been recognised by Henred Freuehauf Trailers, a multinational company which also recognises the union at its Transvaal plants

This agreement is thus one of the few to confer bargaining rights on the same union in two provinces

A union spokesman said the new agreement was an extension of the Transvaal agreements and that it provided for recognition of the union and its elected shop stewards committee at the plant.

The agreement, which was signed on April 1, also sets up procedures for negotiating conditions of employment and handling grievances

A spokesman for Henred confirmed the signing and said the company was not covered by the industrial agreement for the metal industries and the agreement did not, therefore, represent a further breakthrough for unions in their attempt to win bargaining rights outside the official industrial council system

189 Mercury 7/4/82
New rig is ready

RIGHT: Amardah's new MD, Mr Clifford Mey, who spent 35 years with Union Corporation, during which time he was deputy chief mechanical electrical engineer and technical manager. He has also been involved in Savage and Lovemore Mining, mining in Australia and the construction of the Hendrik Verwoerd Dam.

AMARDAH Shipyards is about to launch and deliver its third and largest oil drilling rig since it began to change the face of the Bayhead area two years ago.

The new jack-up rig is double the size of the two previous ones and can drill twice the depth below the seabed, which comes as a bit of a surprise to the people who first envisaged rig-building in Durban. The next rig will be of virtually the same size and Amardah now feels confident enough to try its hand at semi-submersible rigs, if that is where its chance of new orders lies.

Now that it has established itself, Amardah does not see any limit to what it can build — apart from the water depth for loading rigs on to a barge for delivery. Even the building of semi-submersible rigs,

which are normally fabricated on the bases once they are launched, should not prove to be too great a problem.

Mushroomed

As Amardah puts it, the yard has mushroomed rather than grown and the question now is how long will it manage to keep itself going in a highly competitive but depressed international market of American speculative builders, who churn out rigs and sell them to companies who cannot wait for a rig 18 months after the order is placed, and subsidised Japanese yards?

The shipyard has two further orders to keep itself and its 800 workers busy until the first few months of next year, but it has not yet won a new order. Amardah's new managing director,

Mr Clifford Mey, is not unduly concerned about the lack of orders.

'I believe the drop in fuel consumption will not affect oil recovery because the present reserves will have to be replenished in the end,' he says. 'It may affect us in the short term, but we like to think we'll retain the skills we have in the yard — there may be other things that we can build, like single buoy moorings.'

It appears the rig building boom is virtually over and, says Mr Mey, the market will have to adjust. Even of his own yard he says, 'We mushroomed rather than grew and soon we'll probably be where we should have been in the beginning.'

Survival

The selling points he believes will ensure the yard's survival are the low value of the rand, the Industrial Development Corporation's financing — which is better than in other countries — the good climate which allows work throughout the year, quality workmanship and a stable labour force.

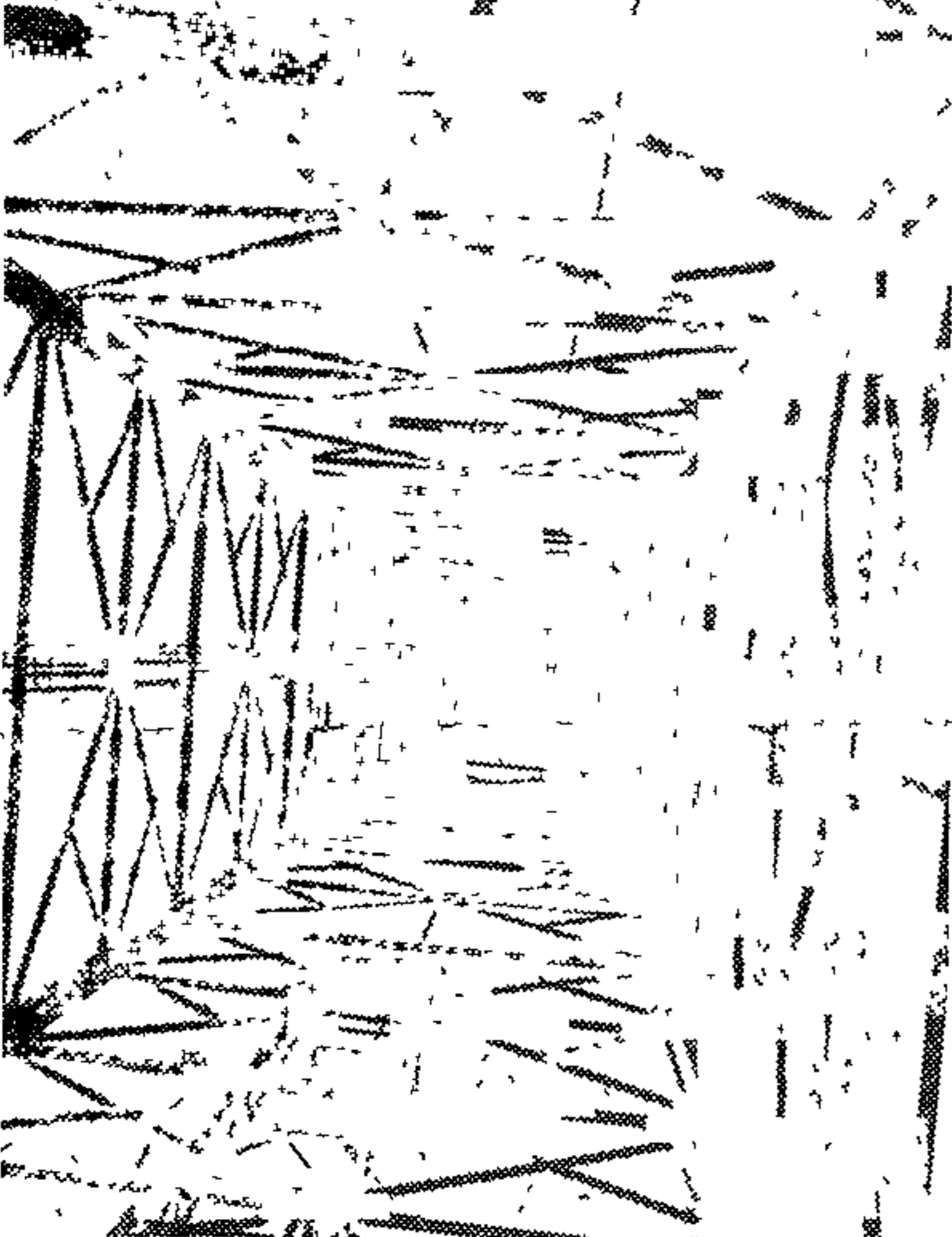
Iscor steel prices, too, have much to do with the yard's competitiveness, as it is given between 15 and 20 percent discounts — a concession which is obviously worth Iscor's while as Amardah is now the biggest exporter of engineering fabricated steel. The weight of the latest rig should give an idea of the amount of steel exported. It weighs about 4 500 tons, of which most steel was locally milled.

The latest rig, with accommodation for 54 peo-

ple, is different from the first two built in that it has three independent jack-up legs, instead of four legs, attached to a 'mat' which rests on the sea bed during drilling. Each leg, with a cone-shaped base suited to

standing on rocky seabeds, is 76 m long.

The drilling derrick, the tip of which will stand about 15 storeys above the water, will hold the drilling pipes which will penetrate 6 km of seabed.



A WORM'S eye view of the rig's drilling derrick.

AMARDAH'S latest oil drilling rig taking shape in Bayhead. The enormous rig may one day be dwarfed by semi-submersible rigs that the yard can build.

country course which nounced

1162 (184) Stan 8/4/82
Strikes: 2 charged

Two former employees of the Flekser metal firm in Wadeville are to appear in court today in a sequel to the recent strike at the company

Mr Philemon Ndlovu and Mr David Mphuti will appear in the Katshehong circuit court to be charged under the

Riotous Assemblies Act with intimidating workers, according to a police spokesman

Another three former employees were arrested yesterday released and told to report to Germiston police station today About 240 workers were dismissed after the strike

Acrimony in machine industry

189

S. Times 11/4/82

AS was the case with the computer industry in its early days in South Africa, the computer numeric controlled (CNC) machine tool industry is suffering.

There are problems in after-sales service, a drastic shortage of operational expertise, and a proliferation

By Colin Bower

of agencies that are often ill-equipped to do more than offer straight-forward sales.

Unlike the computer industry, however, the CNC machine tool industry is not controlled or regulated by an association or society

Authorities in the industry

canvassed by BT were agreed that after-sales service was daily becoming a more serious problem

A spokesman for one company that has made a multi-million investment in CNC machines says he believes overseas manufacturers are loathe to make full specifications on their machines available for fear of divulging trade secrets to opposition companies

"As a result only first level maintenance on the machines can be attempted by purchasers"

For more complex maintenance or repair, purchasers are invariably dependent on technicians flown out specifically for the repair — with all the delays that this means

"We are hopelessly vulnerable to anything like a technology boycott," he says

Expensive delays in commissioning after installation, as well as the provision of incorrect specifications by CNC machine vendors for machines are other problems reported to BT

Agents spoken to were insistent that they maintained large numbers of skilled technicians to assist in trouble shooting

However, they agreed that the shortage of technicians was acute

"The recent buoyancy in the SA economy attracted manufacturers of CNC machines who were battling with weak international demand. As a result, the South African market was oversold," said one

The stop-go CNC machine tool industry is expected to decline by 30% this year, after doubling in size last year

The total machine tool market last year is estimated to have been in the region of R200-million

189 243 RSM April 1982

Dispute declared in unions' wage row

By STEVEN FRIEDMAN
Labour Reporter

REGISTERED trade unions in the giant metal industries yesterday declared a dispute with metal employers represented by the Steel and Engineering Industries Federation on workers' pay demands — the first step on the road to a legal strike.

The dispute will now be handled by a special procedure set out by the industries' industrial council and the procedure will get under way at a council executive meeting today.

A legal strike or lock-out will become possible if the dispute is not settled by the time the present industrial council agreement, which covers over 450 000 workers of all races, expires at the end of June.

This is the first time a dispute has been declared in the industries since the mid-1970s. On two occasions then the dispute was settled before a legal strike ballot was called, but both union and employer sources believe it will be more difficult to settle the dispute this time because of strong wage pressure from black unskilled workers.

The dispute was declared after a meeting of the council yesterday at which unions rejected a new Seifsa wage offer. Yesterday's council meeting followed one in March in which the two sides deadlocked over Seifsa's unwillingness to grant "across the board" increases.

Seifsa's director, Mr Sam van Coller, said last night that Seifsa had offered unions a 25c

across the board increase for all workers at yesterday's meeting.

He said it had also offered a new minimum rate of R1,38 an hour — an increase of 25c over the present rate.

Mr Van Coller said Seifsa had also offered a new minimum rate of R4,15 for artisans as compared to the present rate of R3,62. It had also offered a full investigation into aspects of overtime work and had undertaken to finance basic courses in arithmetic and literacy for unskilled workers.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed this account of Seifsa's offer. But he said that while the offer "appeared reasonable to those without a knowledge of the industry" it was "unacceptable" to union members.

He said the offer would give skilled workers in effect a five to 6% increase because these workers would not benefit from an increase in the minimum rates.

The unions were also unhappy about granting higher-paid workers the same increase as those lower down the scale.

He added that the offer was also "totally unacceptable" to black workers who were demanding a major effort to close the wage gap and boost unskilled wages.

"Black workers feel the time has come for a showdown on their demands and they will not settle for this offer," Mr Nicholson said.

A dispute will now be discussed at an executive meeting of the industrial council today and attempts to continue to resolve it will continue. If these fail, mediation or arbitration could be introduced if both sides agree

Aluminium extrusion factory planned by Wispeco

189
E. Post
12/4/82

SOUTH AFRICA's aluminium industry, which has recorded dramatic growth in recent years, gets a boost with the announcement by Wispeco Holdings that it is to instal its own extrusion factory at a cost of R2,75 million

Wispeco Group managing director Mr Stan Savage says output from the extruder — due to come on stream in about six months — will be primarily directed to the manufacture of existing Wispeco products, such as aluminium windows and sliding door frames, currently manufactured from extrusions purchased outside, as well as to develop new product ranges

"Installation of the extrusion plant will make Wispeco the only company in South Africa embracing a total one-stop aluminium operation — extrusion, anodising, painting and fabrication," Mr Savage says

He adds that the extruder policy decision by the Metkor Group, of which Wispeco is part, was guided by the company's "clear commitment to the aluminium industry"

He expects that the arrival of a third extruder will lead to greater price stability in the marketplace as well as bringing benefits to the consumer

The decision to instal the extruder follows a few months after the opening of a R350 000 plant to produce pre-painted aluminium for use in a new range of windows and doors

Mr Savage describes the installation of the extruder as "backward integration", the final link in an aluminium production and manufacturing chain which has been built up by Wispeco during the last 15 years

Other parts in the chain are anodising, painting and fabrication

"Extrusion completes the picture," says Mr Savage

"The critical thing is our commitment to the industry"

ing abroad for several more production line experts

At full capacity, the extruder can produce about 4 500 tons a year on a three-shift, six-day week, but Mr Savage anticipates that initially its output will be nearer a third of that, with full production attained in about three years.

"We will reach full capacity without disturbing the market at all," says Mr Savage

"This will be achieved through natural expansion of the market and developing new products"

One of the most important factors which Mr Savage sees resulting from Wispeco's decision to extend its aluminium operations is in its effect on market prices

"There have been some unstable forces at work in the market

"We at Wispeco are going to peg our policy of commitment to the advancement of all forms of aluminium production"

The consumption of aluminium in South Africa has grown dramatically in recent years — from some 16 000 tons in 1979 to about 22 000 tons in 1981, though 1982 figures are expected to be down on last year

However, South Africans are, in world terms, not in the big league when it comes to using aluminium products

World leaders are Japan and the United States, where consumption averages out at about 25kg a head of population

In South Africa the figure is 3kg a head

In money terms, the South African aluminium extrusion market is worth about R95 million annually, with architectural share (which Wispeco is primarily involved in) about a quarter of that figure

The installation of the extrusion plant is, however, only part of a general upgrading of Wispeco oper-

ations in the steel products area as well as aluminium

The aluminium paint plant will provide a wider choice of finishes to the end user

And new technology is introducing higher standards of finish which will add improved anti-corrosion and paint-adhesion qualities to steel architectural products as well

"The other extruders which have no end product in the way we have do not have the same commitment

"They just extrude, we go much further"

Wispeco has appointed a three-man management team who will be involved in the operation of the new press and the marketing of its products, and is recruit-

o t of

189 Staw

Metal industries pay talks fail—unions declare dispute

By Drew Forrest

Industrial council pay talks covering almost 500,000 workers in the metal industries broke down for the second time yesterday — and the trade unions on the council have declared a dispute.

The union move sets in motion the dispute procedure of the metal industries industrial council and a council meeting scheduled for today marks its first stage.

If the council fails to settle the dispute the parties could initiate

procedures for a legal strike or lockout — but they would have to wait for the expiry of the present agreement on June 30 before taking industrial action.

At yesterday's talks the 14-strong union caucus rejected the proposal of the employer organisations on the council which are all members of the Steel and Engineering Industries Federation (Seifsa).

A Seifsa statement said employers offered increases in scheduled wage rates ranging from 14.6 percent for

artisans (from R3.62 to R4.15 an hour) to 22.1 percent for the lowest grade of worker (from R1.13 to R1.35).

The unions are understood to have held out for a bottom rate of R1.63 an hour. Their original demand was for R1.75 rising to R2.00.

There was also sharp disagreement over guaranteed increases with the unions apparently demanding between 50c an hour for artisans and 30c for the lower grades and employers offering 25c for all categories.

189
204
1/4/62

Another signing for union

By STEVEN FRIEDMAN
Labour Reporter

A SUBSIDIARY of the Anglovaal group, Feralloys, has recognised the Fosatu-affiliated Metal and Allied Workers Union (Mawu) at its Cato Ridge, Natal, plant — the union's third recognition agreement in Southern Natal.

Because of the Steel and Engineering Industries Federation's tough stance against bargaining with unions outside the official industrial council system, only a handful of employers have recognised these unions.

A union statement said the agreement, signed after three months' negotiation, gave Mawu sole negotiating rights at the plant, recognition of shop stewards and a negotiated grievance and disciplinary procedure.

An Anglovaal spokesman confirmed that Feralloys, which employs 550 workers, had recognised Mawu.

The union welcomed the agreement as an advance for metal workers in the area.

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189
JOHANNESBURG — A subsidiary of the Anglo Vaal group Feralloys has recognised the Fosa tu-affiliated Metal and Allied Workers' Union (MAWU) at its Natal plant — giving the union its third recognition agreement in southern Natal

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The agreement comes at a time when the Steel and Engineering Industries Federation has taken a tough stance against employers bar-

D. Dispatch 15/4/82
gaining with unions' out-
side the official indust-
rial council system

Only a handful of employers have recognised unions outside the council system

A union statement says the agreement gives MAWU 'sole negotiating rights' at the plant as well as recognising union shop stewards introducing a negotiated grievance and disciplinary proce-

It said it had been signed on April 8 and followed three months of negotiation

About 550 workers are employed at the plant

An Anglo Vaal spokesman confirmed that Feralloys had recognised MAWU

The union welcomed the agreement as a further advance for metal workers in the area — DDC

Business and Shipping

Increased business for SA marine engineering firms

189
E. Post
16/4/82

MARINE engineering complexes in South Africa which are now receiving increased business from the American and French oil rig operators off the African seaboard are finding the increased price of the dollar an aid in their tendering for major refits in South Africa, mainly at the Cape

The increased value of the dollar will ameliorate the effects of higher dock charges which could add 20% to the accounts of the dollar-paying clients

A massive rig depot ship, J W Bates, owned by the same American concern now sending tenders to the Republic for R250 000 refits, is on its way down the west coast from Casablanca to start operations off the Indian coast

There are hopes the extensive maintenance work required by the J W Bates will be effected in South Africa

SHIPPING

By George Young

The depot ship was originally the whale refinery Thorshodi, owned by Thor Dahl of Sandefjord and intended for Antarctic operations

Shortage of whales and a low oil price drove the fleets out of the ice, and the Americans bought the Thorshodi for costly conversion to her present role

She is about 70 792m³ (25 000dwt), with twin-screw diesels, and is one of the largest rig depot ships in the world

If the American owners elect to use South African repair yards, then the already active industry will enjoy a bonanza

It is no secret that Continental and American yards, all suffering an acute shortage of work, are

envious of the prosperity attending their South African contemporaries

The development in this country of a fleet of rig tenders for indigenous service will provide further business potential for the repair complexes

The overseas yards are concerned by the predisposition for increasing numbers of big tankers to quit trading because of the oil glut, yet these tankers constitute for shipyards their best source of revenue

At the end of February, 215 giant tankers were laid up

The Dutch have announced that two of their large tankers which travelled regularly with oil along the South African seaboard, Maasbree and Maasbricht, have now been laid up at Rotterdam since rates on available cargoes do not cover running costs

The ships will not sail again until there is a

marked improvement in the oil business

At the same time, more than 340 general cargo ships and bulk carriers have been laid up because of the small return on cargoes

Meanwhile, the oil consortia participate fully in the movement of other energy mediums from source to client

Shell has taken the new bulk carrier Krislock for a voyage with coal from Richards Bay to Hong Kong at an agreed rate of \$13,50 a ton

At the present level of the dollar, this should assure the Chinese owners of the Krislock a good return, and consumers in Hong Kong will be able to obtain South African coal

In the decades before oil became the main source of energy, regular coal cargoes — paying about 30¢ a ton — were shipped by tramp to Hong Kong

(87) Sweet

Germiston workers go out on strike

By MZIKAYISE EDOM

ABOUT 160 workers at Moser Hardchrome Plating Factory in Wadeville near Germiston went on strike yesterday after three of their colleagues were allegedly fired from work.

The workers reported to work yesterday but refused to start working until their three colleagues were reinstated. The workers left the factory premise at about 12 noon after their demand was not met by the management.

Workers interviewed by The SOWETAN outside the premises of the factory said trouble started after one worker who failed to report at work on Tuesday was fired. The workers said another two workers were fired on Wednesday morning.

One worker said "We have made it clear to the management that we will only go back to work after the three have been reinstated. Management has failed to explain to us why the three workers were fired." Most of the workers at the firm are members of the Metal and Allied Workers Union (Mawu). He said that they will report to work today but will not work until their colleagues are reinstated.

Mawu officials were yesterday not available for comment. The workers said only 'coloured' workers were working at the factory and that most of the 'black' staff was on strike.

A spokesman for the factory yesterday denied that there was a strike at the factory.

Bottle stores accused of rationing

Another 'dry'

THE REEF is faced with yet another "dry" weekend — just one week after a bad Easter.

By CHARLES MOGALE

This was said yesterday by the chairman of the Soweto Tavern Association Mr Lucky Michaels who accused the South African Breweries (SAB) of "taking advantage".

According to Mr Michaels, the SAB is taking advantage of a strike at SAB, and the

Easter drought to promote brands of beer which have not been selling well.

"We have information that the bottle stores are rationing the amount of beer of a popular brand they are selling. This is seen to be

done to promote those brands which have not been selling well all along," Mr Michaels said.

Throughout the Easter weekend, a certain popular brand was hard to come by in the town-

Wait for big walks



BUY AT HOME: Mr Veli Kraai, chairman of the Soweto Chamber of Commerce and Industry, holding a T-shirt of the buy at home campaign.

Pic by THEMBA NKOSI

TWO big walks which had been planned by the Soweto Chamber of Commerce and Industry (SCCI) for this Sunday and the next one to support traders in their "Buy at Home Campaign" have been suspended.

The walks — the first only for men and the other one for women — have been suspended to dates still to be announced in May due to poor response from the public, according to Mr Veli Kraai, chairman of the chamber.

Bauers

106 ELOFF STREET, COR BREE STREET, JOHANNESBURG. PHONE 23-5985/6

NEWLY APPOINTED STOCKISTS OF TORRAS

R175,00



Orlando time-tables

THE principal of the Orlando Adult Education Centre, Mr London Masi-

Putco fares up

PUTCO has released the list for increased fares around the Reef and the Vaal, effective from April 26.

- From Jeppe Station to South Rand Hospital and South Hills 20c, five days R1 80c, to Abattoir 25c, five days R1 80c, to Steel and Barnet and Steeldale 25c, five days R1 80c
- From Baragwanath to Alrode 80c, five days R5 20c, to Roodekop R1 00 five days R6 00

(89)

Aluminium boom ahead says expert

Industrial week 20/4/82

By Lynn Carlisle

GET ready for a big expansion in the use of aluminium, it may become second only to steel, says Academy of Applied Technology general manager Winston Ferris.

"In many of the developed nations aluminium has overtaken copper as the second most widely used metal by volume. In Europe, consumption of aluminium per head is between 12 and 20 kg a year."

"This will make it increasingly important for engineers responsible for material selection to be fully aware of

the capabilities and limitations of aluminium and other light alloys says Ferris.

The fact that light metals have traditionally been associated with the aerospace industry have largely obscured their rapidly expanding role as general engineering materials, he says.

Ferris sees the "frightening range" of alloys available to local importers as the biggest problem facing users of aluminium.

"There appears to be no accepted nomenclature as one finds with most other metals. In fact a particular aluminium alloy from one supplier will have a totally different name to that given to the same material by

another supplier.

"It is essential that users can see their way through all these confusing numbers and designations in order to determine the properties of a particular material," points out Ferris.

Improved knowledge on the properties of aluminium will be keenly felt in the transport, electrical, architectural and packaging industries.

It is for these industries that a course on light alloys — aluminium, magnesium and titanium — is to be staged in Johannesburg on June 22 and 23.

Further details can be obtained from Ferris, telephone (011) 825-2192.

Electricians' video show

THE Code of Practice for wiring of premises has been put on video by the Electrical Contractor's Association of SA.

The training programme, sponsored by Heinemann Electric, is for all people engaged in electrical work.

Due to the Government's accepting the recommendation of the Wiehahn Commission to

scrap the Wireman and Contractors Act of 1939 a new National Code of Practice for the Wiring of Premises came into force through the Factories Machine and Building Work Act 1941, in March 1982.

All persons engaged in electrical work must be thoroughly familiar with the regulations embodied in the code which will be

strictly enforced by legislation.

Each provision of the code is clearly explained together with illustrations and examples of the way it must be applied in installation practice.

A booklet of tests and sample answers enables course controllers and students to monitor progress.

'Poisonous' workers

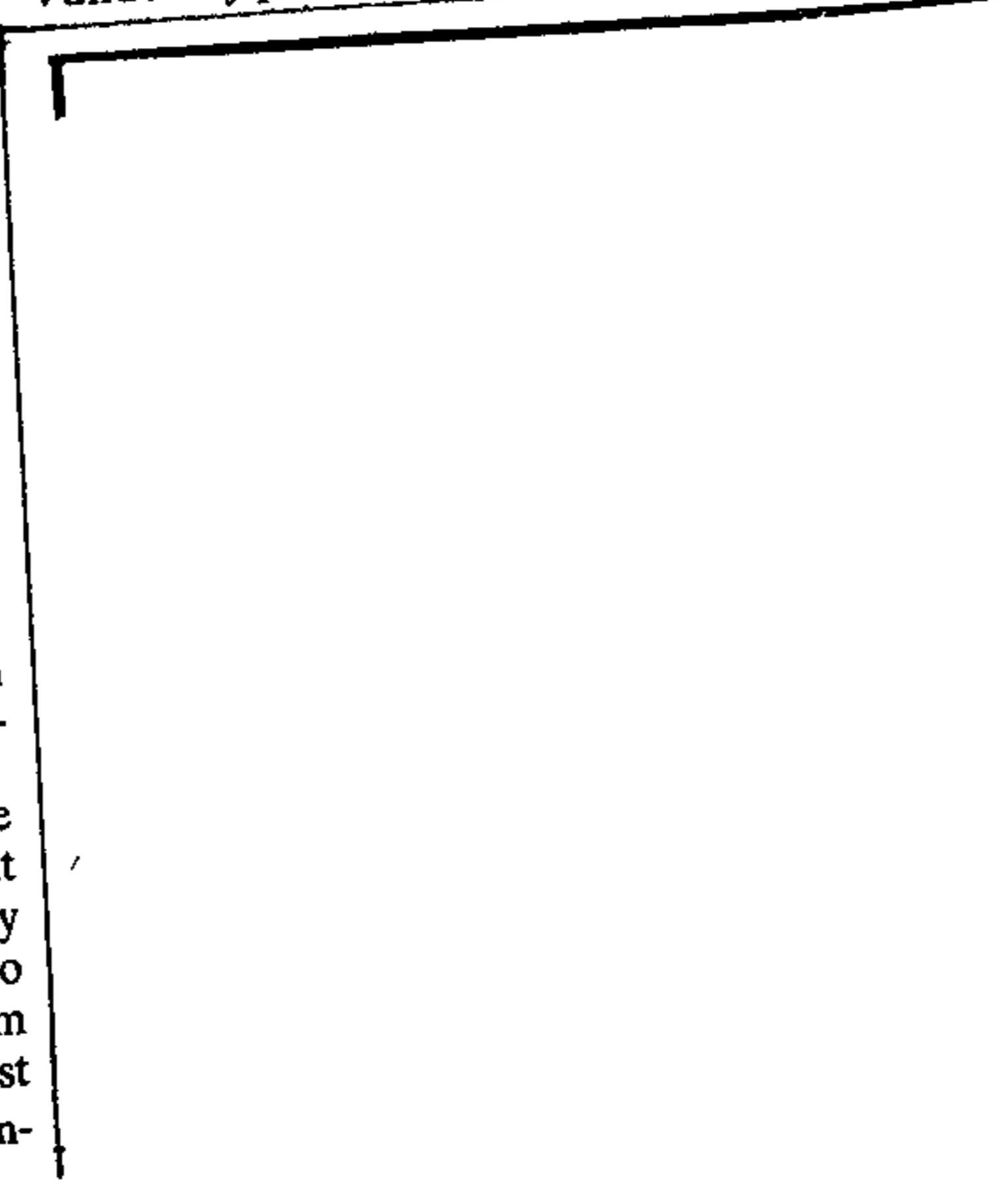
20/4/82 By NKOPANE (USA) MAKOBANE

THE trade union whose eight members were laid off with a promise of being re-employed as soon as vacancies arose believe their company is refusing to re-employ them because they may be "poisonous" to other employees.

Mr Frank Mohlala, general secretary of the Building Construction and Allied Workers' Union, said this emerged from the talks held between the union and personnel management last week.

The talks followed the "dismissal" of the eight on January 22 when they were told there was no longer any job for them but they would get first preference when vacan-

cies arose *Sowetan* learnt from their colleagues that other people were being employed while they remained jobless



Seychelles plane delay holds up hijack trial

Own Correspondent

MARITZBURG — Ten of the 43 accused in the Maritzburg hijack trial were told today by Mr Justice James

FR

500 000 are waiting for outcome of pay talks

By Tony Davis

Labour Reporter

More than 500 000 workers are waiting for the results of annual wage negotiations in four of South Africa's major industries

In two of the negotiations — those in the mining and metal industries — trade unions have declared disputes and have refused to accept terms offered by employers

The disputes will lead to the formation of Government-appointed conciliation boards

If this remedy fails miners and metalworkers are legally entitled to strike.

DISPUTE

The mining negotiations, affecting about 25 000 white miners, broke down after two days of talks last week when the Council of Mining Unions declared a dispute.

Unions in the metal industries, representing about 500 000 workers nationwide, declared a dispute with employers last Wednesday

Negotiations for some 15 000 automotive industry workers in the Eastern Cape get underway next month

One major union is demanding a 75 percent increase.

In the garment industry talks affecting 25 000 workers are expected to end later this week

The annual wage and working conditions talks come at a time when, according to financial experts, the

economy is experiencing a downswing

Mr Jan de Jager, head of the intelligence and research unit of the influential Federated Chamber of Industries, said this week the country was experiencing a downturn in the economic cycle

This meant lower growth and an increase in unemployment

These conditions would also be affected by increases in the cost of living concerning petrol, railway tariffs and higher interest rates, Mr de Jager said

The disputes in the mining and metal industries are the results of wide gaps in employer offers and union expectations

BOTTOM RATE

Mining unions have asked the Chamber of Mines for a cost of living increase of 15 to 16 percent.

The employers replied with counter-offers of three to five percent

The 14 union member caucus in the metal industries has demanded a bottom rate of R1.63 an hour, from its initial demand of R1.75 hourly rising, over a period, to R2

Industry employers offered artisans a 14.6 percent increase — from R3.62 to R4.15 an hour — and 22.1 percent to lowest grade workers, from R1.13 to R1.38 an hour

In the garment industry talks, which started late last month, unions are hoping for

an average 30 percent increase with increases from 21 percent to more than 60 percent for various grades of workers

Unions were also hoping for an increase in attendance bonuses

The annual negotiations for motor firms in the Port Elizabeth area are scheduled to start on May 4

COUNTER-OFFER

One of the two unions involved in the talks, the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu) has demanded a 75 percent increase, with a starting wage of R3.50 an hour

The three area employers — Ford, General Motors, and Volkswagen — are all represented on an industrial council and have yet to make their counter-offers public.

NATIONAL

The Naawu is asking for the minimum wage of unskilled workers to go up from R2 to R3.50 an hour, semi-skilled workers to go up to R4 and skilled workers to R4.50 an hour

Naawu says its demands are national

It claims to represent about 40 percent of the motor industry workforce countrywide

The union is also currently holding talks on behalf of its 4 000 workers at Sigma near Pretoria.

5/20/82

189

New cable plant cuts import need

Exclusive
AFRICAN CABLES has just completed a R12,5-million expansion to enable it to produce the higher voltage or "supertension" cables needed to distribute electricity today.

The completion of the new facilities was marked at a special function when the Minister of Mineral and Energy Affairs, FW de Klerk, officially inaugurated the company's new high voltage testing laboratory and its aluminium sheathing press.

Until recently, SA imported insulated cables over 42kV but now, there is a local facility to manufacture cables up to 132kV.

The high voltage testing

laboratory is capable of producing up to one million volts during the test process which subjects cables to far greater stress than they are likely to encounter in service.

It will also test cable joints and terminations.

The sheathing press produces a seamless corrugated aluminium sheath necessary for the prevention of ingress of moisture to the cable.

Supertension cables operate at electrical stress levels which make it essential to incorporate a complete moisture barrier such as a metallic sheath.

The use of aluminium rather than lead facilitates handling of the cable and afford higher fault current carrying capacity.

The need for a wider range of locally manufactured cable is mainly the re-

sult of increased electrification.

This has resulted in increased capital expenditure and a buoyancy in the electrical sector shared by few other industrial activities.

This position is reflected in the latest statistics which show that the amount of electricity available for distribution has increased by about 12% in the past 12 months.

One of the major forces contributing to cable makers' steady progress has been the electrification of Black townships particularly the multi-million Rand project for Soweto.

In addition, population pressures and increased industrial demand have caused many municipalities to increase their power supply capabilities.

THE STAR
Johannesburg
1952

189
By Pamela Klemm
20/4/52

Pink-eye is now rife among whites in Johannesburg.

This emerged when The Star conducted a random survey of pharmacies in and around Johannesburg, who were making "record sales"

Pharmacists reported that up to 30 people a day were seeking medicaments for the infection which hit the East Rand late last month.

Some pharmacists, particularly in Hillbrow and the northern suburbs, said many more whites than blacks were asking for eye drops and ointments.

"We have also had a lot of prescriptions from private doctors," said one pharmacist.

The highly contagious infection reached epidemic proportions among blacks on the East Rand earlier this month and rapidly spread to other areas of the Witwatersrand, including the Johannesburg Fort where 346 prisoners were isolated and treated for the disease.

The Rand Show's emergency clinics also showed a steady increase in the number of cases needing treatment for pink-eye.

And yesterday while some hospitals still reported a steady flow of patients seeking treatment, others said they were treating "no more than usual".

However, since pink-eye is not a notifiable disease it is impossible to obtain exact figures of the number of people who have contracted the disease.

Pink-eye, also known as conjunctivitis, affects the membranes controlling the inner eyelid and eyeball, resulting in a swelling of the eye which turns red.

The disease is easily treated but also easily spread.

Labour Reporter
There have been a number of metal industry disputes on the East Rand this week

The disputes are about wages and dismissals and most involve members of the Fosatu-affiliated Metal and Allied Workers' Union (MAWU)

There was a brief strike at Fry's Metals in Wadeville, Germiston, where about 130 workers struck for higher wages. They

Wage disputes disrupt plants

(189) (189) (189) Steu
22/4/82

were dissatisfied that there had been no increases as a result of the postponement of the annual industry negotiations

But the dispute was

resolved yesterday when the management agreed to pay workers and added 15c an hour bonus pending resolution of the industry negotiations

At Moser Industries, also in Wadeville, Mawu accused the management of being unwilling to negotiate on the dismissal of 60 workers who struck in

support of several colleagues dismissed earlier

The union was also trying to arrange talks with the management of Screenex at Alrode, Alberton, after about 200 workers struck for a pay increase of 50c an hour

● A wage dispute was also reported on Tuesday at Nampack's box plant at Industria, Johannesburg

Disincentive

cars

*Pretty cock-eyed in parts,
but probably deserves to pass.*

Workers tense over East Rand sackings

By STEVEN FRIEDMAN
Labour Reporter

FACTORY tension over retrenchments is growing on the East Rand

Metal and Allied Workers Union shop stewards from 72 factories in the area met on Wednesday night, a union spokesman said yesterday.

They vowed to fight further retrenchments.

A union organiser, Mr Moses Mavakiso, said shop stewards from Wadeville, Germiston and Alrode took resolutions which accused employers of working overtime while retrenching workers because of alleged lack of work.

They also called for negotiation between workers and employers on retrenchments, but said some firms refused to negotiate retrenchment procedures with unions.

The firms felt this was the province of the Metal Industrial Council and the Steel and Engineering Federation, said Mr Mayekiso.

"More East Rand firms are retrenching workers and shop stewards are determined to fight it. Workers are very angry — they say they are the only ones who suffer when the economy runs into trouble", he said.

Workers believed employers could cut production in other ways.

Seifsa's director, Mr Sam van Coller, said yesterday there were no provisions in the metal industrial agreement requiring employers to make redundancy payments.

"An employer can therefore not be compelled to do this. Individual companies have in the past made their own decisions in this regard", he said.

On claims that some firms worked overtime while retrenching, leading to union charges that employers were firing workers in order to cut costs, Mr Van Coller said employers had told unions on the council they were prepared to take part in a joint enquiry into concern about excessive overtime.

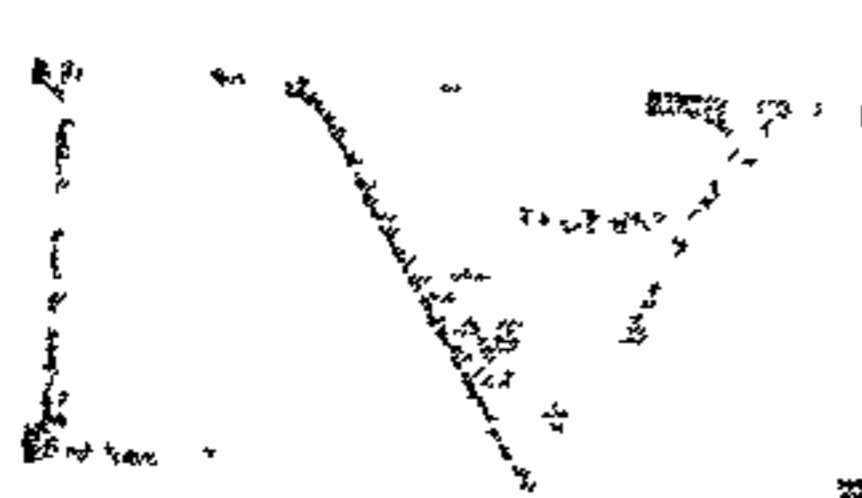
At the same time, the agreement did not allow an employer to work more than ten hours a week overtime without council permission.

"We are quite prepared to discuss this issue with unions, but we cannot lay down over-rigid general rules," said Mr Van Coller.

Mr Mayekiso said shop stewards wanted employers to lay off workers for two or three months, instead of retrenching them.

Other significant increases during March were 0.2% in house rentals, 0.2% in educational costs, including higher university fees, 0.3% in public transport fare increases and 0.2% for clothing.

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Mail Reporter

AST week, the Rand Daily Mail published an appeal by Walter William Pearce, a former British soldier living in Melbourne, Australia, for help in tracing his daughters.

Mr Pearce was separated from his pregnant wife, Ada, and their daughter, Evelyn Rose (18 months), in 1946.

His wife emigrated to South West Africa with their child while he was serving in

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He said the investigation was receiving his "fullest" attention as well as the attention of his deputy, Colonel Illem van der Merwe.

The police investigation dates to

the explosion at a fish-noking factory in Kalk Bay earlier this month which killed a valuable witness in the fish scandal inquiry. A fire, allegedly started by arsonists, only hours after

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atican on a two-week visit. Reacting to the news of the bishop's death, the President of SACBC, Archbishop Denis Hurley, said it was hard to accept that the life of so bright and vigorous a man had ended so suddenly.

"His death is a severe loss to the diocese of Oudtshoorn and to all his confreres of the SACBC," he said.

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SPONSORS. South African Airways, Holiday Inns, Channel



Threat to fire staff

Sowetan 23/4/82

189

By SELLO
RABOTHATA

MORE than 80 workers at Almaks Engineering in Industria will be fired today if they do not return to work after they had gone on strike yesterday, a company spokesman said

The spokesman said this after between 80 to 90 workers at the company had downed tools in demand of higher wages. They were said to be demanding a R1 per hour increment across the board.

He said yesterday all the workers arrived at work but later left while the liaison committee was negotiating the issue with management. The workers are said not to be members of a union.

The spokesman said if the workers did not come to work today the com-

pany would start employing other people to fill in the vacancies left by the strikers. He said wage negotiations were discussed through the Industrial Council and the workers knew this.

A worker representative said they had decided not to go back until the company offered them the R1 per hour increase they were asking for. The members of the liaison committee were yesterday said to be in a meeting with management.

¹⁹⁷²
¹⁹⁷²
^{26/4/72}
 'Death threats' at strike plant

(189)

By Drew Forrest

Strike action hit Haggie Rand's large Jupiter plant outside Johannesburg today — and management said the 1700 workers affected had been threatened with death if they went to work.

Although it was not clear what was at issue, a notice, illegally distributed throughout the works on Thursday and Friday last week, alleged the dispute was over pay.

The cyclostyled notice, which management said had also been distributed at bus-stops and on trains carrying the workers, had threatened those entering the factory with assault or death.

"The workers, who gathered peacefully on the company's soccer field this morning were told to return to work and to elect representatives to discuss the dispute."

about to fold.

1972/73 Terminated members

Membership				Year
African	Asian and Coloured	White	Total	
				1970
			100	1971
			95	1972
			100	1973
				1974
				1975
				1976
				1977
				1978
				1979
				1980

Retrenchments will cause unrest, Mawu warns

THE Fosatu-affiliated Metal and Allied Workers Union has warned a major construction company, Genrec, of unrest if it does not stop retrenchments at two plants in the East Rand as well as retrenchments which are expected at a third company in the near future.

Mr Mayekiso said that, at Genrec, the management had retrenched workers at its subsidiary companies, Genpipes and Wadeville Engineering. More retrenchments were also expected at Genrec's Power Steel company.

It is feared that this

type of attitude by the management will cause unrest as workers are not happy about the layoffs and have threatened to take action.

The union believes that the company should negotiate with it and that in most cases, management had not met the workers' demands.

At a meeting of shop stewards yesterday, a decision was taken by

workers to campaign against the retrenchments.

A spokesman for Genrec has confirmed the retrenchments and said that more were expected at Power Steel. The management was prepared to meet Mawu to discuss the matter further.

Meanwhile Mawu has reported strikes at Screenex, the metal company in Alrode,

near Alberton, where about 200 workers demanded an extra 50 per cent hourly increase in their weekly earnings. The strike entered its third day yesterday.

At the Scry Metal company in Wadeville some 130 workers went back to work yesterday after management had offered to meet their demands.

About 60 workers at Moseer were dismissed

after going on strike over demands for a higher salary this week. Mawu has been refused a chance to negotiate with the management.

At an Industria West company, Nampak, about 350 workers, who earlier walked out when management refused to meet their demands, have gone back to work. Management reported yesterday that everything was "back to normal".

Commenting on this week's labour disputes, Mr Mayekiso said that the disputes occurred because workers were not happy with what they earned or the manner in which management handled their work situation.

He said further that Mawu would strive to see that its members' grievances were met with by management.

AND STEEL WORKERS, SHIPBUILDERS AND WELDERS SOCIETY

Membership		
Asian and Coloured	White	Total
..	..	13 654
..	..	13 654
..	..	13 654
5 399	10 141	15 548
..	..	13 654
4 801	10 097	14 898
..	..	16 577
..	..	16 577
..	..	16 577
6 509	11 055	17 564
6 900	11 500	18 400

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Telephone: (011) 838 3341

Secretary: A.J. van der Watt

National

- National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry
- Industrial Council for the Pulp and Paper Manufacturing Industry
- Industrial Council for the Sugar Manufacturing and Refining Industry

- 00 blacks
- 00 coloured
- 00 whites

sion to open membership to all races.

from TUCSA in 1977 but had rejoined by 1980.

^{stay}
**Striking
 27/4/81
 workers
 are fired**

S.A.

By Drew Forrest
 Labour unrest again shook Transvaal metal industries yesterday as about 1700 workers downed tools at Haggie Rands Jupiter plant in Primrose

At a Wadeville engineering company about 380 strikers were fired

By last night the Haggie Rand strike — which apparently centres on wage demands — had still not been resolved

Management said the unrest was the work of 'outside agitators' who had threatened strike-breakers with assault or death

At National Spring Manufacturers in Wadeville about 380 workers, mostly members of the Metal and Allied Workers Union, were dismissed yesterday after striking last week and again yesterday over the dismissal of a colleague

A spokesman for Abercom, the parent company, said workers would be selectively rehired

About 900 workers who struck last Friday over the firing of a union shop steward at Asea Electric in Rosslyn, Pretoria, were back at work yesterday morning

Year	African
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	7 000

P		White	Total
..			19 075
..			19 194
..			20 666
		12 435	21 055
		12 690	21 969
		12 682	22 046
		11 969	21 228
		11 091	19 749
		11 091	19 744
		10 787	19 499
		10 713	26 818

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Address: P.O. Box 19
 Pretoria po
 0001 TV

Officials: Secretary

Area of Operation:

Founded: 1896

Registration: Yes

Industrial Council: National Industrial Council of the Printing and Newspaper Industry of South Africa.

Telephone: (012) 36097/8

1980 - The Union receives permission from the Minister of Manpower Utilization to open its membership to all races.

1 500 more on strike

Sowetan
27/4/62

By SELLO RABOTHATA

TWO more strikes — involving more than 1 500 workers — have hit the East Rand, the focal point of labour unrest in the country today.

More than 300 workers downed tools at National Spring in Wadeville on Friday, in protest against the dismissal of a colleague. And they have refused to go back to work until he is reinstated, said a Metal and Allied Worker's Union (MAMU) spokesman.

The company's management has agreed to hold talks with Mawu officials.

At Haggie Rand Group, in Cleveland, about 1 200 workers

went on strike yesterday morning in demand of wage increments, a worker representative told The SOWETAN. Only a few were said to be members of the Metal and Allied Workers' Union (MAWU).

The worker said: "Earlier in the year we asked for an increase in our wages. The demand was R2 per hour for every worker. Management ignored this, but this month the company has seen fit to grant the white artisans an increase. Workers have regarded this as unfair."

Last Wednesday pamphlets were distributed by workers around the company's premises calling for this action.

Year				Total	
1970				746	∅
1971				701	∅
1972				699	∅
1973			110	750	+
1974			••	521	∅
1975			117	529	×
1976			••	383	×
1977			81	371	×
1978			88	378	\$
1979		222	76	298	\$
1980	1 100	220	76	1 396	\$

Address: 35 Eastern Province Building Society Building
29 Terminus Street
East London
5201

Telephone: (0431 28643

Officials: Secretary: Mrs. H. Wierzbowski

Area of Operation: National

Founded:

Registration: Yes

Industrial Council:

- 1) Industrial Council for the Sweet Manufacturing Industry (East London)
- 2) Industrial Council for the Sweet Manufacturing Industry (Johannesburg)

Two major metal firms hit by strikes

By STEVEN FRIEDMAN
Labour Correspondent
THREE major companies were hit by strikes yesterday — two on the Reef and one in Durban.

On the Witwatersrand, metal companies Haggie Rand and National Spring were hit by stoppages — National Spring for the second time in five days. And in Durban, workers at Niman and Lester's Pinetown clothing plant downed tools.

At Haggie Rand's Jupiter plant on the outskirts of Johannesburg, well over 1 000 workers struck. One source put the figure at 1 700, but this could not be confirmed.

A spokesman for Fosatu's Metal and Allied Workers' Union said Mawu was not aware a strike had occurred, but that workers told union officials late last week they planned to approach management for a pay rise.

Informed sources confirmed the strike, however,

and said management was claiming workers had been intimidated. Repeated attempts to contact management for comment were unsuccessful.

At National Spring, about 300 workers struck in protest at the dismissal of a colleague and were fired yesterday.

A spokesman for Abercom, which owns the company, said workers had struck on the issue last Thursday after the man had been fired.

Management had told them that if they did not return by yesterday morning they would be "regarded as having resigned", and they had returned to meet the deadline. But later yesterday they had struck again.

"We therefore had no option but to begin plans to recruit a new workforce. We have told Mawu that workers who report tomorrow will be considered for re-employment, but we will not take all of them back."

"We are remaining firm on

the dismissal because it was carried out in perfect compliance with our dismissal procedure," he added.

At Niman and Lester, Sapa reports, workers who belong to Fosatu's National Union of Textile Workers struck in support of wage demands.

An NUTW spokesman said workers were dissatisfied with the postponement of wage talks, delays in union recognition negotiations and the alleged sacking of three workers last Friday.

Last November the factory experienced a similar work stoppage, but the dispute was settled when workers agreed to return and management undertook to finalise the outstanding issues over union recognition.

"Workers are now impatient that finalisation of the agreement has been dragging on for so long", the spokesman said.

He said the agreement contained dismissal procedures which would have prevented a strike.

Register

AI

Year	Membership			
	African	Asian and Coloured	White	Total
1970				200
1971				..
1972				..
1973		980		980
1974				..
1975				..
1976		986		986
1977				..
1978				..
1979				..
1980				..

SAB labour plan backed by Sutton

182 28/4/82

Labour Reporter

A sound industrial relations policy for the South African Breweries group of companies was evident by the lack of labour unrest over recent years.

This is the view of Mr Dick Sutton, former industrial relations advisor for SAB and member of the Wiehahn Commission.

Mr Sutton retired at the end of March and has taken up a professorship at Unisa's School of Business Leadership. He maintains a retainer relationship with SAB.

When Mr Sutton joined SAB in 1973 several of the group's Durban firms were hit by the general labour troubles sweeping the area.

A system of liaison committees was established for black employees which was different from other committees in that workers elected their own representatives and the committees were independent of white managerial supervision.

From 1974 SAB also instituted a system of company monitoring of basic minimum wage and working conditions for employees.

Mr Sutton was also involved in the drawing up of a group code of employer practices several years later.

He said they tried to instil in management personnel a high level of awareness towards labour developments long before the Wiehahn reports



SAB's former industrial relations advisor, Mr Dick Sutton.

During his career with SAB Mr Sutton also served on the Wiehahn Commission which investigated labour reforms.

On the subject of trade unions, Mr Sutton said the SAB's stand had been that if workers wanted to form a trade union they were free to do so.

He said once workers received registered trade union rights after 1979, the company saw no reason to discontinue the committee system, but envisaged that they could run parallel to, or in harmony with trade unions.

There are several trade unions which currently operate and recruit SAB workers in the commercial, distributive, furniture and food trades.

Mr Sutton said SAB's policy of recognising unions was based on a policy of representativeness.

Unions preferably had to prove membership of workers in a given sub-

diary industry on a provincial basis, he said.

Union registration or membership of an industrial council were not hard and fast prerequisites for recognition.

The issue of representativeness was the grounds for recent disputes between SAB and the Food, Beverage Unions at the group's brewery plants on the Reef.

There are several industrial councils involved in wage and other determinations for the group. These are, for example, the beer, furniture and show industries.

SAB was hit by the wave of pension unrest in Natal last year.

Mr Sutton said they conceded there were misconceptions about the group's pension fund and that the issue was being examined.

"SAB has experienced little unrest over recent years.

"Issues such as minimum wages and working conditions have been examined and adjusted from time to time. We haven't waited for labour pressures," Mr Sutton said.

On the subject of an extended military call-up system in the future, Mr Sutton said the army had not yet come to grips with the manpower position in South Africa and has not established a body to examine these problems.

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\$	216
\$	138
\$	338
*	078
*	221
*	2338
*	2372
*	2424
∅	2500
∅	2500
∅	2500
	Total

Registra

Founded:

Area of

Official

Address

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Pay strike by 2 000 hits Anglo firm

By STEVEN FRIEDMAN
Labour Correspondent

THE present rash of strikes escalated dramatically yesterday as 2 000 workers at Anglo American's Scaw Metals in Germiston downed tools, demanding a pay rise.

More than 4 500 workers are involved in strikes at present

At Haggie Rand's Jupiter plant, 1 700 strikers faced a company warning that they would be dismissed if they did not return to work by last night

At National Spring in Wadeville 380 workers, fired for striking, ignored a management request for them to apply for selective rehiring and the company is now recruiting a new workforce

At Ninian and Lester's Pinetown plant, a strike by about 500 workers over wages and union recognition continued and management was locked in negotiations with the Federation of SA Trade Unions' National Union of Textile Workers

At Scaw, a spokesman for the Metal and Allied Workers' Union, which claims majority support at the plant, said workers were demanding a 10c an hour rise

He said workers usually received an increase in April, after wage talks at the metal industries' industrial council ended. But this year the talks were deadlocked and no increase was awarded. "Workers decided this could take months and refused to wait," he said

Talks between Scaw and Mawu had taken place and the company said it wanted to wait for the council talks to end before awarding a

rise, but that it would then consider giving more than the figure agreed on. But workers insisted they could not wait that long, he said. A Scaw statement confirmed negotiations about wages were under way.

"It is not possible for management to make a wage award until these negotiations have been successfully concluded. Workers have been asked to return to work tomorrow," the statement said

At Haggie Rand, chief executive Mr Richard Savage said workers were still on strike and had not aired any grievances. Management asked them to elect spokesmen to negotiate, but workers had not done this, he said

"We have told them that if they do not return in the course of today, we will have no option but to dismiss them," Mr Savage said. He alleged notices were displayed in trains telling workers they would be assaulted or killed if they did not strike. "They have asked us to protect them, but this is difficult. They are obviously staying away because they are scared," he added

But Mawu's spokesman said the union had addressed a worker meeting yesterday and workers had asked the union to negotiate on a demand for R2 an hour. The union was attempting to contact management, he added

Mawu represents only a small proportion of the workforce at Haggie Rand

At Abercom's National Spring, where workers struck in protest over a dismissal, no strikers responded to a company call to offer themselves for re-employment

"They say either they all go back or none do," Mawu's spokesman said

An Abercom spokesman said the company was now recruiting a new workforce

Industry
Registered
Founded
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1980
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Year

Year	Membership		
	African	Asian and Coloured	White
1971	19 194
1970	19 075
Total			

Newspaper

8/7

Star 27/1 81

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1700 lose jobs as labour unrest grows

Star
189
28/4/82
L~~TOP~~

By Drew Forrest

Labour turmoil in the East Rand metal industries reached new heights yesterday as about 2 000 black workers at Anglo American's Scaw Metals plant in Germiston, downed tools

And another 1 700 workers who struck over wages at Haggie Rand's Jupiter plant lost their jobs today after failing to meet a management return-to-work deadline

At Scaw, one of the most influential companies in the Steel and Engineering Industries Federation (Seifsa), workers are understood to be demanding a 10c an hour increase

TENSION

Employers say that with the protracted failure to reach agreement in the metal industrial council wage talks factory tension is mounting on the East Rand

A spokesman for the Metal and Allied Workers Union (Mawu), which is organised at Scaw, said workers struck after making repeated demands for wage increases through their shop stewards

A Mawu organiser met management yesterday but the strike was said to have continued this morning

In a statement Scaw management said workers had been

asked to return to work today, but no increase could be granted while the industrial council talks were in progress

Haggie Rand's chief executive, Mr Richard Savage, said it was policy to grant workers on strike a three-day grace period before resorting to dismissal and that this expired today

Although Mawu concedes it has few members at Haggie Rand, a union spokesman today met management and addressed the strikers

About 500 workers who struck on Monday at Ninian and Lester's Pinetown plant went back to work this morning after the National Union of Textile Workers had settled with management

NUTW general secretary, Mr Obed Zuma, said a procedural agreement had been reached and wage talks would begin very soon

Port Elizabeth

By: B. Despard

534 Elizabeth

Telephone:

Year	Membership			
	African	Asian	Coloured	White
1980				38
1979				38
1978				38
1977				38
1976				38
1975				38
1974				..
1973				38
1972				..
1971				..
1970				..
Total				38

Shock absorber factory for SA

CAPE TIMES
28/4/82

189

Cape Peninsula

THE official opening of a R10m shock absorber factory for Gabriel South Africa by the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, at Retreat industrial area last week was another milestone in the growth of the local motor component industry and in the efforts to make this country as independent as possible of overseas supply sources

This is especially so when you consider that every four-wheeled vehicle produced in the Republic, from the smallest car to the heaviest truck, has to have four shock absorbers fitted as original equipment and will probably need a few replacements during its running or working life

The Retreat factory will produce 2 000 000 shock absorbers a year and this is barely enough to fit to the 450 000 cars and commercial vehicles which were produced in a record 1981 and which are expected to be produced again in 1982 and replacements for vehicles already on the road. The increase in car production was 41 percent and 50 percent in commercial vehicles

Local Expertise

Not only does a factory such as the one at Retreat add yet another advance in local expertise and manufacturing technology — and a further contribution to SA's self-sufficiency — but it will save the country some R15m a year in foreign exchange for imports and provide an export market which in itself could bring millions back into the country



Mr Byron Pond

Mr Byron Pond, chairman, president and chief executive officer of Gabriel's parent company in the USA, flew out from his Chicago base to attend the opening and said that the fact that the South African operation had developed significant exports markets in the USA, Australia, New Zealand and some southern African countries was an impressive feat

'Our biggest challenge'

"Our biggest challenge for the future will be to remain competitive with the growing Japanese parts industry for in terms of quality and cost efficiency they are rapidly approaching the excellence of their country's car manufacturers"

During the past 19 years Gabriel has become the leading shock absorber manufacturer in South Africa and this has been due mainly to the high technological excellence of its products. The previous factory in

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R	1 029
R	1 029
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021) 253347

Industrial Council

Registration: Yes

Founded:

Area of Operation:

Officials: Secretaries

Address: P.O. Box 8000

Cape Town

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Year	

make this country as independent as possible of overseas supply sources

This is especially so when you consider that every four-wheeled vehicle produced in the Republic, from the smallest car to the heaviest truck, has to have four shock absorbers fitted as original equipment and will probably need a few replacements during its running or working life

The Retreat factory will produce 2 000 000 shock absorbers a year and this is barely enough to fit to the 450 000 cars and commercial vehicles which were produced in a record 1981 and which are expected to be produced again in 1982 and replacements for vehicles already on the road. The increase in car production was 41 percent and 50 percent in commercial vehicles

Local Expertise

Not only does a factory such as the one at Retreat add yet another advance in local expertise and manufacturing technology — and a further contribution to SA's self-sufficiency — but it will save the country some R15m a year in foreign exchange for imports and provide an export market which in itself could bring millions back into the country



Mr Byron Pond

Gabriel, of the United States, is one of the biggest manufacturers of shock absorbers in the world, and its South African operation was started 19 years ago in Plumstead by Harold Jones and Co which acted as indent agents and which retains a 14 percent interest in the new operation. The Chicago-based Maremont Corporation, which controls Gabriel in the USA, has a controlling holding of 51 percent with Plessey SA — which is sited right next door — a big local shareholder with 35 percent

Mr Byron Pond, chairman, president and chief executive officer of Gabriel's parent company in the USA, flew out from his Chicago base to attend the opening and said that the fact that the South African operation had developed significant exports markets in the USA, Australia, New Zealand and some southern African countries was an impressive feat.

'Our biggest challenge'

"Our biggest challenge for the future will be to remain competitive with the growing Japanese parts industry for in terms of quality and cost efficiency they are rapidly approaching the excellence of their country's car manufacturers"

During the past 19 years Gabriel has become the leading shock absorber manufacturer in South Africa and this has been due mainly to the high technological excellence of its products. The previous factory in nearby Main Road, Retreat, became inadequate to meet the demands, both local and overseas, for its products so the new factory was built to handle the additional capacity and potential growth until the end of the century at least

The growth — and success — of Gabriel in SA is reflected in annual increases of workers by 3,9 percent, production by 14,2 percent, capital investment and turnover by 20,3 percent or an overall 36,5 percent improvement.

Original factory

The original factory in Main Road, Plumstead, was established with an investment of R300 000 and initial production was 120 000 units a year and the range consisted of two basic types of shock absorbers in 60 variants. Local content was then about 50 percent

The new factory will initially produce more than 2 000 000 units a year with 10 different types of shock absorbers with 400 variants. Local content now averages more than 80 percent and exceeds 90 percent in some products

Since it started, Gabriel has captured a 60 percent share of the shock absorber market and is also the leading manufacturer of McPherson struts for suspensions. In fact, if it did not produce these struts as well it could turn out more than 3 000 000 shocks a year. It all sounds like a shockingly good business to be in

\$	1 429
\$	1 029
\$	1 029
✕	1 029
✕	1 029
✕	1 029
∅	1 029
+	2 702
∅	1 029
∅	1 029
∅	1 029
	Total

(21) 253347

Ca
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Se
Fr
St

Founded:
Area of Operation:

Officials: Secretar
8000
Cape Tow
P.O. Box
Address:

	1980
	1979
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	1976
	1975
	1974
	1973
	1972
	1971
	1970
Year	

Transport  **By Brian Groblier**

PM to open new engine factory today

TODAY is a milestone in the history of diesel-engine use and manufacture in South Africa as it will be the official opening of the R400m Atlantis Diesel Engine (ADE) local manufacturing plant 50 km north of Cape Town.

ADE (nicknamed Afrikaners, Deutschers and Engelsmannne because of the involvement of South Africa, West Germany and Britain) was established in 1978 after a feasibility study.

Technical help came from Perkins of Britain and Daimler-Benz of West Germany — the two biggest diesel-engine producers in the world — and made the first locally-manufactured diesel engines last year.

The plant will be opened by the Prime Minister, Mr P W Botha, and the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers.

Some key dates in ADE's progress are:

- February, 1980 — first concrete poured at Atlantis site 50 km north of Cape Town
- September, 1980 — first engine block assembly line set up
- April, 1981 — first

diesel engine assembled and tested.

● July, 1981 — volume production of diesel engines starts to local motor manufacturers.

At the beginning of this year, ADE held a national press conference on its parts and after sales operation and distribution and Mr Johan du Plessis, manager of this division, gave some interesting facts on the past and future of the diesel engine in South Africa. Of the 48 000 trucks and buses licensed in 1938, only 869 were diesel-powered and of the 819 tractors only 162.

"The diesel-engine market has undergone a dramatic change from what it was in the 1930s when heavy diesel engines were imported in trucks,

buses and tractors. Even in 1955, 60 percent of trucks and buses were powered by petrol and 70 percent of tractors by power-paraffin.

"The major swing to diesel power in trucks and buses started in 1960 and by 1966 had risen to 82.6 percent in trucks and buses.

"As the economic growth accelerated in South Africa in the 1960s and 1970s so did the diesel engine market. The parts market was established during this period and grew at a phenomenal rate. In 1950 it was a mere R3,7m. By 1981 it had grown to more than R250m. The greatest influence on the diesel parts market was statutory legislation and the local content programme.

The net result of this legislation on the parts market was the creation of fierce competition between vehicle manufacturers and independent wholesalers to the extent that 'all makes' programmes were introduced by the vehicle manufacturers."

Mr Du Plessis said legislation on the local content on trucks and tractors only affected the engine, gearbox and rear axle but vehicle manufacturers had taken the initiative on an economical basis on wheels, brake drums, chassis, glass etc.

The effect this will have on the parts business is unknown at this stage but he predicted that a few things should follow in the diesel engine parts replacement industry.

● The parts market will be stimulated by aggressive competition from both vehicle manufacturers and independents competing for an open market which before was restricted to each manufacturer. "unique" components while wholesalers selected high volume parts from various makers.

● Pricing of local components in the longer term will be lower than imported components and will be achieved by the concentration of volumes.

● A favourable aspect of pricing will be that all price increases will be linked to the home economy and not subject to foreign inflation.

● A significant influence on the future of the parts market will be standardization brought about by the ADE project.

Year	
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	

Registration c

● This in turn will lead to the end user's bargaining power which will be stimulated and result in higher levels of demand for service and more competitive pricing levels.

Mr Du Plessis said "In essence, the future market will be influenced by the end user's preference, rather than being influenced by the dealers. The company providing the best after-sales-service will therefore be most successful. Pricing policies will be a key element to success. It is expected that profit margins will be maintained at current levels but in the longer term retail prices will be lowered in favour of the users.

"It is envisaged that staff training will feature prominently as users demand higher service levels from dealer personnel — and specialists will emerge within the manufacturer and dealer networks.

"The future diesel engine parts market is going to be interesting and a challenging one with numerous opportunities."

Year	Membership		
	African	Asian and Coloured	White
1970			986
1971			986
1972			980
1973			1 001
1974			1 001
1975			1 019
1976			988
1977			835
1978			687
1979			603
1980			642
			Total

Telephone: (021) 472 674

Management had agreed to recognise Mawu shop stewards when they were elected. At Scaw Metals talks between Mawu officials and management ended in deadlock yesterday. The 2 000 Scaw workers are understood to have stayed off work this morning. Management has said it would not meet workers' demands for a wage increase while wage talks in the metal industries' industrial council were in progress.

An Mawu spokesman said the union's membership at Haggie had soared during the strike.

Management had delayed paying off strikers in the hope the strike would end today. He said the earlier "technical" dismissal of the workers for failing to meet a return to work deadline had been rescinded.

Haggie's chief executive, Mr Richard Savage, confirmed that after yesterday's discussions between management and the Metal and Allied Workers' Union (Mawu) that striking workers had returned to work.

The strike at Anglo American's Scaw Metals in Germiston, however today entered its third day.

The 1 700 workers who went on strike on Monday at Haggie Rands Jupiter plant were back at work today.

Haggie strikers return to work

By Drew Forrest

of Manpower Utilisation to

1980 - Receives permission to all open membership to

Address: P.O. Box 4141 Cape Town 8000
 Officials: Secretary: N. De
 Area of Operation: National
 Founded:
 Registration: Yes
 Industrial Council: Biscu

Industry of R.S.A.

189
 1980
 1981

Argus Correspondent

JOHANNESBURG —
The wage strike by about
1700 workers at the
Haggie Rand's giant Jupiter
plant is over

Haggie's chief executive,
Mr Richard Savage, confirmed
that following yesterday's
discussions between management
and the Metal and Allied
Workers' Union all the striking
workers were back at work today

He added that the "technical"
dismissal of the workers yesterday
for

Rand pay

strike settled

17/6/82
29/4/82
89
failing to meet a return-to-work
deadline had been rescinded
Management had delayed paying
off strikers in the hope that
they would man their posts today.

the Motor Transport

Industrial Council:

Registration: Yes

Founded:

Area of Operation: Johannesburg area

Officials: Secretary: A. Hammon

2001

JOHANNESBURG

88 Anderson Street

206 Trades Hall West

Address:

Telephone: (011) 838 5861

Year	Membership		
	African	Asian and Coloured	White
1980		222	222
1979		222	222
1978		320	320
1977		320	320
1976		369	369
1975		405	405
1974		324	423
1973		451	451
1972			300
1971			300
1970			..
			Total

TRANSPOET WORKERS UNION (COLOURED AND ASIAN)

APGus 29/4/82
**2 000 strike for
third successive day**

Argus Correspondent

JOHANNESBURG — The strike at Anglo American's Scaw Metals in Germiston went into its third day today

Talks between Metal and Allied Workers' Union officials and management ended in deadlock yesterday

Management has said it will not meet the 2 000 workers' demands for a wage increase while wage talks in the Metal Industries Industrial Council are in progress

Registration: Yes

Founded:

Area of Operation: Transvaal

Officials: Secretary: W.J. de Bruyn

Telephone:

0001

Pretoria

Address: P.O. Box 1341

PERSONEELVERENIGING VAN DIE TRANSVAALSE RAAD VIR ONTWIKKELING
VAN DIE BUITESTEDELIKE GEBIEDE

1 700 strikers may go back today

By STEVEN FRIEDMAN
Labour Correspondent

THE strike by 1 700 workers at Haggie Rand's Jupiter factory looks as though it may be settled today with workers returning to their jobs — but the 2 000 strikers at Anglo American's Scaw Metals remained off work for the second day yesterday.

A strike by about 500 workers at Ninian and Lester's Pinetown plant was settled yesterday after management agreed to a procedural

agreement with Fosatu's National Union of Textile Workers Wage talks are due to start soon

At Scaw, workers arrived at the plant yesterday morning but did not resume work, which management had appealed to them to do. They want a 10c an hour rise.

Talks between management and the Metal and Allied Workers Union took place yesterday but no settlement has been reached. Management has appealed

to workers to return to work this morning.

At Haggie, where the strike centres around a wage demand, the company had warned workers that those who did not resume work on Tuesday would be dismissed and had planned to pay off all 1 700 workers yesterday afternoon.

All would then have been offered re-employment without loss of benefits.

But Mawu — which represents only a few Haggie

workers — intervened after being asked to do so by workers and held talks with management yesterday.

Late yesterday, Haggie's chief executive, Mr Richard Savage, said he was "encouraged" by continuing negotiations with Mawu and added that he was "hopeful" that everybody will return tomorrow morning.

The decision to dismiss workers had been "postponed" pending the outcome of talks, he said.

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Partly cloudy and mild with scattered thundershowers over the west and south-west. It will be cold over the south and south-west.

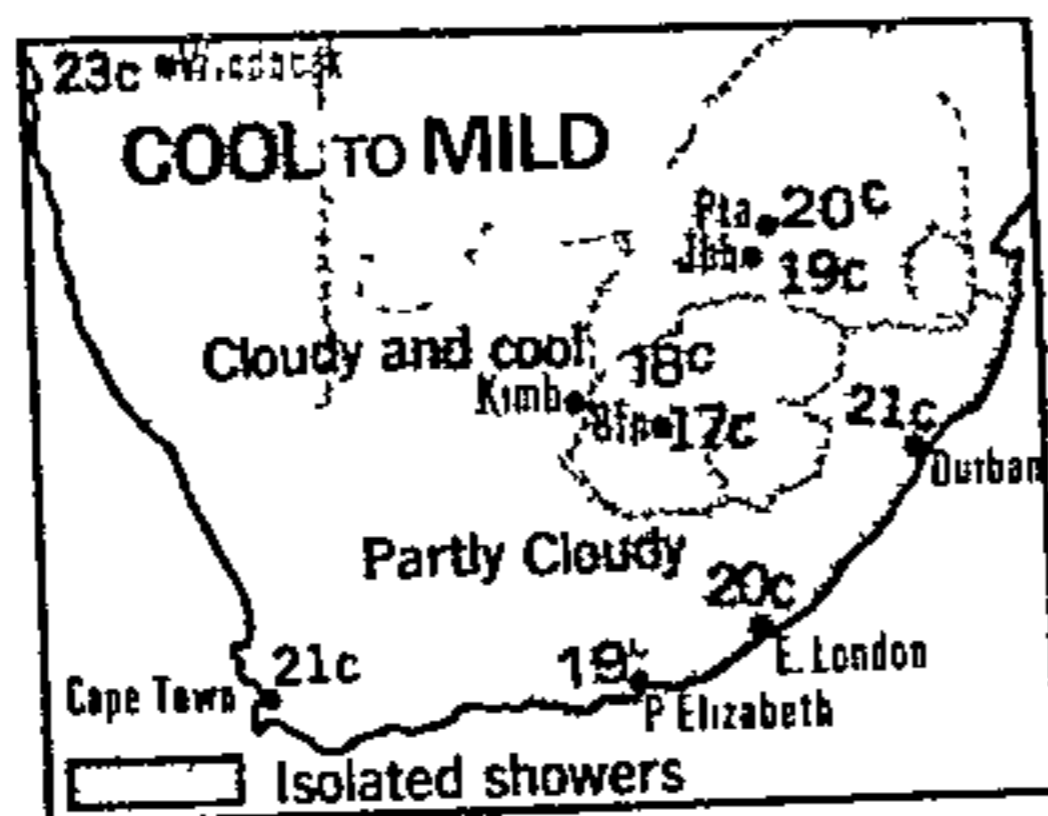
FREE STATE and CAPE north of the Orange River — Fine to partly cloudy and cold, but very cold in the morning and evening. Showers are possible over the south and east Free State.

CAPE south of the Orange — Cloudy and cold over the south and south-east with rain and snow over the mountains. Over the remainder of the area it will be partly cloudy and cold, but very cold over the interior in the morning and evening.

NATAL — Partly cloudy and mild in the north with scattered thundershowers otherwise cloudy and cold with intermittent rain. It will, however, be very cold over the south. Snow is expected over the southern interior.

SOUTH WEST AFRICA — Fine and cold, but partly cloudy and mild to warm with isolated thundershowers over the Caprivi.

BOTSWANA — Fine and cold but partly cloudy and mild to warm. — Sapa



Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station

YESTERDAY
April 28, 1982
Temperatures:
09h00 14h00 21h00
15°C 20°C 14°C
Humidity:
71% 54% 78%
Max temp: 20°C
Min temp: 8°C
Rain 24 hours to 20h00: Nil
Sunset today: 17h42
Sunrise tomorrow: 06h29

SOUTH AFRICA YESTERDAY

Temperatures at 14h00

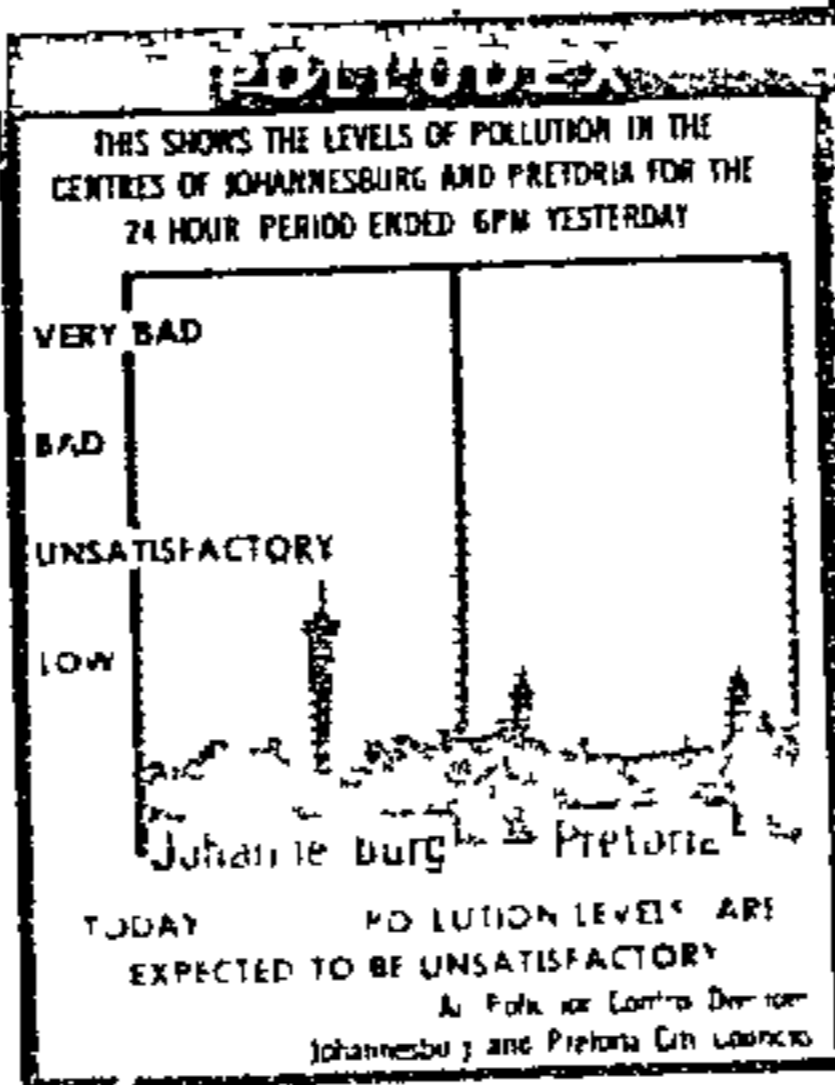
	°C		°C		°C
Bloemfontein	17	Jan Smuts	20	Potchefstroom	21
Cape Town	18	Nelspruit	27	Pretoria	22
Durban	23	Pieterburg	27	Skukuza	31
East London	16	Port Elizabeth	17	Standerton	22

SOUTH AFRICA. Hottest at 14h00: Messina 34°C. Coldest at 08h00: Sutherland and Standerton -3°C.

TRANSVAAL. Hottest at 14h00: Messina 34°C. Coldest at 08h00: Standerton -3°C.

THE WORLD YESTERDAY

	Min °C	Max °C	Weather
Amsterdam	4	11	Cloudy
Athens	10	18	Cloudy
Berlin	2	11	Cloudy
Brussels	4	12	Clear
Buenos Aires	16	21	Cloudy
Chicago	0	18	Clear
Hong Kong	22	23	Rain
Jerusalem	12	21	Clear
Lisbon	11	21	Clear
London	9	16	Clear
Los Angeles	14	19	Clear
Madrid	7	16	Clear
Miami	22	28	Clear
Montreal	0	14	Rain
Moscow	5	11	Cloudy
New York	5	23	Clear
Paris	5	14	Clear
Rio de Janeiro	16	28	Cloudy
Rome	7	20	Clear
San Francisco	10	16	Clear
Tokyo	11	14	Rain
Toronto	0	9	Cloudy



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HI-FI AMPLIFIERS
at
BELOW WHOLESALE
SORRY — NO MAIL ORDERS
WE IMPORT DIRECT

HI-FI SPEAKER KITS
8" 2-Way 20 Watt
R15,95
8" 3-Way 25 Watt
R19,95
Also available
10" 3-Way
40 Watt Kits
12" 3-Way
60 Watt Kits
AT BELOW WHOLESALE

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★ 40W RMS Amplifier
★ 2 x 40W SPKR systems
★ Scott Belt-Drive Turntable in cabinet
THE LOT R299⁹⁵

PHILIPS DOLBY CASSETTE DECK
FREQ 40 TO 14 000 HZ
R109⁹⁵
PRICES EXCLUDE SALES TAX
TELEVISION RADIO CENTRE

Scaw fires 2 800 workers on strike

189
~~170A~~
 RDM

By STEVEN FRIEDMAN
 Labour Correspondent

AN ESTIMATED 2 800 striking black and coloured workers at Anglo American's Scaw Metals plant in Germiston were fired yesterday — but were told they could have their jobs back if they re-applied this morning

And at the Defy plant in Benoni, 460 hourly-paid workers downed tools demanding an immediate wage increase

Defy's Benoni factory manager, Mr Derrick Williams, said that the workers had "downed tools at the start of the shift demanding wage increases prior to the finalisation of wage negotiations in the Steel and Engineering Industry"

He said workers had agreed to return to work at the start of the shift today "pending further discussions between management and worker representatives"

Meanwhile, the 1 700 striking workers at Haggie Rand's Jupiter plant returned to work this morning following negotiations between management and Fosatu's Metal and Allied Workers Union

Haggie's executive director, Mr Richard Savage, said yesterday that he had been "delighted" to deal with the trade union

He said he had not been prepared to negotiate on the grounds of a "wildcat strike"

At Scaw, workers have been on strike for three days over a demand for a 10c an hour rise

According to Mawu, which claims majority membership at the plant, Scaw workers usually receive an April increase. But this was

delayed this year because of the deadlock in negotiation at the metal industrial council "Workers could not wait" and this had sparked the strike, Mawu said

The union has been negotiating with Scaw management, which said it would not grant an increase until the council negotiations end, according to Mawu sources

Yesterday Scaw said it had fired workers who had not responded to "repeated requests" to return to work.

It added it would re-employ "all who wish to apply for re-employment"

Scaw said it had no wish to see any of its workers lose their jobs "However, in the interests of long-term stability, sound labour relations and an effective bargaining structure it is vital that workers realise that stoppages during negotiations will not win concessions," it added

"During the three days the stoppage lasted, management has taken every opportunity to explain to workers that the negotiation process cannot be pre-empted.

"Management has informed workers that the latest offer by employers in these negotiations involved an increase of 25c an hour on the present minimum wage

"Management undertook to promote an early resolution of the negotiations and to keep workers informed of the progress in these negotiations," the statement added

Mawu, to which many Scaw workers belong, refuses to join the industrial council because it believes it is not yet representative of the industry as a whole. It has demanded direct negotiations with employers at plants where it has a majority

Address: 308 Trevor Building
 Voortrekker Street
 Vereeniging
 1930
 Telephone: (016) 224743
 Officials: Phillip Masia
 Esau Ralitshele
 Area of Operation: Transvaal
 Founded:
 Registration: No

ORANGE-VAAL GENERAL WORKERS UNION

Iron men won't bend — meeting date fixed

Labour Correspondent

THE executive of the giant metal industries' industrial council will meet on May 11 in a fresh attempt to settle the wage dispute between employers and unions over minimum pay and conditions for nearly half-a-million workers of all races

And yesterday, the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union issued a statement spelling out its objections to employer wage proposals

The May meeting was revealed yesterday in the statement, by the union's senior deputy general secretary, Mr H Ferreira

Unions on the council declared a dispute with the Steel and Engineering Industries Federation after rejecting an offer of a 25c "across the board" increase for all workers and raises in minimum rates of between 14.6% and 22%

A dispute is the first step on the route to a legal strike or lock-out ballot. The dispute is now being processed by the council's dispute-settling machinery and the May 11 meeting is the next step in this process

In his statement yesterday, Mr Ferreira said the employer offer meant "many, if not most" skilled workers would receive no rise or "very little"

Terminated membership of TUCSA in 1973 as about to fold.

Year	Membership		
	African	Asian and Coloured	White
1970			200
1971			200
1972			200
1973		156	156
1974			
1975			
1976			
1977			
1978			
1979			
1980			

Defy strike ends

ABOUT 460 workers at the Defy factory in Benoni downed tools yesterday morning demanding an immediate increase in their wages

The workers arrived for the morning shift but refused to start work until their demands had been met. Most of the workers were milling outside the factory premises while talks between the Metal & Allied Workers Union (Mawu) representatives and management were underway.

The workers, who did not specify what increase they were demanding, later agreed to stop the strike and start working again this

morning while their union and management will meet again to continue with the wage talks

A spokesman for Mawu said yesterday that management had promised to review the workers' demands

A spokesman for Defy confirmed yesterday that there was a stoppage at the Benoni branch of the factory after workers demanded an immediate increase in their wages

He said, "Management held talks with worker representatives and after the meeting the workers agreed to stop the strike pending further talks regarding the wage issue"

189
20/4/76
Soweto

(1) This Union are given.

Registration:

Registration details

Year	Membership		
	African	Asian and Coloured	White
1980			
1979			
1978		54	\$ 54
1977		54	* 54
1976		65	* 65
1975		107	* 107
1974		107	* 107
1973		250	* 250
1972			136
1971			175
1970			136
			Total

(1) NATAL BESPOKE TAILORS NON-EUROPEAN EMPLOYEES (UNION)

2800 fired over 10c an hour increase

189
1884
Stu
30/4/72

By Drew Forrest

The management of Anglo American's Scaw Metals plant in Germiston has fired about 2800 black and coloured workers who struck on Tuesday for a 10c-an-hour wage increase.

The workers were dismissed after ignoring a 3 pm return-to-work deadline yesterday. Scaw stated it would re-employ those who applied this morning.

Two more wage strikes have been reported in the East Rand metal industries, bringing the number of workers who have struck in the area this week to over 5000.

About 460 workers at the Defy Industries, Benoni plant had agreed to return to work today after striking for an immediate wage increase, yesterday, management said. The general secretary of the Fosatu-affiliated Metal and Allied

Workers Union (Mawu), Mr David Sebabi, said the workers had agreed to go back, pending wage negotiations between Mawu and management.

The managing director of Metal and Chemical Industries in Heriotdale, Mr John Hess, said more than 200 employees had "effectively dismissed themselves" after striking for an increase yesterday.

He added workers who applied by noon today would be considered for re-employment on existing terms.

The dismissals at Scaw Metals followed intensive discussions with Mawu.

Scaw management said it was unable to grant a wage increase to the strikers as annual wage talks in the metal industries' industrial council had not been concluded.

● See Page 17.

power utilization

Printing and Newspaper

: (012) 36097/8

Star 27/1/81

Year	Membership		
	African	Asian and Coloured	White
1970	19 075
1971	19 194
1972	20 666
1973	8 620	12 435	21 055
1974	9 279	12 690	21 969
1975	9 364	12 705	22 046
1976			21 228
1977			19 749
1978			19 744
1979			19 499
1980			26 818
			Total

1980 - The Union received to open its membership

Industrial Council:

Registration: Yes

Founded: 1896

Area of Operation:

Officials: Secretar

0001

Pretoria

P.O. Box

Address:

By Drew Forrest

The labour woes of the giant metal industries have been harshly highlighted by this week's strike at Scaw Metals in Germiston.

The company — a subsidiary of the Anglo American Corporation and one of the most influential in the Steel and Engineering Industries Federation (Self-sa) — yesterday fired about 2 800 workers who struck earlier this week for a 10c an hour wage increase.

Justifying its action, the company said it could not grant increases while annual wage talks in the metal industries' industrial council were in progress. It added: "Management has taken every opportunity to explain to workers this negotiation process can-

not be pre-empted. "In the interests of long-term stability, sound labour relations and effective bargaining structures it is vital that workers realise that work stoppages during negotiations will not bring concessions."

The industrial council is the official bargaining arena in which employer associations and registered unions meet annually to hammer out legally binding minimum wage agree-

ments covering the metal industries' 500 000 workers. Several key black unions reject the council outright as "bureaucratic," "unrepresentative" and designed to serve the interests of skilled workers only.

Much recent labour upheaval on the East Rand has reflected the demand of workers and unions for the right to negotiate wages directly with factory management — a demand

which has generally been refused. The 1982 industrial council talks have been protracted. The parties are now in dispute after twice reaching deadlock — and this has aggravated matters, employees say.

The Foshat-affiliated Metal and Allied Workers Union (Mawu) sees Scaw management as the central pillar of the industrial council and the driving force behind metal employers' rejection of plant-level bargaining.

Said Mawu general secretary Mr David Sehaba: "Scaw management told us they had a responsibility to other employers who back the industrial council. We told them Scaw WAS the council. "As far as labour policy is concerned, Scaw is Anglo American and Anglo American controls Seifsa."

Mr Sehabi added: "Workers tried to understand Scaw's position. That's why they asked for only 10c more an hour to tide them over until a council agreement is reached. In most East Rand strikes the demand has been for R2 an hour.

Scaw strike — an outer symptom of the metal industries' malaise

189
~~189~~
~~189~~
Scaw 25/4/82

"Workers got an increase last April without asking for it. Now when they ask for an increase, they don't get one."

No detailed statement could be obtained from either Scaw or Anglo yesterday.

But in defence of the council system, Anglo executive director and chairman of Scaw Metals, Mr Graham Boustred, has said that plant-level bargaining would "spell the end of the industry concept" and could prejudice economic growth.

Anglo has declared its backing for Seifsa's current discussions with metal unions, which aim to establish if present bargaining structures "need revision in any respect".

Year	Africa
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	1 100

Address: 35 Eastern
29 Terminus
East London
5201

Telephone: (0431) 28

Officials: Secreta

Area of Operation:

Founded:

Registration: Yes

Industrial Council:

MANUFACTURING - IRON, steel, Engin. &
Metal

1982

MAY — DECEMBER

Strikes hit more East Rand plants

CAPE TIMES 11/5/82

Own Correspondent (189)

JOHANNESBURG
Three new Wadeville plants, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms and police vehicles patrolled parts of Wadeville yesterday

More than 4 000 workers at five plants were on strike and two other East Rand stoppages ended yesterday

At the Scaw Metals plant outside Wadeville, riot police stood by as 2 800 workers were paid off yesterday

At National Spring, about 380 workers sacked earlier this week gathered outside the plant as union shop stewards held brief talks with management

Workers alleged a white worker had fired a shot at a striker this week, but the company denied this. Workers also denied reports that there had been violent clashes between strikers and workers who attempted to return

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers resumed their jobs

Workers gathered outside two Genrec plants yesterday — Power Steel and Genpipe — where they sang songs and shouted "Amandla" (power) as a union official approached to address them

MAWU said later that workers at a third Genrec plant, Wadeville Engineering, had left at lunchtime, saying they were going to a meeting on retrenchments

There are about 1 100 workers at the three plants, according to a MAWU man. He said workers were striking in protest at retrenchments

At National Spring, union shop stewards reported back to workers that management had said 130 workers would lose their jobs because the company said it had lost orders because of the strike

Shovelers and Welders Society

- Amalgamated Engineering Union of S.A.
- Amalgamated Union of Building Trade Workers
- Amalgamated Society of Woodworkers of S.A.
- Black Allied Workers Union
- Black Mineworkers Union
- Federated Mining Explosives and Chemical Employees Union
- Iron Moulders Society of S.A.
- Mine Coloured Staff Association of South Africa
- Mine Surface Officials Association of South Africa
- Mine Workers Union
- S.A. Boilermakers, Iron and Steel Workers Shovelers and Welders Society
- S.A. Electrical Workers Ass
- S.A. Engine Drivers, Firemen
- S.A. Technical Officials Ass
- S.A. Underground Officials Assoc

MINING AND QUARRYING

- Black Allied Workers Union
- Farmworkers Union
- Food and Canning Workers Union
- National Certified Fishing Officers Association
- Orange-Vaal General Workers Union
- Trawler and Line Fishermen's Union

AGRICULTURE, FORESTRY AND FISHING

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Metal firm hit by East Rand strike fever

By STEVEN FRIEDMAN
Labour Correspondent

THREE new plants in Wadeville, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms

Police vehicles patrolled parts of Wadeville, near Germiston, yesterday as more than 4 000 workers at five plants were on strike and two other East Rand work stoppages ended

At Scaw Metals' plant outside Wadeville, 2 800 sacked workers were paid off yesterday, but none reapplied for their jobs. Management had said they would be re-employed if they did so.

Riot police stood by outside the plant.

At National Spring, about 380 workers who were fired

earlier this week gathered outside the plant as union shop stewards held talks with management.

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers returned to work.

At Defy 480 workers who struck over wages returned after management agreed to hold talks with the Metal and Allied Workers' Union.

At Metal and Chemical Industries, workers ended a two-day pay strike after talks between management and Mawu. The company's managing director, Mr John Hess, described the union as "helpful".

Workers gathered outside two Genrec plants — Power Steel and Genpipe — yesterday where they shouted "Amandla" (Power) as a police van stood nearby.

Mawu said later workers

at a third Genrec plant, Wadeville Engineering, had left at lunch-time saying they were going to a meeting on retrenchments.

A Mawu spokesman said workers at the three plants — about 1 100 — were striking in protest against the retrenchments of 150 colleagues at the plants.

At Scaw, riot police stood by and a police van patrolled outside the gates as workers were being paid off.

Workers had demanded a 10c an hour rise, which Scaw will not consider because negotiations are in progress at the metal industries' industrial council.

At National Spring, workers have been told by management that they will be selectively rehired on Monday. Union shop stewards reported back to workers that management said 130 workers would lose their jobs.

No protection against lay-offs — metal union

MAY 1982

Labour Correspondent

THE powerful Metal and Allied Workers' Union has issued a strong attack on the metal industries' industrial council's safeguards for retrenched workers

The safeguards are described as totally cumbersome and ineffective

The council's delay in handling workers' appeals against lay-offs had contributed to a strike in Brits, the union claimed yesterday

The union's Transvaal secretary, Mr Rodney Nwamba, said measures in the council agreement aimed at ensuring workers were not retrenched unfairly "are unable to offer workers job security"

Council sources yesterday agreed that retrenchment procedures take too long, and said these were being investigated. But they disputed the claim that the agreement does not provide protection against unfair sackings

Mr Nwamba was reacting to a strike by 600 workers at Femco in Brits, a sequel to retrenchments there in January

He said that, after these retrenchments, the Metal and Allied Workers Union complained to the council that the company had not complied with Section 35 of the agreement, which says employers must notify the council of retrenchments 14

days before they occur

The Transvaal regional council replied in March that it had reprimanded the company for not complying with the requirements but had found the retrenchments were justified

In March, the union had asked the council to investigate and order the workers' reinstatement

"Now we discover they are only going to discuss this tomorrow. In the meanwhile, the issue has flared again and workers have gone on strike

"We don't know how they decided the firings were fair, but they certainly didn't talk to the workers. We believe the company was simply firing 'troublemakers'. The council is unrepresentative and cumbersome," he added

Senior industrial council sources said yesterday the agreement recognised the right of employers to retrench, but also sought to ensure they did not fire workers unjustly under the guise of retrenchment

Firings were probed by talking to the company and checking its records to ensure retrenchments were caused by a lack of work

If the council believed firings were unfair, unions and employers on the council could order a prosecution of the company, they said

More strike on East Rand

By Drew Forrest

Unrest over retrenchments has hit two Wadeville companies in the Genrec group — bringing to more than 6 000 the number of East Rand workers who have downed tools this week

About 600 workers struck yesterday at Genrec's Power Steel Construction, and more than 100 workers at Genpipe have been on strike since Wednesday over the "unplanned" retrenchment of some 60 colleagues, according to a Metal and Allied Workers' Union (Mawu) spokesman

At Anglo American's Scaw Metals in Germiston, where 2 800 strikers were sacked on Thursday, workers collected their pay and went home yesterday — ignoring a management offer of re-employment.

A Scaw spokesman

said it was hoped that workers would be back on Monday

According to Mawu organiser Mr Moses Mayekiso, Fosatu's Wadeville shop stewards council has launched a campaign in support of about 380 strikers fired at National Spring Manufacturers this week. The workers are still refusing to be selectively rehired

As well as organising in the townships to prevent scabbing he said, the council would ask members of Fosatu's motor affiliate to "black" National Spring products

Mr Mayekiso said the management at the Genrec companies had retrenched workers in an "unplanned" way after promising to consider a retrenchment procedure proposed by the union. The management denies this

189

189

189

1/4/77

At Anglo American's Scaw Metals in Germiston, where 2 800 strikers were sacked on Thursday, workers collected their pay and went home yesterday — ignoring a management offer of re-employment.

Registration:

Founded:

Area of Operation:

Officials: Secret

6000

Port

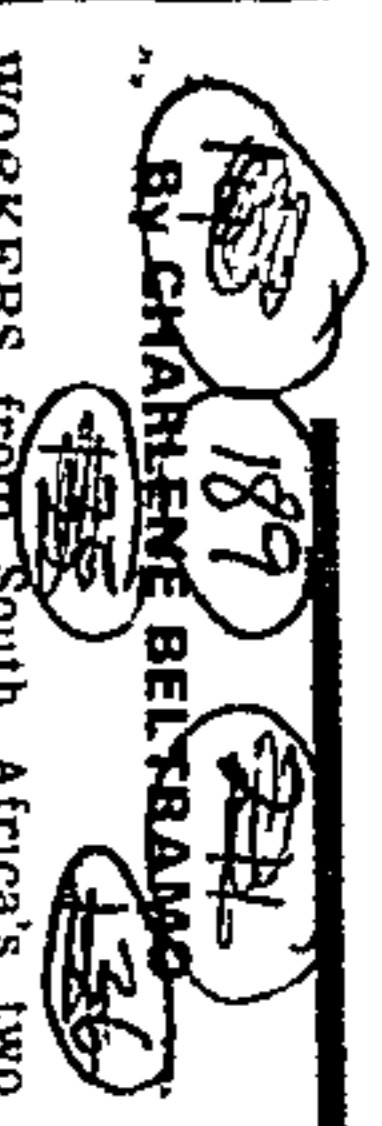
P.O.

Address:

(041) 28751

Year	African	Asian	Coloured	White	Total
1980				48	\$ 48
1979				42	\$ 42
1978				42	\$ 42
1977				47	* 47
1976				47	* 47
1975				43	* 43
1974				42	* 42
1973				30	* 30
1972			
1971			
1970			

STAFF ASSOCIATION
PORT ELIZABETH TRAMWAY OFFICIALS AND SALARIED



WORKERS from South Africa's two biggest industries are testing the economic maxim that allows unions to squeeze employers during boom times but expects them to temper their demands during recessions

Mine and metal workers, currently negotiating pay increases, are refusing to moderate wage demands

The Chamber of Mines has offered a maximum 5% increase to mineworkers who are asking for 15% — far lower than garment and certain chemical industry workers, who want a 50% increase, and automobile workers, who are pressing for 75%

The anger at the Chamber of Mines "ridiculous offer" could lead to the first national white mineworkers strike since 1922

Mineworkers quote a recent financial article that revealed South African gold mines were earning as much as an ounce produced as they were at the beginning of February last year, when the gold price was just below \$500

It shows that the 30% devaluation of the rand against the dollar in recent months has proved to be an unexpected boon to the teetering profitability of gold mines

It has also proved to be an unexpected ally of the mine unions

Mr Arrie Paulus, controversial leader of the whites-only Mine Workers' Union, said miners wanted a pay increase of 15% In addition they had asked for an extra seven days leave on top of the 35 days they are given now

Wage war near as workers get tough

S. Express 2/15/82

Mineworkers are also demanding an increase in overtime pay of 1% to bring the percentage to 6%, and for weekday and overtime pay to go up two notches to 8% when they work a Sunday or statutory public holiday and sundry bonuses to be increased by about 25%

Mr Paulus said the Chamber of Mines, which refused to comment, did not argue that their inability to meet the miners' demands was due to the low gold price but to the general state of the South African economy

"It's not the Chamber's problem to worry about the economy. We have a Government to do that and they set a good example by increasing their own salaries 15% and their allowances 20%."

A prominent economist who specialises in gold analysis said that the moment the gold price drops, a higher grade ore was mined to ensure the survival of the gold mines. This meant less labour was needed and fewer hours worked than during low-ore mining operations

He said five mines applied for R26,9-million in State assistance last year compared to only R1,5-million in 1980. The mines that claimed assistance produced 24 tons of gold worth R362-million

in foreign exchange

He also said that eight mines were under the "red line" — it cost them more to produce gold than they could sell it for

Examples he gave were
● Wit Nigel's current production cost is \$495,44 an ounce
● At ERPM the cost is \$384,46
● At Western Areas it is R342,66 an ounce

The gold price last week averaged about \$350 an ounce

Employers say the criteria is higher wages or worker security

Mine and metal workers declared disputes last week — the first steps on a road that could end in strikes which would cripple the country

Once white mineworkers' wages are determined, those of black mineworkers, who do not yet have a union, will be fixed in June or July

Between 1970 and 1980 black mineworkers' wages were raised by 879% in an effort to narrow the pay gap between the races and rely less on foreign mine labour

However, according to the Institute of Industrial Relations, the gap remains

Indeed, inflation's healthy appetite has meant the real wages of black

mineworkers have risen by only 250% during the past decade — not much when one considers they started at a base of about R22 a week

A leading stockbroker said mines would not be able to maintain their high wage increases this year

International repercussions over the declining gold price and the downswing in the economy could mean that South African gold shares will become unattractive because mine costs are rising

Genrec, a major construction company, has retrenched workers at two of its East Rand plants and is considering doing the same at a third factory

The retrenchments are unlikely to be the last

The next few weeks will see hard-nosed negotiating from employers and workers, not only in the gold and coal mining sectors, but in the metal, garment, laundry, chemical and vehicle manufacturing industries

The general secretary of the Steel, Engineering and Allied Workers' Union, Jane Hlongwane, said there were between 400 000 and 450 000 workers in the steel industry. About 300 000 are black and, according to Ms Hlongwane, work an average 45-hour week in unskilled positions

She claimed that about 75% of those workers earned below the household subsistence level

The HSL is the basic level a family can survive on. It does not take into account anything more than fuel, food, rent and transport

As an example the HSL for the East Rand, an area where worker pressure is building up strongly, has risen by 20% in the past year — an increase in living costs well above the inflation rate

The HSL for Johannesburg, black families is R256,53 while on the East Rand it varies from R222 to R242,57

The metal workers declared a dispute with the Steel and Engineering Industries Federation of South Africa last week. They will meet again on May 11 around a conciliation board, which workers and employers have complained is essentially a forum for both to rehash old complaints in the hope that a settlement can be reached on the brink of a legal strike

The workers are asking for a minimum increase of 50c an hour. The present minimum rate is R1,13 an hour, which they want to be R2 or R2,10 within the year

An industry spokesman said "It can be paid in one of three ways, either by reducing employment numbers, increasing prices or going into deficit

"No one wants to retrench and that is why we are trying to hold costs. Employers are walking a tightrope — we want to increase wages but remain competitive"

The other aspect of the tightrope is the increasing strength of unions in a worsening economic climate. It is going to be an interesting year

ALTHOUGH the historic bush summit between Mr P W Botha and his Zambian counterpart Dr Kenneth Kaunda cannot be hailed as a significant diplomatic breakthrough in international terms, its relevance to the complex issues in Southern Africa, and not least the awesome prospect of intensified military commitment, is an entirely different matter

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How many?

2/15/82

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What other works of de- (undefined) are to be included other than arsenals military establishments factories, dockyards camps

41- 1100 4/5/80

Strikes in dairy and factories

Staff Reporter

STRIKES affected milk deliveries in the Peninsula yesterday, and continued at Parow General Galvanising, as well as at Volkswagen in Uitenhage

Milk deliveries to 27 000 Peninsula homes were affected as about 500 workers at Van Riebeeck Dairies went out on strike demanding higher wages

The dairy's marketing manager, Mr M O'Connor, said he hoped the workers would return and deliveries would be back to normal this morning following an offer by the company to backdate a wage increment due in June

Mr O'Connor said management had at first attempted to deal with the workers *en masse*, but had suggested that the workers elect a committee to discuss the matter

Late yesterday there was no indication that management had met with worker representatives, but Mr O'Connor said the company had agreed to backdate an increase due in June to April 1

Supermarkets

● Checkers supermarkets in the Southern Suburbs were caught off guard by the striking milkmen and managers were forced to make emergency arrangements to buy limited supplies from other dairies

"As a result of the limited supply, we had to limit each customer to one litre," the manager of one branch said

Parow

● Ninety workers at Parow General Galvanising continued a strike yesterday over a demand that their committee be consulted before workers were dismissed

A spokesperson for the General Workers' Union, which represents the workers, said they had gone out on strike after negotiations over a constitution had broken down last week.

"Workers downed tools after management refused to agree to a clause obliging them to consult with the workers' committee

firms where the GWU operated. She said the workers had not yet taken their pay, still considered themselves to be in the employ of the company and would return only if they were all given back their jobs

Reasons

She alleged that workers were maltreated, worked under "appalling conditions" and were often fired without reasons being given

Mr Dodds said the workers had "effectively terminated" their service with the company and the company was only prepared to re-employ them selectively. He denied the union's claim that production was stalled, saying sections of the factory were still operating

● The Cape Times Correspondent in Port Elizabeth reports that shop stewards and management representatives at Volkswagen's Uitenhage plant will meet early today to discuss the dispute over the retrenchment of 316 workers

Workers gathered at the plant early yesterday but went home after about two hours when they heard management had reaffirmed its decision not to reinstate the workers

Short time rejected

A further demand that the factory go on "short time" was also rejected by management. This is the fourth time production has been halted since the retrenchments on April 21

In a statement yesterday, Mr A O Rademeyer, Volkswagen's director of industrial relations, said the company had already reduced man-hours and every worker was working five-and-a-half hours less per week. A further reduction in working time with an increase in worker numbers was not practicable

'Later stage'

"The action taken by the company is not only to solve an immediate problem but is also designed to obviate further action involving good work

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A spokesperson for the General Workers' Union, which represents the workers, said they had gone out on strike after negotiations over a constitution had broken down last week

"Workers downed tools after management refused to agree to a clause obliging them to consult with the workers' committee before making changes in the factory affecting them," the spokesperson said "This relates primarily to dismissals"

'Unacceptable'

Mr I B Dodds, general manager of the company, said they found the clause obliging management to consult with the workers "totally unacceptable"

"What this boils down to is that the workers might as well run the factory," he said

But the GWU spokesperson said it was a reasonable demand and was agreed to in all other

they were all given back their jobs

Reasons

She alleged that workers were maltreated, worked under "appalling conditions" and were often fired without reasons being given

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'Later stage'

"The action taken by the company is not only to solve an immediate problem but is also designed to obviate further action involving good workers at a later stage during the downward phase of the economy," said the statement

Mr J C Harris, president of the National Automobile and Allied Workers' Union (Naawu), confirmed that management was not reopening the retrenchment issue but said there were other matters management wished to discuss

"Management cannot see any way of bringing all the workers back in bulk, but there are individual cases which they would look into," he said

More strike on the East Rand

Staw
184
4/9/82

Labour unrest in the East Rand metal industries worsened yesterday when 800 workers at Anglo Vaal's National Bolts plant in Boksburg struck for more pay

At Scaw Metals in Germiston, where 2 800 strikers were fired last week, the firm said more than half the day-shift had been re-employed by lunchtime yesterday

A Scaw spokesman said threats of violence against those wishing to return to work had been the most disturbing feature of the dispute

The dispute had not been over workers' demands for a 10c an hour increase, he said. Employers had offered 25c an hour in industrial council talks, and the strikers' demands

for an immediate rise "would have meant pre-empting these negotiations

The chairman of National Bolts Mr David Royston, said management had asked the 800 strikers to elect a committee to make clear their demands, and had contacted the Metal and Allied Workers' Union (Mawu) — which has members at the plant

At two Wadeville plants of Genrec Steel Structures, Power Steel Construction and Genpipe, about 800 workers who struck last week over the retrenchment of colleagues were still out yesterday

A Mawu spokesman said that after negotiations with the union, Genrec management had extended a return-to-work deadline until this morning

claim to the Ingwavuma area which lies on Kwa-Zulu's south-eastern border as well as the Kangwane homeland for the Swazis

LINKS

There have been clear indications that the Government would like to meet the Swazi claims with speculation being that a quid pro quo in the form of greater links could be demanded in return

Both the Kangwane and the KwaZulu governments have consistently rejected the Swazi claims

Chief Buthelezi said he would be reporting back in detail to the King of KwaZulu in the KwaZulu Legislative Assembly today

Asked whether Dr Koornhof had offered any type of deal Chief Buthelezi replied "We would not discuss it so he could not"

In a bland statement Dr Koornhof said he had discussed the Swazi border issue affecting KwaZulu with the KwaZulu delegation today

"The Chief Minister, the Honourable G Buthelezi, made it quite clear that he objected strongly to any such issue affecting KwaZulu," he said

"The delegation suggested that the Ministers for Co-operation and Development and for Foreign Affairs of the Republic of South Africa should inform the KwaZulu caucus about this matter"

Conservation

DON'T miss the next full-colour Argus-BP educational chart, Conservation, to be published in all editions on Friday.

90 Parow steel workers strike

189
ARGUS 4/5/82

MORE than 90 workers from Parow General Galvanising a steel firm, have been on strike since Thursday

The workers are members of the unregistered, independent General Workers' Union

They downed tools after management refused to agree to a clause

in the union constitution obliging the management to consult the workers' committee before dismissing employees

Workers interviewed said the clause was to prevent unfair dismissals. They said workers were often sacked with no good reason given

The GWU said its demand was reasonable and

agreed to by all other managements which recognised the union

"The workers went on strike on Thursday after losing patience with months of drawn-out negotiations over the constitution and then being met with management's refusal to agree to one of the essential clauses," said a union statement

A spokesman for the GWU said management had told the workers to leave the factory on Friday and return later to be paid off. They were told they would be selectively re-employed

The workers refused to collect their pay and con-

sidered themselves still in the employ of the firm

A management spokesman said the company and associate companies had been affected by the strike but production was continuing

"In spite of management's discussion with the workers to establish a works council, the workers have demanded an inclusion of a disciplinary clause which was not acceptable to management

"Subsequently, on Thursday, a section of the workers refused to return to work and in effect terminated their service with the company," said the spokesman

Bills to clear the way for referendums

Political Correspondent

A NUMBER of Bills to prepare the way for referendums on proposals for constitutional reform are to be introduced in Parliament

The Prime Minister, Mr P W Botha has indicated that apart from referring constitutional reform proposals from the President's Council — the first are to be announced next week — he will be willing to hold referendums for whites, coloured and Indians

Yesterday the Minister of Internal Affairs gave notice of four measures to provide for this

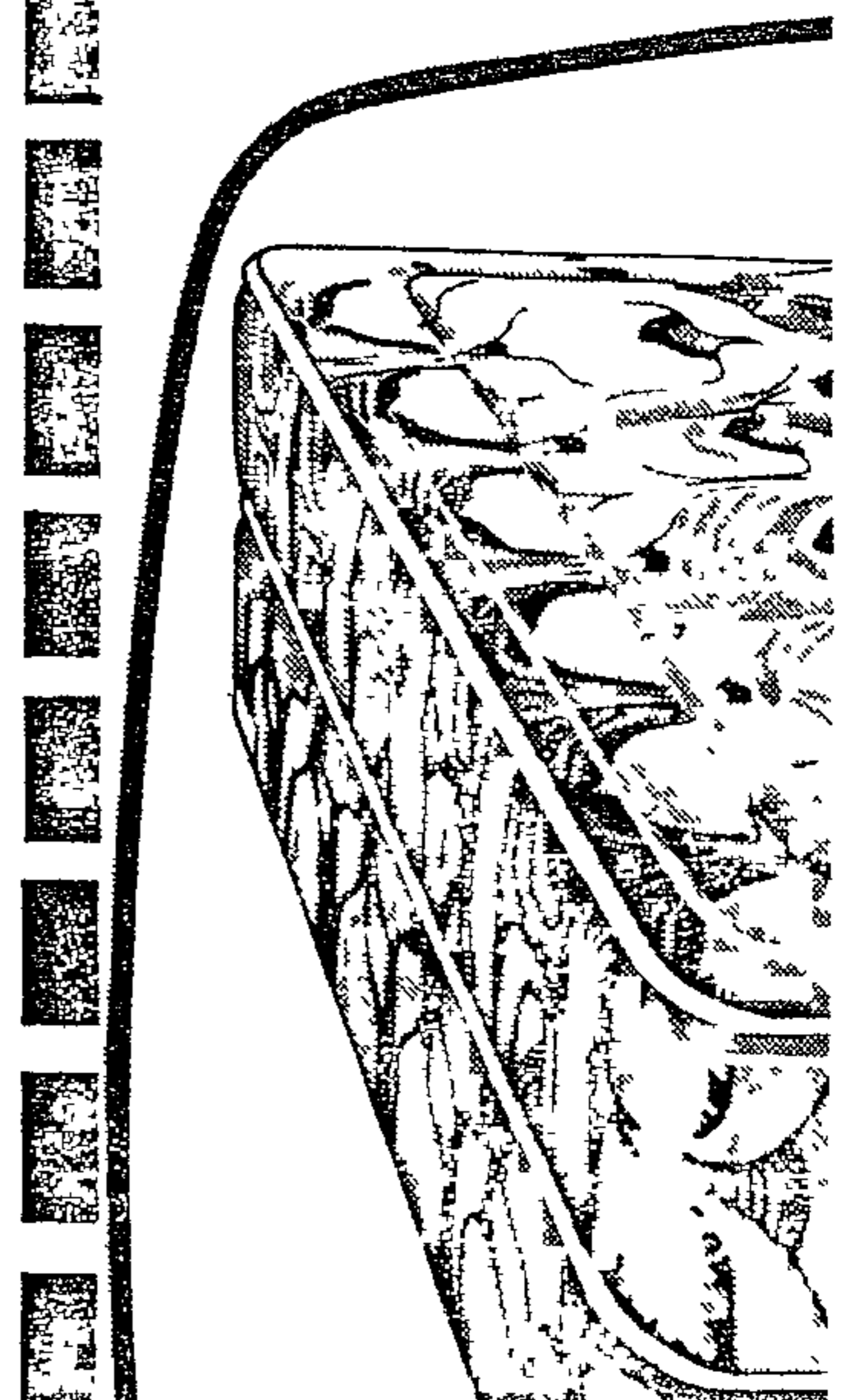
One is the Referendums Bill

Another is the Electoral Act Amendment Bill which provides, among other things, for the preparation and amendment of voters' lists for the three population groups according to particulars contained in the population register

The Coloured Persons Representative Council Amendment Bill and the South African Indian Council Amendment Bill provide for a system of continuous voter registration

South Africa has only once before had a referendum. This was the 1960 vote on the Republic

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**RETIREMENT SALE
FINAL MONTH**

**SECURE YOUR BARGAIN
BEFORE IT IS TOO LATE**

40% OFF

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JEWELLERY**

ACELET
amonds R4950,00
LESS 40% R1980,00

I PAY R2970,00

WIDE SET
ct R3000 00
LESS 40% R1200 00

* PAIR SINGLE STONE DIAMOND
EARRINGS 0,16 ct R212,50
LESS 40% R85,00

U PAY R127,50

* 3 STONE DIAMOND RING
0,55 ct R725,00
LESS 40% R290,00

Work stoppage in Parow —deadlock

ARGUS
5/5/82

189

THE DEADLOCK between management and 90 workers at Parow Galvanizing General over a clause in the proposed agreement obliging management to consult the workers' committee before dismissing any worker, is continuing

The General Workers' Union, to which the workers belong, said this was a perfectly reasonable clause which had been agreed to by all firms which recognised the union. The clause was to protect workers against unfair dismissals, said the union.

Mr I B Dodds, a spokesman for management, said yesterday management would not agree to the clause. As far as management was concerned the workers had dismissed themselves by going on strike and would have to re-apply for their jobs. They would be selectively re-employed, he said.

UNREGISTERED

Mr Dodds said management was not prepared to talk to the General Workers' Union because it is unregistered in terms of the Industrial Conciliation Act. "We recognise the right of workers to belong to the union but we will not talk to any

union which is unregistered," he said.

A spokesman for the General Workers' Union said while registration was an important issue, it was not the cause of the dispute.

"It is meaningless to recognise that workers have a right to belong to the union if they can't exercise that right as they see fit. We are an open legal organisation recognised by managements at a number of major firms, including those in the steel and engineering industry. Many managements and even the Minister of Manpower are indicating they must look at the representivity of unions, rather than at whether they are registered.

PROOF

"In the case of Parow Galvanizing General, we provided ample proof that we were representative," she said.

The workers have not signed off or collected their pay. They say they will not accept selective re-employment either.

"They remain committed to winning their demand for the setting up of adequate channels through which grievances can be taken up," said a union statement.

CAPL Times 5/5/82

Strikes ~~7/20/82~~ (189) hit metal industry

Own Correspondent

JOHANNESBURG — New metal industry strikes — in Boksburg, Brits and Edenvale — were reported yesterday, but unrest in the Wadeville area appeared to be subsiding

In Edenvale, a union organizer was arrested at a strike-hit plant for trespass and released after paying an admission of guilt fine

At National Bolts, an Anglo Vaal subsidiary in Boksburg, about 800 workers downed tools in support of wage demands

In Edenvale, Mawu organizer Mr Babakhe Makama was arrested at a strike at Edenvale Electro-Plating. He was held for about an hour and released after paying R30 as an admission of guilt

In Wadeville, stoppages at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to Mawu, and only half Scaw Metals' black workers had returned to work, according to the company

A Scaw spokesman said yesterday that about half the 2 000 black workers who struck in support of demands for an immediate 10c pay increase had returned and that "almost all" the 800 coloured workers had returned

Meanwhile, the strike at the Edgars stores distribution centre in Johannesburg spread yesterday as black workers at Sales House, Jet and Edgars' stores downed tools in support of demands for union recognition and a 50 percent wage increase

In Port Elizabeth, a spokesman for Volkswagen said yesterday that the company was prepared to again examine the cases of some of the 316 workers retrenched on April 21, on condition that other plant workers returned to work.

More metal men strike

1004
189
5/5/82

WORKERS UNION

Year	Afr	Labour Correspondent	Membership	
			White	Total
1970		THREE new metal industry strikes — in Boksburg, Brits and Edenvale — were reported yesterday, but unrest in the Wadeville area appeared to be subsiding		
1971		In Edenvale, a union organiser was arrested at a strike-hit plant for trespass and released after paying a fine		
1972		At National Bolts, an Anglo Vaal subsidiary in Boksburg, about 800 workers downed tools in support of wage demands		
1973		An Anglo Vaal spokesman said management and Fosatu's Metal and Allied Workers Union were attempting to settle the dispute		
1974	3 9	The union's general secretary, Mr David Sibabi, said last night management had told the union it would negotiate on workers' demands — but only once strikers returned to work. Talks would begin at 5.30 this morning		3 900 +
1975	3 9	In Brits, Femco plant workers downed tools in protest against retrenchments, according to the union		3 900 x
1976	6 7	In Edenvale, union organiser Mr Babakhe Makama was arrested at a strike at Edenvale Electro-Plating. He was released after paying a R30 fine		6 700 x
1977	7 0	Mr Makama said yesterday about 200 workers at the plant had struck, demanding that the Metal and Allied Workers Union be recognised		7 000 x
1978		In Wadeville, strikes at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to the union		..
1979		At Scaw Metals, only half the black workers have returned to work, the company said		..
1980		At National Spring a spokesman said workers had agreed to return yesterday and that the company would return to full production "as soon as possible".		8 400

Fosatu Annual Report Nov. 1980/81

Address: 1 Central
125 Gale
Durban
4001

Officials: Secretary

Area of Operation:

Founded: 1973

Registration: Sec

Recognition:

Membership: 1981 =

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In Wadeville, strikes at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to the union

At Scaw Metals, only half the black workers have returned to work, the company said

At National Spring a spokesman said workers had agreed to return yesterday and that the company would return to full production "as soon as possible".

"Workers acceded to our conditions that only 225 could be taken back and that about 100 would lose their jobs. Mawu also agreed to this," he said

Mr Sibabe confirmed workers had returned, but said Mawu "would never agree to selective re-hiring". Workers went back "because management was hiring scabs and they decided to carry on fighting inside the plant," he said.

Telephone: (031) 69215

Eastern Cape

Registration, p. 11

- 9) McKennon Chairs
- 10) Alusaf
- 11) Vosa
- 12) Craft Engineering
- 13) Selchain
- 14) Stone Street & Hansen
- 15) Barlows

Sacked workers take case to council

Workers dismissed last month after a strike at the Flekser firm in Wadeville have taken the first step towards Industrial Court action against the company.

Thirteen former Flekser employees, all members of the Metal and Allied Workers' Union (Mawu), have referred their case to the industrial council for the metal industries.

If the council cannot settle the dispute, the workers' allegations of unfair labour practices at the company will be automatically passed on to the Industrial Court.

The dispute involves workers' claims that the initial dismissal of three workers and subsequent dismissal and selective re-employment of the entire 240-strong workforce after a strike, were unfair.

It is understood that the workers also alleged the firm's refusal to negotiate with a representative union constituted an unfair labour practice.

Flekser management said the three were fired after disciplinary action following refusal to work.

Thousands of East Rand metal workers have been dismissed in the recent wave of strikes in the area and sources say the case has special importance against this background.

Workers Association

ATTORNEY SERVICES

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Start 6/5/82

Commercial, Catering and East London Liquor & Catering and Accommodation

Transvaal Retail Meat Trade Pretoriase Vakbond vir die National Union of Distributors National Union of Commercial Kumberley Shop Assistants, Domestic Workers and Sales Concession Stores and ALL Commercial, Catering and Black Allied Workers Union Wholesale & Retail Trade

WHOLESALE & RETAIL TRADE S.A. Electrical Workers A Steel, Engineering and A S.A. Woodworkers S.A. Operative Masons' So Port Elizabeth Operative, National Union of Engineers Metal and Allied Workers General Workers Union Engineering Industrial WC Engineering and Allied WC Electrical and Allied Workers Building Workers Union Building, Construction an Blankebouwerkersvakbond Black Allied Workers Union Amalgamated Union of Builders Amalgamated Engineering Amalgamated Society of WC

CONSTRUCTION

Johannesburg Municipal W General Workers Union Escam Workers Association Escam Salaried Staff Association Cape Town Gas Workers Union

ELECTRICITY, GAS AND WATER

S.A. Diamond Workers Union S.A. Association of Dental Mechanicians Optical Workers Union Jewelers and Goldsmiths Union Diamond Cutters Union of South Africa

Other

Staff 189 sacked after protest move

3. Post
6/5/82
Post Reporter

THE entire black workforce of a Port Elizabeth engineering firm, Autopress, was dismissed this week after they walked out in protest against the sacking of a colleague

Management and union claims as to the exact reasons for the 24 workers' dismissal and the day on which they left differed when management and union officials were interviewed today. Autopress's manager, Mr Mike Dibben, said a worker had refused to do "a duty" this week and had been fired.

On Wednesday, a group of workers had approached management saying they would leave the factory if the man was not reinstated.

Mr Dibben said the workers had been dismissed and their pay packets made up. A new black workforce was employed yesterday.

He said he had told Motor and Component Workers Union of SA (Macwusa) organisers he did not see any reason for discussions with the union as all their members were dismissed.

A Macwusa official, Mr Thomas Kobese, said today the union had attempted to gain recognition from Autopress for four months.

Last Thursday, a worker at the firm, Mr Sezile Phalala, had been dismissed for the faulty operation of a machine. He had also been punched by a foreman, Mr Kobese said.

On Tuesday, the dismissed man's brother, Mr Michael Phalala, was also dismissed without reason, Mr Kobese said.

Worker representatives approached management to complain about the dismissal and to discuss worker grievances. Workers' grievances included the fact that union dues were still deducted from their pay slips after the entire black workforce had resigned from the Engineering Industrial Workers Union and joined Macwusa, the treatment of workers by foremen and management's refusal to recognise Macwusa.

Sweet Workers Industrial Union (Natal)
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Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
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S.A. Electrical Workers Association
Western Province Sweet Workers Union
Witwatersrand Baking & Confectionery Indus
Witwatersrand Brewing Employees Union
Tobacco
African Tobacco Workers Union
National Union of Cigarette & Tobacco Wor
Rustenburg Tabakwerkersvereniging
Textiles, Clothing, Leather and Footwear
African Garment Workers Union (Natal)
African Leather Workers Union (Transvaal)
African Trunk & Box Workers Union
Black Allied Workers Union
Garment Workers Industrial Union (Natal)
Garment Workers Union of South Africa
Garment Workers Union (Western Province)
General Workers Union
General Workers Union of South Africa
National Union of Clothing Workers
National Union of Leather Workers
National Union of Textile Workers
South African Allied Workers Union (SAAWU)
S.A. Canvas & Ropeworkers Union
S.A. Canvas & Ropeworkers Union (Cape)
Tailoring Workers, Dressmaking & Furriers
Tanning, Footwear and Allied Workers Unio
Textile Workers Industrial Union
Textile Workers Union (Transvaal)
Transvaal Leather and Allied Trades Indus
Trunk & Box Workers Industrial Union
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National Union of Furniture & Allied Work
Paper, Wood and Allied Workers Union
South African Allied Workers Union (SAAWU)
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Amalgamated Engineering Union of South Af
Media Workers Association of South Africa
Paper, Wood & Allied Workers Union
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S.A. Electrical Workers Association
S.A. Society of Journalists
S.A. Typographical Union
South African Allied Workers Union (SAAWU)

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and probably South Africa as well — by surprise

In Nairobi the Kenyan Foreign Minister Mr Robert Ouko said today the phased approach was taking too long

Analysts see little chance that Swapo's alternative proposal of another round-table conference will be accepted by the West, the Star's Africa News Service adds

It is even less likely to be accepted by South Africa which would probably reiterate that it will not negotiate directly with Swapo and that direct negotiations must be conducted with the internal parties in Namibia

Western observers believe the decision at Dar es Salaam will delay a settlement longer than phasing would

● See Page 19

No let-up in Transvaal strikes

Star 7/5/82 189

Labour Reporter
Unrest continued in the Transvaal metal industry today with 1 000 workers sacked at a Boksburg firm and 600 claiming to have been locked out of a Brits plant

About 1 000 National Bolts workers in Boksburg lost their jobs yesterday afternoon after rejecting management's final interim wage increase offer

The chairman Mr David Rovston, said today that to resume production a new workforce was being taken on this morning

Former employees were welcome to re

turn He would not comment on the wage offer because it was made during confidential discussions with the Metal and Allied Workers Union (Mawu)

At the Femco metal plant in Brits this morning, Mawu claimed

that management had locked out about 600 workers and refused to talk to the union

Workers staged another stoppage yesterday to protest at retrenchment policies

A Mawu spokesman said that when workers returned yesterday, ma-

agement had cut off power to the machines but they stayed until the end of their shift

Femco management was not available for comment

The Edgars management was hopeful that the week-long strike by more than 600 black staff would peter out

Workers at Edgars and the groups Sales House and Jet stores struck for recognition of the Commercial, Catering and Allied Workers' Union

A management notice told workers it was prepared to negotiate the recognition issue once they had returned to work

Freed — by mistake

Crime Reporter

A housebreaking and theft suspect is on the run after being discharged by mistake yesterday from the cells at the Johannesburg Magistrate's Court

Mr Themba Mngomezulu was arrested for suspected crimes in Boovsens and appeared in court for remand

He was not granted bail but was allowed to leave by mistake and fled on foot
Police are searching for him

Just a spawn in the name game

Own Correspondent

DURBAN — A frog has caused a row in Natal because of its name

The name is 'Buthelezi'

Dr O D Dhlomo, secretary-general of Inkatha, said this was an insult to black people

NO HARM

But Mrs Molly Fourie of Warner Beach, whose husband breeds frogs for long-jumping competitions said no harm was meant

She denied that her family was responsible for naming the frog

She said "Our casual worker, Mr Ephraim Dlamini, named the frog. It was all very innocent"

"That's dodging the issue," said Dr Dhlomo "It's extremely unlikely that a black would name a frog after a human, especially royalty"

NOT CUSTOM

Dr Dhlomo said that naming animals after people was certainly not a black custom

"Blacks have too much respect for people to do such a thing," he added

TV set row leads to Cabinet swops

CANBERRA — Australian Prime Minister Mr Malcolm Fraser reshuffled his Cabinet extensively today after the resignations of two Ministers because of a political scandal over a television set

Business and Consumer Affairs Minister Mr John Moore and

Health Minister Mr Michael Mackellar stepped down last month after it was revealed that Mr Mackellar had brought a colour television set into Australia from Hong Kong without declaring it or paying duty

Mr Moore had responsibility for the Customs

Department, which did not follow up the matter properly

In the reshuffle, Communications Minister Mr Ian Sinclair has been moved to the Ministry of Defence to replace Mr Jim Kilen, who becomes Government Leader in the House of Representatives

The Ministry of Employment has been amalgamated with the Ministry for Industrial Relations, and the Construction Ministry with Transport

The two new Ministers are Mr Jim Carlton and Mr John Hodges, who took the Health and Immigration portfolios

Nine present Ministers changed their responsibilities — Reuter

52-km run to help aged

Twenty-four energetic 13-year-olds will be up at the crack of dawn and running tomorrow from Pretoria to Johannesburg to raise money for the aged

The youngsters will complete the 52 km relay in pairs, each doing 4 km in 1 km stages

"We decided to do

something for the Year of the Aged and hope to raise more than R1 000 from sponsors and donations

"This will be given to the Council for the Aged," said Miss Carole Lane (17), a form prefect at Waverley Girls' High School

Suzmans on visit to Russia

Own Correspondent
CAPE TOWN — Mrs Helen Suzman is off to Russia next month

She will accompany her husband, who will attend a cardiac congress in Moscow

The Progressive Federal Party MP for Houghton, Human Rights defender and Nobel Prize nominee will first go to America to pick up her seventh honorary doctorate

Mrs Suzman is looking forward to her trip

to Russia as a tourist "It should be most interesting," she said today, "especially as my father emigrated from that part of the world"

The party will spend about a week in Moscow during which Mrs Suzman hopes to see the ballet and will go to Samarkand, Tashkent and Leningrad

There is also a trip arranged to the Caucasus

A number of South African doctors will be going to the cardiac congress in Moscow

Before going off to Russia, the world-famous MP will go to Denison University in Ohio, where she will deliver the commendation made a doctor of human letters

Mrs Suzman has doctorates from Oxford, Harvard, Wits, Columbia, Smith and Brandeis universities

Argentina says it downed 2 Harriers

troops from the Falklands, according to Britain's Defence Secretary, Mr John Nott

As Britain mourns the loss of 20 officers and men from HMS Sheffield latest opinion polls show a 5 percent drop in support for the Conservative Government and a majority (51 percent) in favour of an immediate ceasefire

The Star's Washington Bureau reports that President Reagan yesterday voiced renewed US support for the British negotiating position in the crisis

SESSION

He told reporters at an informal question-and-answer session at the White House that any ceasefire should be accompanied by Argentina's withdrawal from the islands

The President also dismissed fears that the conflict could escalate into a confrontation between the super-powers

Reflecting the view that the Soviets were too far away from the fighting to become directly involved he

ARGUS 7/5/82 (189) (197) (152)

Argus Correspondent

Strikes, industrial unrest continue

DURBAN — About 1 500 workers at Progress Knitting Mills in Hammarsdale staved away from work again today

Yesterday an estimated 1 300 workers voted for continued protest action until their demands for union recognition and reinstatement of dismissed colleagues were met, according to the general secretary of the National Union of Textile Workers Mr Obed Zuma

The Union which claims a membership of 1 100 of the total work

force, says it has so far tried unsuccessfully to negotiate with management over the dispute

Management was not available for comment

Unrest also continued in the troubled Transvaal metal industry today with 1 000 workers losing their jobs at a Boksburg firm and another 600 claiming to have been locked out of a plant in Brits

About 1 000 workers at the National Bolts plant in Boksburg lost their jobs yesterday after rejecting management's final offer of an interim wage increase

The company's chairman, Mr David Royston, said the workers lost their jobs because they rejected the offer

National Bolts was taking on a new work force today

At the Femco metal plant in Brits, the Metal and Allied Workers' Union claimed manage-

ment had locked out about 600 workers and refused to talk to the union

Workers conducted another stoppage in the plant yesterday in protest against management's policies on retrenchments

Femco management was not available for comment

At Edgars, management was hopeful the week-long strike by more than 600 black personnel would peter out

Workers at Edgars and the group's Sales House and Jet Stores are seeking recognition of the Commercial Catering and Allied Workers' Union

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union

Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boltemakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Fitters and Operators Association

S.A. Technical Officials Association

Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and Canning Workers Union

Amalgamated Engineering Union of South Africa

Bakery Employees Industrial Union

Black Allied Workers Union

Boland Inmaakwerkersvereniging (Paarl)

Brewery Employees Union (Cape Peninsula)

Cadbury In-Company Union

East London Meat Trade Union

Food and Canning Workers Union

More strikes forecast over councils

LABOUR unrest will continue in the East Rand's metal and steel industries unless employers ignored the industrial council system.

By JOSHUA RABOROKO

This warning was given by Fosatu-affiliate Metal and Allied Workers' Union's regional organiser, Mr Moses Mayekiso, who said employers preferred the councils to plant-bargaining

Thousands of striking workers have rejected the councils as 'a waste of time' because more often than not no agreements are reached at in such negotiations

Their stand follows the position taken by inter-union summits — at Cape Town, Hamanskraal and Wilgespruit.

Mr Mayekiso said that during negotiations in most of the industries managements have re-

fused to talk to union members on wages and said they preferred to discuss this only at the industrial council

The present labour unrest has been contributed to the deadlock reached between employers and management at council level this impasse could be removed if they agreed to

meet union members at plant-level

Mr Mayekiso said that at Genpipe about 215 workers are still on strike following the retrenchment of three workers at Edenvale

Electro Plating more than 200 are on strike because management has refused to recognise the union

1 000 strikers sacked at National Bolts

By STEVEN FRIEDMAN
Labour Correspondent

THE Boksburg metal plant, National Bolts, dismissed about 1 000 striking workers yesterday

The company's chairman, Mr David Royston, said the workers had been fired after rejecting a management wage offer for the second time

And at the Brits metal plant, Femco, about 600 workers downed tools for the third time in three days, charging that the company had breached an undertaking on retrenchments given in January, the Metal and Allied Workers Union said

At Edgars' Jet and Sales House stores in Johannesburg, between 600 and 800 workers who want a 50% wage rise and recognition of

the Commercial, Catering and Allied Workers Union (Ccawusa), continued their strike yesterday

The company said it was hopeful of a "gradual return to work" early next week, but a union spokesman said this was highly unlikely

At National Bolts, where workers have struck twice since Monday in support of pay demands, Mr Royston said management agreed, at the union's request, to renew for one hour a wage offer which had been rejected by workers on Wednesday

The union says the company offered an immediate 5c an hour rise, followed by another 5c an hour at the end of the month

But Mr Royston said workers had again rejected the offer and had been discharged yesterday morning

The company was planning to recruit a new work-

force today

"We want to stress that workers who went on strike are welcome to apply and they will not be victimised," Mr Royston said

At Femco, union spokesman Mr Rodney Nwamba said workers downed tools again yesterday after striking for two hours on Tuesday and an hour on Wednesday

"I am trying to talk to management, but they have been avoiding me," he said

At Edgars, public affairs director Mr Gavin Barnett said Edgars had had two meetings with worker representatives on Wednesday and had now informed union representatives it was prepared to negotiate on pay and union recognition within one day of a return to work

A union spokesman said workers were determined to continue the stoppage until their demands were met

Own Correspondent

JOHANNESBURG — La-
hour strife intensified on
the Reef yesterday as a
Boksburg metal plant,
National Bolts, dismissed
about 1 000 striking work-
ers after they had reject-
ed a management wage
offer for the second time.
The company's chairman
Mr David Royston, said
yesterday

1 000 strikers sacked

CHOL Tinkis 7/5/82
(199)

the third time in three
days, charging that the
company had breached
an undertaking on re-
trenchments given in Jan-
uary, the Metal and Al-
lied Workers' Union
(Mawu) said
At Edgars' Jet and Sales

House stores in Johannes-
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workers demanding a 50
percent wage rise and
recognition of the Com-
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lied Workers' Union
(Ccawusa), continued

their strike yesterday. A
spokesman said the com-
pany hoped for a "gradual
return to work" early next
week, but a Ccawusa
spokesman said this was
"highly unlikely".
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struck twice since Mon-
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nounce for one hour a wage
offer which had been re-

jected by workers on
Wednesday

The union says the com-
pany offered an immedi-
ate 5c-an-hour rise, fol-
lowed by another 5c-an-
hour at the end of the
month

But Mr Royston said
workers had rejected this
second offer and had
been discharged yester-
day morning

The company was plan-
ning to recruit replace-
ments today

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Mawu breakthrough as Defy negotiate

By STEVEN FRIEDMAN
 Labour Correspondent

DEFY Industries yesterday became the first East Rand metal firm hit by the strike wave of the past few weeks to negotiate a wage increase outside the official industrial council system with the Metal and Allied Workers Union

Defy was yesterday hit by a brief strike over wage demands at its Benoni plant by about 450 workers. This followed a stoppage last week, after which the company agreed to negotiate with Mawu on pay.

A company spokesman said yesterday that had workers agreed to return after talks between management and Mawu. Defy had "made a small adjustment to basic wage rates", he said.

But it was still waiting for the outcome of bargaining at the Metal Industrial Council, he added.

Mawu General Secretary Mr David Sibabi said workers had been awarded a 6c increase on basic rates.

One other employer, Anglo Vaal's National

Bolts, offered workers an increase, but this was rejected. The 1 000 workers were then dismissed on Thursday.

National Bolts chairman Mr David Royston said yesterday the company had begun recruiting a new workforce but that no figures were yet available on how many new workers were hired or on whether strikers had re-applied for jobs.

Mr Sibabi said that all 1 000 strikers were refusing to re-apply for their jobs or to collect their pay and were thus refusing to accept their firing.

Mawu said the 600 strikers at a Brits company, Femco, had been fired. Workers claimed management had not implemented an undertaking to give workers retrenched in January job preference.

The Mail's Durban correspondent reports that the three day-long strike by about 1 500 workers at Progress Knitting Mills in Hammarsdale is continuing.

Workers went to the plant yesterday in buses provided by the National Union of Textile Workers to collect their pay. But all but a handful of the 700 workers in the knitting section refused to collect their money when they discovered they were being paid off.

AMALGAMATED SOCIETY OF WOODWORKERS

- Amalgamated Society of Woodworkers
- Amalgamated Engineering Union of South Africa
- Amalgamated Union of Building Trade Workers
- Black Allied Workers Union
- Blankoewerksvakbond
- Building, Construction and Allied Workers Union
- Building Workers Union

CONSTRUCTION

- Cape Town Gas Workers Union
- Escom (Cape Western Undertaking) Salaried Staff Association
- Escom Salaried Staff Association
- Escom Workers Association
- General Workers Union
- Johannesburg Municipal Water Work Mechanics Union

ELECTRICITY, GAS AND WATER

- Diamond Cutters Union of South Africa
- Jewellers and Goldsmiths Union
- Optical Workers Union
- S.A. Association of Dental Mechanicians
- S.A. Diamond Workers Union

Other

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 Amalgamated Society of Woodworkers
 CONSTRUCTION
 Cape Town Gas Workers Union
 Escom (Cape Western Undertaking) Salaried Staff Association
 Escom Salaried Staff Association
 Escom Workers Association
 General Workers Union
 Johannesburg Municipal Water Work Mechanics Union
 ELECTRICITY, GAS AND WATER
 Diamond Cutters Union of South Africa
 Jewellers and Goldsmiths Union
 Optical Workers Union
 S.A. Association of Dental Mechanicians
 S.A. Diamond Workers Union
 Other

(189) 1172 (1100) 20M 8/5/82

Strike at National Bolts stops, then starts again

Labour Correspondent

THE strike by about 1 000 workers at Boksburg Anglo Vaal subsidiary National Bolts ended yesterday morning — then resumed as workers rejected a management wage offer.

Mr David Royston, National Bolts' chairman, said workers had returned after discussions between the company and Fosatu's Metal and Allied Workers Union in which the company had agreed to negotiate.

Discussions were continuing, and "proposals and counter-proposals" were being made, Mr Royston said. Although the 800 day shift workers had returned, it was not yet clear whether the 200-strong night shift would.

Later, however, MAWU general secretary Mr David Sibabe said workers had resumed their strike after rejecting a wage offer.

The company had offered workers an immediate 5c an hour increase plus another 5c to be awarded on June 1, he said.

In Natal, about 1 500 workers at Progress Knitting Mills, Hammarsdale, have downed tools in support of demands for the reinstatement of six workers.

Meanwhile, there seemed little change in the situation at Scaw Metals, where about half the 2 000 black strikers had returned to work by Tuesday.

At Genrec's Genpipe plant in Wadeville, where 150 strikers were fired but refused to accept a management ruling that they be re-

employed selectively, Genrec managing director Mr Hennie Joubert said production was "just about back to normal".

He said some workers had returned and "excess labour" from two other Genrec plants had been transferred to Genpipe, which needed fewer workers than in the past because of a fall-off in work.

Union sources said all but 45 workers had returned to Edenvale Electro-Plating, where they struck in support of union recognition demands.

At Brits company, Femco, where more than 600 workers downed tools on Tuesday in protest at retrenchments, union spokesmen were unavailable. Management officials refused to comment.

Sapa reported yesterday that workers in nine departments at strike-hit Progress Knitting Mills had been sent dismissal notices by management. Workers downed tools on Tuesday in protest.

Mr Obed Zuma, general secretary of Fosatu's National Union of Textile Workers, which claims a membership of 1 100 out of 1 500 workers, said management refused to reply to a letter from him requesting negotiations.

The Natal Chamber of Industries has been asked to mediate.

One worker yesterday appeared in court on charges of allegedly inciting workers to strike. The trial was remanded to May 18.

Exemption for Astas

By Geoffrey Berridge

THE Department of Industry has relented by granting Gencor's axle and gear-box company, Astas, exemption from the 10% import surcharge — on its second asking.

This is the second major local content concession in the strategically vital transport industry and follows a similar exemption granted to Atlantis Diesel Engines (ADE)

Both companies fell foul of Gatt, which allowed truck manufacturers to import engines, axles and gearboxes free of surcharge as part of CKD packs

ADE and Astas, importing the same components as individual items, had to pay the surcharge and were at a price disadvantage

Although the Department of Industry acted rapidly by granting exemption to ADE, it refused the first application by Astas

The Minister of Industry, Commerce and Tourism, Dr Dawie de Villiers, told Business Times that the surcharge was not directly involved with protection levies, and was a fiscal measure to offset the worrying balance-of-payments deficit

"Provision is made for the granting of re-

Astas

bates if the burden of the surcharge on imports and/or materials affects the competitive nature of the product

"Gearboxes and axles fall into this category, and both have been exempted from the surcharge

"It could be that when the balance of payments reach a more satisfactory level — and we hope that this may be soon — this levy would be removed

"We at the Board of Trade would like to see this, and I would caution local manufacturers not to see this as an additional form of protection"

It is expected that a wide range of other industries, ranging from chemicals, textiles and general manufacturing, will follow Astas's example and renew their motivations for exemption with the department.

If they fall again, they can always drown their sorrows with a shot of whisky. That is bound by Gatt and carries no surcharge

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South Afr
Steel, Em
Transvaal

Machinery at

Base Metal Industries and Manufacture of Fabricated Metal Products

Building, Construction and Allied Workers Union
Glass & Allied Workers Union
Glass Workers Union
National Cement Employees Union
National Union of Brick and Allied Workers
Transport & General Workers Union

Non-Metallic Mineral Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
Umbogintwini Industrial Workers Union
Weskapse Plofstof & Chemiese Operateursvakbond

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Scaw Metals to spend R33-m on sponge iron plant

189
S. Times
9/5/82

IN a significant move into a new, strategically important, technology, Scaw Metals is to spend R33-million on erecting a direct-reduction sponge iron plant

Scaw, wholly owned by Anglo American Industrial Corp (Amic), has already started work on the plant, which will be commissioned in 1983

The sponge iron plant follows commissioning last year of a R30-million Hille bar and section mill which expanded Scaw's product ranges and gives Amic — through Scaw and Highveld — a wide range of products across the iron and steel sector

The sponge plant has a rated capacity of 80 000 tons a year, but the chairman, Graham Boustred, says that they hope to achieve production levels of 100 000 tons a year

The decision by Scaw to opt for a direct reduction (DRI) plant is significant for several reasons

For Scaw, it will create a reliable supply of raw material for smelting

A growing shortage of scrap

By Andrew McNulty

iron in South Africa has already placed constraints on Scaw's production — and expansion — capacities, and this situation is expected to worsen in coming years

A major advantage of the DRI process is that the coal to be used as a reductant is semi-bituminous — the process, in fact, does not use use coking coal, of which there is a serious shortage in South Africa. Production of steel using a non-coking coal reductant is thus a contribution to conserving the country's coal resources (and probably also towards keeping coal-mining activities out of the Kruger Park)

The smaller-scale DRI plants also require lower capital investments than big blastfurnaces and are more flexible and more readily adjusted to market demands

For similar reasons, Iscor announced recently that it is to erect a coal-based DRI plant at its Pretoria works at a cost of R40-million, using the process

designed by the West German company, Lurgi Technology for the Scaw plant is supplied by the US-based Direct Reduction Corp

These plants are also of international importance because few DRI plants elsewhere in the world so far use only coal rather than one of or a mix of materials such as oil and gas as a reductant material

The Scaw plant — located in Germiston and so requiring sophisticated pollution-control equipment — will consume about 120 000 tons/year of iron ore from Iscor's Sishen mine and about 60 000 tons/year of semi-bituminous coal from Amcoal's Arnot colliery

By JOHN MULCAHY

SOUTH Africa's steel industry is expected to spend between R1 600-million and R1 800-million on capital investment in the next five years.

Dr Tommy Muller, chairman of Iscor, told delegates to the Council of Mining and Metallurgical Institutions congress in Johannesburg that the excess of production capacity over domestic steel requirements would continue for some years.

The capital investment would be aimed at improving quality and lowering the cost of production.

Dr Muller said SA was one of the few countries in the world that could look to significant growth in its steel industry.

"The Southern African sub-continent with its vast natural resources has reached the stage of economic maturity where the standard of living of a large part of the popula-

Over R1,6bn capex for SA steel

(189) ROOM
10/5/82

tion is improving rapidly.

"This will reflect in a greater per capita usage of steel, which in turn will mean an expanding steel industry."

Large SA reserves of high- and low-grade ore, non-coking coal and fluxing materials assured the future of a big primary steel industry, although it would be based on different technologies to those used now.

For the immediate future, coking coal would be used in the production of most of SA's steel. But because of the lack of good coking coal and of large reserves of other coals, Dr Muller said there was a strong incentive to de-

velop technologies which used non-coking coals.

This trend was already under way, with one solid fuel reduction plant in operation, three in construction — Iscor Vanderbijl, Scaw Metals and Union Steel — and one in the planning stage at Iscor in Pretoria.

Dr Muller said SA had for the past six or seven years exported finished steel to many countries, and this market would continue, "but in limited tonnages".

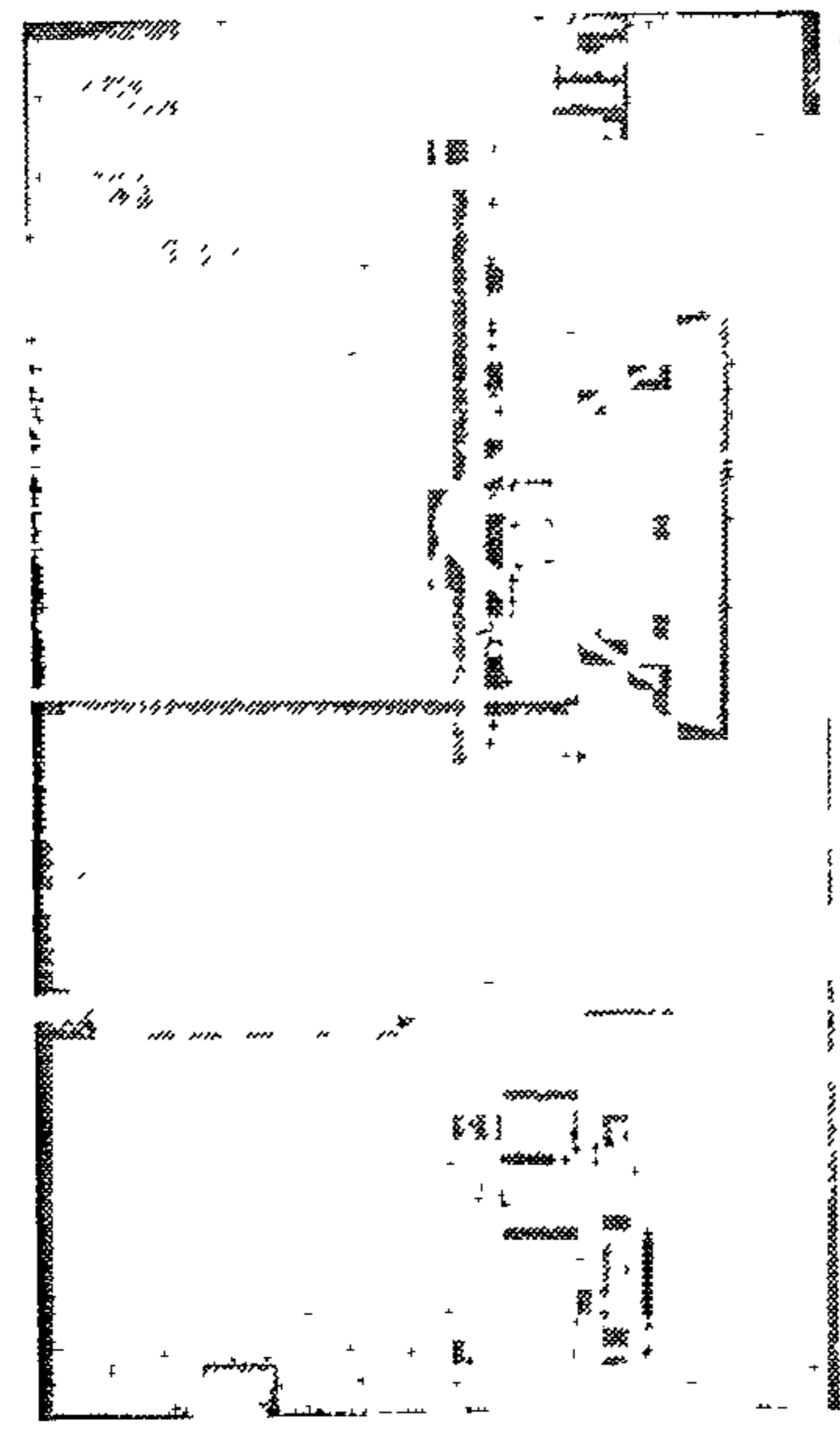
"I do, however, foresee that once worldwide steel consumption has caught up with production capacity, there will be a place for the large-scale production of semis, with the production of finished steel taking place in the country of usage."

Because of the big demands on the SA steel industry to meet the growth in Southern Africa, Dr Muller said the large-scale production of semis would most likely be by combined ventures between overseas steelworks and SA companies.

NEWS

Under Trial Week

189 11/5/82 Strike fewer spreads



All quiet at Scaw Metals following the firing of 2 800 workers after they downed tools over a pay dispute.

By Hugh Roulter

VICTIMISATION of workers, threats of violence and the use of improper negotiation channels were the reasons given by the Anglo American Corporation for the continuation of the strikes at their Scaw Metals plant.

During the strikes, which continued for almost two weeks, 2 800 Black workers were fired by Scaw management.

Local organiser of the Metal Allied Workers Union, (Mawu) Moses Mayekiso says he was not aware of intimidation but refused to rule out the possibility of threats against workers wishing to return to the plant.

to stay away and he did not see any signs of violence. "The recent disputes at Scaw have not been about workers' demands for an extra 10 cents an hour for management have already offered 25 cents an hour increase during industrial negotiations.

"The dispute revolved around a demand for an immediate increase independent of industrial negotiations," says Godsell.

"It is vital that management and workers agree on an orderly system of wage bargaining. Such a system

will not be created through unauthorised work stoppages and threats of violence says Godsell. Several other strikers were reported around SA.

- 1 700 workers downed tools at Haggie Rand's Jupiter plant
- 600 Edgar workers struck over pay and union recognition
- National Springs at Germiston remained idle for almost two weeks when 360 workers downed tools
- Two of Genrec's Wadeville plants ground to a halt after 750 workers went on strike

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Sugar Industry Employees Un
South African Allied Worker
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S.A. Electrical Workers Ass
S.A. Society of Journalist
S.A. Typographical Union
South African Allied Worker

Fresh bid to resolve wage talks deadlock

By STEVEN FRIEDMAN
Labour Correspondent

EMPLOYERS and delegates of registered unions in the giant metal industries meet today in a fresh attempt to resolve the deadlock in wage talks — covering nearly 500 000 workers — but industry men do not expect a settlement

The unions have declared a dispute with employers, which means they can hold a legal strike ballot if the deadlock is not broken by the end of June

The deadlock — which has delayed a wage agreement in the industries — has also led to strikes by black metal workers on the East Rand.

Some sources believe employers, represented by the Steel and Engineering Industries Federation, may increase their last offer at today's meeting

But industry sources said yesterday it was likely the parties would be deadlocked again. Registered unions met yesterday and decided they were not prepared to accept the present offer

At the last negotiating meeting, employers offered a 14%-22% increase on minimum wages together with a 25c an hour guaranteed increase for all workers

Unions rejected this, arguing that the rise in minimum pay would not raise the pay of skilled workers, who earn far above minimum rates

They added that the guaranteed increase would only raise skilled pay by between 3% and 6%

They also said the increase, which would raise minimum pay for unskilled black workers to R1,33 an hour, would not quell growing wage unrest among blacks

The unions have demanded a 20% increase for artisans and a minimum rate for unskilled workers of R1,75 an hour

Employer sources on the East Rand have suggested over the past week that Seifsa may be willing to increase its offer in order to achieve a settlement

There is support for this among some East Rand firms whose workers have struck, saying they cannot wait for the council negotiations to end.

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union

Cape Explosives Industrial Workers Union

Chemical and Allied Workers Union

Chemical Workers Industrial Union

Chemical Workers Union

Durban Rubber Industrial Union

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union

Industrial Salaried Staff Association

General Workers Union

Metal and Allied Workers Union

National Union of Engineering, Industrial & Allied Workers

National Union of Motor Assembly & Rubber Workers of South Africa

S.A. Chemical Workers Union

South African Allied Workers Union (SAAWU)

Steel, Engineering and Allied Workers Union

Union of Industrial Workers

Weskapse Plotsstof & Chemiese Operateursvakbond

Non-Metallic Mineral Products

Building, Construction and Allied Workers Union

Glass & Allied Workers Union

Glass Workers Union

National Cement Employees Union

National Union of Brick and Allied Workers

Transport & General Workers Union

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United African Motor and Allied Workers Union

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Parow strikers call for safeguards

ARGUS 11/5/82
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Labour Reporter

STRIKING workers from Parow General Galvanizing complained yesterday of dangerous working conditions in the factory and inadequate channels through which to discuss this problem with management.

Ninety workers from the firm have been on strike for more than 10 days after negotiations between management and the workers' committee broke down. Management refused to agree to a clause in the constitution obliging them to consult the workers' committee before dismissing workers.

Workers interviewed said they were inadequately protected from dangerous galvanising processes in the factory. They said they were not issued with safety boots and often heavy iron bars fell on their feet.

"We work with boiling acid, which stands in open baths in the factory. It makes our eyes and our lungs burn, but we get no goggles. The dust from the iron filings flies around the factory. It gets into our eyes and makes us cough. Sometimes workers are badly burnt and they get no compensation," said one worker.

A spokesman for the General Workers' Union, to which the workers belong, said the workers would like to discuss these and other grievances with management, but they have not yet had the forum to do this. The clause over which the workers went on strike is one which protects workers from victimisation, she said. The union called on management to re-open negotiations over this clause.

A spokesman for man-

agement issued a written statement to the Press. The statement said: "The allegations (about the working conditions) are now moving away from the initial issue which prompted the strike. That issue is not a debate on the working conditions in this or any other factory. The constitution was agreed to by both coloured and black workers and a disciplinary code and grievance procedure had been drafted for discussion by the management of the company.

"In our view, the constitution is a document which establishes how management and workers will communicate, while the disciplinary code and grievance procedure provide the detail of the required behaviour of both parties."

He declined to comment further.

Deadlock in Parow strike

Opp Time's
11/5/82

189

By PHILLIP
VAN NIEKERK

THE strike by 89 metalworkers at Parow General Galvanising has entered its 12th day with no sign of an end to the deadlock with management

The workers are demanding the right to be consulted before dismissals and have also alleged that working conditions in the factory are unsafe

Of the 89 on strike, 14 claim to have suffered injuries at the plant — either by steel falling on them or by being burnt by acid — and another 10 claim to have been treated for lung disease

Acid death

In 1980 a worker, Mr Siphon Mvemvaki, died after falling into a bath of acid

Several of those who were injured say their accidents were never recorded and, as a result, they have not been paid workmen's compensation. Two workers claim to have suffered broken toes, partly as a result of not being supplied with safety boots

Most of the injuries involve broken limbs, burns or damage to the eyes from grit. The workers

complain about dust in the air as well as fumes from the acid baths, which are open and unprotected

"We work in the dust all day without masks, but when the manager comes to visit us he wears a mask," one of the workers said

A spokesman for the company said the strike had nothing to do with working conditions. "Their allegations are no longer about the initial issue which caused them to leave their jobs," he said

"However, our new factory is the first galvanising factory in South Africa to comply with the Atmospheric Pollution Act and to be approved by the Department of Health"

He conceded that conditions at the old factory across the road, where half the workers still worked, were not up to the same standards — for instance, having no fume extractor above the acid baths

Unfortunate

The spokesman said "Apart from the very unfortunate incident in which a worker was killed, and which was fully investigated by the factory inspector, there have been no reported broken limbs in the last three years. As for the lung complaints there are only four cases of TB, with no evidence linking this to their employment and one worker having joined the factory with the disease"

He said it was "absolute rubbish" that managers wore masks while visiting the factory or that accidents were not recorded in the injury book. He said all workers were issued with protective clothing

What is most confusing is why they want their jobs back if they are forced to work in this environment

A spokesman for the National Occupational Safety Association (Nosa) said he was aware of conditions at Parow Galvanising but in terms of the Workmen's Compensation Act said he was not allowed to divulge details

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Funeral for Villeneuve

BERTHIERVILLE Can-
ada — Funeral services
for the 32-year-old racing
driver Gilles Villeneuve
will be held here
tomorrow

Villeneuve died on
Saturday after his Ferrari
crashed during a qualify-
ing run for the Belgian
Grand Prix — Sapa-AP

No settlement expected in metals dispute

Own Correspondent

JOHANNESBURG —
Employer and registered
union delegates in the
great metal industries meet
today in a fresh attempt
to resolve the deadlock in
talks on wages covering
nearly half-a-million
workers — but industry
sources do not expect a
settlement

The unions have de-
clared a dispute with em-
ployers, which means
they can hold a legal
strike ballot if the dead-
lock is not broken by the
end of June

The deadlock — which
has delayed a wage agree-
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black metal workers on
the East Rand

Some sources believe
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by the Steel and Engi-
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But industry sources
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Unions rejected this,
arguing that the rise in
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raise the pay of skilled
workers, who earn far
above minimum rates
They added that the guar-
anteed increase would
raise skilled pay by only

between 3 and 6 percent

They also said the in-
crease, which would raise
minimum pay for un-
skilled black workers to
R138 an hour, would not
quell growing wage un-
rest among blacks

The unions have de-
manded a 20 percent in-
crease for artisans and a
minimum rate for un-
skilled workers of R175
an hour

Employer sources on
the East Rand have sug-
gested over the past week
that Seifsa may be willing
to increase its offer in
order to achieve a
settlement

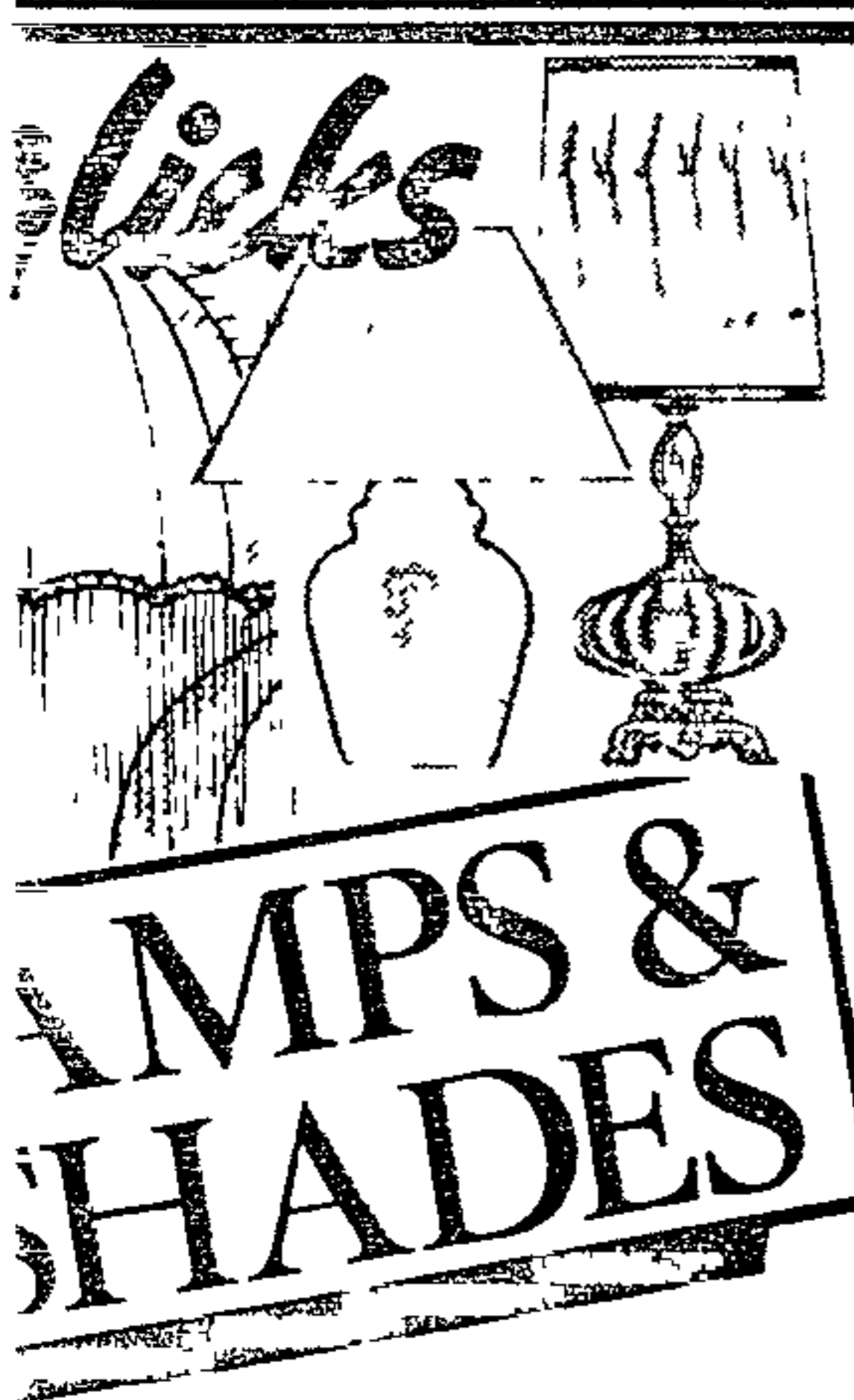
There is support for
this among some East
Rand firms whose work-
ers have struck, saying
they cannot wait for the
council negotiations to
end

But sources yesterday
said it was likely Seifsa
would refuse to increase
its offer

"I am getting conflicting
reports Heavy-engineer-
ing firms seem prepared
to give more but light
engineering employers
seem determined to stand
fast," a unionist said

"But my latest informa-
tion is that there may be
no change in the Seifsa
offer at the meeting"

An employer source
said categorically that
Seifsa had decided to re-
main firm on its previous
offer He added that em-
ployers believed it would
be easier to reach agree-
ment on black unskilled
wages than on artisan
pay "It is the white
unions who seem to be
the stumbling-block," he
claimed



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to R49,95
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s, golds, pinks All soft shades, greens, blues etc

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to R39,95
good light for scholars students or business,

ing or Table Lamp Shades
From R6,95 to R49,95
for all purposes In plains or lovely florals
• Parow • Claremont Add Tax



Hotel gun incident: City man, 41, fined

Staff Reporter

A BLOUBERGSTRAND
man who hit a security
guard in the mouth with
the butt of a gun after be-
ing asked to leave the
premises of the Heeren-
gracht Hotel on April 17,
and who pointed a loaded
revolver at a policeman,
was convicted in the Mag-
istrate's Court yesterday

Jean Louis Pelissier, 41,
of Blouberg Heights, was
fined R50 (or 25 days) on a
charge of common as-
sault and R400 (or 6

drawn a gun from his bag
and hit him in the mouth
with the butt after being
requested to leave the
premises of the hotel

Constable P M du Toit
testified that he had ar-
rived at a mobile police
caravan on the Grand
Parade and had asked Pe-
lissier to hand him the
bag with the gun

Pelissier then drew the
gun and pointed it at Con-
stable Du Toit's head
Constable Du Toit said he
managed to remove the
gun from the

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SA iron and steel output goes up

OUTPUT of pig iron for the first two months of 1982 showed an increase of 8,4% as compared with the same period a year ago, says the Steel and Engineering Industries Federation of SA, (Seifsa)

South African steels mills output for the first two months of 1982 reflected an increase of 8,0% on the same period a year ago

The ferro alloys manufacturing industries, together with the producers of manganese and silicon metals, advised that their two

months output for 1982 reflected an overall 17,4% increase as compared with the very low production levels of the same period a year ago

Reasonable gains in the output of ferro manganese and ferro silicon were offset by an under 1% growth in the export intensive ferro chromium sector

The producers of manganese and silicon metals reported a decrease of some 14% in production levels for this two month period

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Amalgamated Engineering Union of South Africa

Machinery and Equipment

Base Metal Industries and Manufacture of Fabricated Metal Products

Transport & General Workers Union
National Union of Brick and Allied Workers
National Cement Employees Union
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Glass & Allied Workers Union
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Non-Metallic Mineral Products

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Engineering and Allied Workers Union
Durban Rubber Industrial Union
Chemical Workers Union
Chemical Workers Industrial Union
Chemical and Allied Workers Union
Cape Explosives Industrial Workers Union
Black Allied Workers Union

Chemical & Chemical Products, Coal, Rubber & Plastic Products

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New hopes for metal industry wage deadlock

Labour Correspondent

HOPES for a settlement of the wage dispute in the giant metal industries rose sharply yesterday as employers and registered unions agreed to resume full negotiations on Monday

And union sources said employers had indicated they could make a new wage offer when the talks resume

The talks broke down early last month, and registered unions on the metal industries' industrial council declared a dispute with employers, represented by the Steel and Engineering Industries Federation

This would allow them to hold a legal strike ballot if the dispute were not settled by the end of June

The council agreement sets minimum pay and work conditions for nearly 500 000 workers of all races

Yesterday the council's executive met to discuss the dispute in terms of a dispute procedure

A statement issued after the meeting said the two sides had agreed to return to the negotiating table

A meeting of the full council, comprising full delegations from Seifsa and the unions, would be held on Monday

It said both sides agreed "that the best course of

action would be for the parties to return to the negotiating table at the earliest possible opportunity

"Both sides agreed that the full negotiating body, the national industrial council, be reconvened on Monday in a further attempt to reach agreement

"The prompt reconvening of the council indicates the desire of the parties to resolve the dispute through the negotiating procedures of the council," the statement said

Union sources said Seifsa had not made any new wage proposals yesterday but would give unions its new proposals on Monday morning

"There was a definite change in the atmosphere of the meeting I believe we could settle the dispute on Monday," a source said

The delay in finalising a new wage award has prompted some strikes by black workers on the East Rand

Unions declared the dispute after rejecting a Seifsa offer of guaranteed increases of 25c an hour for all workers and rises in minimum rates of 14%-22%

They have said this offer is "unacceptable" and that it is up to employers to change their offer if the deadlock is to be broken

Bid to ^{189 Star 12/5/82} resolve deadlocked talks

By Tony Davis,
Labour Reporter

Employers and unions in the metal industry agreed yesterday to return to the negotiating table next week in a bid to resolve the deadlocked wage talks

Union sources said they were 'optimistic' about next week's talks because of the speed with which employers showed their willingness to negotiate

A number of recent strikes in the metal industry on the East Rand over wage demands have been ascribed to the breakdown in negotiations

DISPUTE

The metal unions, which represent at least a third of the industry's 500 000 workers, declared a dispute last month after rejecting employers' wage offers.

The unions had demanded a minimum R1.75 hourly starting wage and a 20 percent

increase in artisan wages

The employers, however, offered a 14 to 22 percent increase in minimum wages and a 25-cent across the board hourly increase

AGREED

In yesterday's meeting in Johannesburg the two parties agreed to return to the negotiating table next week.

The agreement showed a desire by both parties to reach a settlement through negotiating procedures, a statement from the industry's National Industrial Council stated

A union source said the executive committee of the council felt it was in the best interests to return to negotiations and there were provisions allowing for two further meetings to be held the following day if required.

But he added that unions had made their wage position very clear to employers.

Employers are represented by the Steel, Engineering Federation of South Africa on the council

If the three meetings fail to resolve the dispute then legal procedures take over calls for arbitration or industrial action can be made

UNWILLING

Industry sources say it is interesting to note that in the rash of wage strikes in the metal industry on the East Rand many of the workes are represented by the Fosatu-affiliated Metal and Allied Workers Union which is not a member of the council but is still making its influence felt.

Some employers have been unwilling to make interim wage concessions until the council has made, its formal decision. But in several cases employers have made wage concessions to settle disputes

189 WOD RDM 14/5/82

Pay rises due to pressure from staff: Mawu

Labour Correspondent

EMPLOYERS in the giant metal industries, where official pay talks are deadlocked, have "substantially" increased their pay offer in reaction to the "pressure of organised workers", the Metal and Allied Workers Union claims (Mawu)

And Mawu, which has refused to join the metal industrial council where pay talks are taking place, says that even if the dispute is settled next week, worker pressure for a "living wage" and against the present industrial council system will continue

Unions on the council and employers, represented by the Steel and Engineering Industries Federation of South Africa, are deadlocked in talks on minimum pay and work conditions for nearly 500 000 workers of all races

This week Seifsa and the unions agreed to resume negotiations and union sources said Seifsa would increase its wage offer when talks resumed

The negotiations come

when East Rand metal employers were hit by a wave of strikes in which black workers demanded pay rises outside the official council negotiations

Mawu said it had heard that employers "have substantially revised their offer" to unions on the council

"Mawu wishes to state clearly that any flexibility which may have arisen in Seifsa's position is not due to any sudden wish to be kind

"The pressure on Seifsa has come from organised workers," it said

"The strikes have shown the desire of united workers to negotiate with employers and their frustration that employers are continuing to hide behind the industrial council which is completely unrepresentative of the majority of workers in the industries," Mawu said

It said Seifsa was under "pressure" to satisfy the demands of these workers "and to bolster the very meagre credibility still left to the industrial council"

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Major metal unions face international expulsion

ROH Labour Correspondent 14/5/82

SEVERAL major registered metal unions may face expulsion from the powerful International Metalworkers' Federation when they attend an IMF meeting in Rome next month, local union sources say.

The meeting is to discuss allegations against the established unions by two Fosatu-affiliated unions — the Metal and Allied Workers Union and National Automobile and Allied Workers' Union — which unionists believe could lead to the expulsions.

The IMF represents metal unions throughout the West.

The unions affected are the SA Electrical Workers' Association, Engineering Industrial Workers' Union, Amalgamated Engineering Union and the Radio, Television, Electronics and Allied Workers' Union.

Another established union which belongs to the IMF, the SA Boilermakers' Society is not faced with an expulsion threat.

Delegates from all IMF-affiliated local unions will be attending the Rome meeting, scheduled for June 10-11.

The charges against the four unions are a

sequel to long-simmering tension between them and the two Fosatu unions which has already led to the collapse of the IMF's South African committee, on which all the unions were represented.

After the collapse of the IMF committee, the Boilermakers' General Secretary, Mr Ike van der Watt attempted unsuccessfully to play a mediating role.

Mawu's General Secretary Mr David Sibabi, yesterday confirmed the Rome meeting would discuss Mawu and Naawu allegations against the four unions but refused to give further details.

The President of the all-white Amalgamated Engineering Union, Mr Tubby Faure, declined comment, saying the issue was "sub judice". But he confirmed charges would be levelled against his union at the meeting.

A local union source said there was "a great likelihood" the IMF would attempt to expel the unions. "My impression is that a lot of IMF people have decided to back expulsion already, but we will have to wait and see."

Apart from the AEU, none of the unions affected could be contacted yesterday.

Pact on pay pacifies metal industry

189
 Star
 18/5/82

By Tony Davis,
 Labour Reporter

A settlement was reached yesterday in the metal industry wage talks, bringing to an end the month-long dispute between employers and unions in the industry

At the industrial council for the industry both parties agreed to increases ranging from 16 percent for skilled workers to 26.5 percent for unskilled workers, effective from July 1.

For unskilled workers this means an hourly increase of 30c, from R1.13 an hour to R1.43 and for skilled workers 40c an hour from R3.62 to R4.02

But the Cusa-affiliated Steel, Engineering and Allied Workers' Union, which is a member of the

council, disputed the agreement and refused to be a signatory to the terms

The union, which represents largely unskilled workers, is understood to have wanted an increase of 50c an hour for unskilled workers

The East London Engineers and Foundry Employers Association also dissociated itself from the settlement, so unions will have to negotiate another settlement in East London

The increase for unskilled workers is the largest to be granted, according to industry sources, and is seen to be narrowing the wage gap between skilled and unskilled workers

The dispute arose last month after unions rejected employers' offer of a basic 25c an

hour increase for all workers and increases in minimum rates ranging from 14 to 22 percent

For unskilled workers this would mean an hourly wage of R1.38 but unions had demanded at least R1.63 an hour

Yesterday's talks were an attempt to settle the dispute and were arranged last week after both parties agreed they were willing to re negotiate

Because of the delays in arriving at a settlement there have been a number of metal industry wage disputes, largely on the East Rand

Last week officials of the Fosatu-affiliated Metal and Allied Workers' Union stated that employers' willingness to return to the negotiating table was a result of pressure from organised workers

Employers who were involved in wage disputes are likely to grant some increases immediately to calm the situation

Some employers did grant interim increases while others refused, saying they were bound by industrial council rulings

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
2	75	
Examiners' Initials		

Power strikes loom

The Star Bureau LONDON — Industrial action by 90 000 electrical power workers in Britain, to start in a fortnight, will be aimed at increasing the industry's costs without affecting supplies

The action in support of a pay claim, will begin with an overtime ban

From June 14 it will be followed by rolling stoppages at the more efficient power stations to force the central electricity Generating Board to meet demand from older, more expensive stations

Nuclear power stations will not be included in the initial strike rota

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Metal ^{8/5/87} ^{CAPK Times} industry ⁽¹⁸⁹⁾ dispute ⁽¹⁸⁹⁾ settled

DURBAN — A wage dispute between employers and unions of the giant Metal Industries' Industrial Council was finally resolved yesterday when they agreed on minimum increases of between 16 and 26.5 percent.

Only one union party to the council has rejected the increases, claiming that the agreement further denigrates industrial councils in the eyes of black workers.

The registered unions declared a dispute in April after they had rejected wage offers made by the employers body, the Steel and Engineering Industries Federation of South Africa (Seifsa).

After an executive meeting of the industrial council last week it was agreed to return to the negotiating table in an attempt to resolve the dispute.

The general secretary of the Steel Engineering and Allied Workers' Union of South Africa, Mrs J Hlongwane, said they had rejected the increases and had asked that the union not be cited as party to the agreement.

The Steel Engineering and Allied Workers Union, rejecting Seifsa's earlier wage offers of an increase of 25c an hour, had demanded an increase of 50c an hour for unskilled workers which would bring the minimum wage up to R1.63 an hour.

Mr A O de Jager, the Industrial Council's general secretary, said yesterday the increases in minimum schedule rates in the agreement range from 16 percent for skilled workers to 26.5 percent for unskilled workers.



A group of workers who were prevented from entering the gates of the Dorman Long Swan Hunter factory in Bellville yesterday. Eighty-five workers were fired on Monday afternoon but regained their jobs yesterday after discussions between management and the General Workers' Union.

Dorman Long dispute: Settlement reached

By PHILLIP VAN NIEKERK

189
19/5/82

ABOUT 85 workers from the Dorman Long Swan Hunter factory in Bellville will be back at their jobs today following a settlement between management and the General Workers' Union (GWU).

The workers were all dismissed on Monday afternoon after they had failed to attend a meeting called by the works manager.

Yesterday morning the workers reported for work as usual, but were prevented from entering the factory gates. According to representatives of the GWU, they were joined by others from within the factory.

Members of the workers' committee, which has *de facto* recognition from the company, said the workers had not attended the meeting because they had been informed of it by the "boss boys". According to an agreement with the company they said, the committee should have been consulted.

This followed a similar meeting last week which a large number of workers did not attend. The committee members said the workers did not want "boss boy messages" as they had a committee which represented them and provided a means of communication with management.

After a meeting between management, the GWU and the workers' committee yesterday the company agreed to reinstate the 85 workers and pay them all for the day's work they missed.

In a statement last night, a spokesman for the company said "Pursuant to disciplinary action taken against 85 em-

ployees out of a complement of 500 discussions were held.

"Arising out of these discussions the issue has been amicably settled and these employees will be returning to their work tomorrow. The company denies that a lock-out occurred as has been suggested in certain press reports."

A union representative said she was pleased the dispute had been amicably settled.

Metal unions push for separate talks

By STEVEN FRIEDMAN
Labour Correspondent

THIS year's Industrial Council pay negotiations in the metal industries — which ended yesterday — will be the last in their present form if metal unions have their way

Unions on the council, as well as those who have not joined it, have made proposals for far-reaching decentralisation of the negotiations, which affect pay and work conditions for nearly half a million workers of all races

And established union sources say this year's negotiations have made them determined that "this will be the last time we negotiate in this way — the council will have to be split into smaller units to stay manageable"

At present, metal unions negotiate on pay with the Steel and Engineering Industries Federation, which re-

presents dozens of metal employer associations

Unions on the council have proposed to Seifsa that the council be split into various "sectoral" councils. This would mean negotiations in the industries in which Seifsa members are active would be held separately

This is a repetition of suggestions made by these unions in the 70s. But unionists insist that this split-up is now "imperative"

During the bargaining which has just ended, they say, a settlement was held up because some sectors of the industry could afford to meet union demands while others could not

At the same time, unions who have not joined the council have been holding talks with Seifsa. These unions favour plant-level negotiations, but have made various other suggestions for decentralising bargaining

Seifsa's director, Mr Sam

van Coller, yesterday confirmed that unions had made proposals for decentralising bargaining. Seifsa had also, he said, completed its first round of talks with most unions not on the council

Meanwhile, it was learned yesterday that some employers in the industries are concerned because wage increases granted before Monday may not be offset against the guaranteed minimum increase of 30c an hour negotiated yesterday

Metal industry sources said employers who had granted increases before Monday and wanted to deduct these from the agreed rise would have to apply for an exemption. But their workers would have to have agreed to offsetting when the rise was granted, they said

Some employers are expected to grant increases now and offset these against the agreed rise, which comes into effect on July 1

Handwritten annotations: 189, 237, 433, 100 M, 9/15/82

Metal pay deal averts strike crisis

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 500 000 metalworkers of all races will receive pay increases of at least 30c an hour from July, in terms of an agreement reached yesterday that has averted the threat of a legal strike in the industry.

Under the industrial council agreement reached between employers and unions, skilled workers will receive at least 40c an hour more.

But the only emerging black union on the council, the Steel, Engineering and Allied Workers' Union, refused to accept the agreement and will now ask members whether they want the union to quit the council

Established unions with black members accepted the agreement

In April, unions on the council declared a dispute, which meant they could hold a legal strike ballot if talks were still deadlocked on June 30

The delay in an accord also led to strikes by black workers on the East Rand

Yesterday's agreement came after employers, represented by the Steel and Engineering Industries Federation (Seifsa), increased their offer to the unions

Seifsa originally offered a 25c guaranteed minimum rise for all workers and increases in minimum pay of 14% and 20%

In a statement yesterday the industrial council said the agreement, effective from July 1, contained guaranteed increases of between 30c an hour (for the lowest pay categories) and 40c (for skilled workers)

Minimum pay rates have been raised by between 16% for the top category of skilled workers and by 26,5% for the lowest-paid unskilled workers

The minimum rate in the industry will become R1,43 an hour

Holiday and living-out allowances would be increased by similar percentages, the statement said

The new agreement does not apply to East London. The East London Engineers and Foundry Employers Association did not accept it, arguing there were special economic conditions in the area that made it difficult for employers to pay these rates

The unions will now hold talks with employers in the area in an attempt to reach agreement on pay rates

The industrial council statement said the agreement meant the dispute "has been resolved using the council's machinery"

Mrs Jane Hlongwane, general secretary of SEAWU, said her union found the agreed increases "unacceptable" and had said it could not be a party to them

"We will now consult our members and ask them whether they want us to stay on the council or not," she said

It is understood that SEAWU, which made separate demands calling for artisan increases to be held to 3% with large rises for the lowest-paid, argued that the agreement did not close the wage gap

But an employer source said the gap between the percentage granted to lower-paid workers and that for the highest-paid was "the biggest for some time"

This, he said, was a "tribute" to established unions and employers in the industry, and evidence of its willingness to close the wage gap

He said this increase, taken together with last year's, was "massive"

Mr Ben Nicholson of the Confederation of Metal and Building Unions said the agreement was "the best we could have got in the present economic circumstances"

The unions would now explain to members that "if we had held out for any more, we would have been inviting closures of some plants and a loss of jobs for many workers"

Some worker leaders, he said, were upset that metalworkers had not won the minimum of R2 an hour the motor industry paid

"But this is simply not possible yet and, if housing, food and other subsidies paid by employers are taken into account, pay is already in the region of R2 an hour

Worker 'lock out' settled

Labour Reporter

THE dispute at the Do-
man Long Swan Hunter
factory in Bellville where
more than 100 workers
were reported locked out
yesterday, has been am-

ARGUS 19/5/82
ably settled, according to
both the General
Workers' Union to which
the workers belong and
the management of the
company.

A spokesman for man-
agement said 85
employees out of a total
complement of 500 had
had disciplinary action
taken against them.

A spokesman for the
GWL said the union con-
sidered the disciplinary
action to be a lockout
but agreed that the mat-
ter had been amicably
settled.

Big firms 'plotting' against workers

By Drew Forrest

Employers in the mining and metal industries are working together to undermine established trade unions for skilled workers, a leading registered trade unionist claims

To "prepare the battlefield in their favour" the employers are seeking to buy off unskilled and semi-skilled workers, says the general secretary of the SA Electrical Workers Association, Mr Ben Nicholson

Writing in the union's journal, Power, Mr Nicholson said this year's wage negotiations in the metal and mining industries had indicated a great degree of collusion between the two sets of employers

"This is hardly surprising, since the tentacles of the octopuses which some giant corporations have become stretch into all sections of the economy," he said

Wage talks in the metal industries had shown that employers were no longer concerned with meeting the demands of skilled workers, Mr Nicholson said. Instead, they were prepared to go to maximum lengths to appease demands made by those claiming to represent unskilled employees

In an agreement reached this week, metal employers granted minimum wage increases ranging from 16 percent for artisans to 26,5 percent for unskilled workers

In the mining industry, where the Chamber of Mines and artisan unions are in dispute over wages, Mr Nicholson predicted that unskilled workers would be made a similar offer to that made to their metal industry counterparts

His allegations were denied by the director of the Steel and Engineering Industries Federation, Mr Sam van Coller, and a spokesman for the Chamber of Mines

"We greatly value our relationship with the established unions," Mr van Coller said

The preparation of the employers' offer in the metal industries' wage talks was a "participative exercise" involving many employers, and this precluded collusion of the kind alleged

able Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may be used

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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FM 21/5/82
METAL INDUSTRY WAGES

Strikes dampened

This week's industrial council wage settlement for the metal industries could put an end to the spate of strikes that has crippled East Rand firms in past weeks. However, not everyone left the negotiating table

completely satisfied

The IC agreement regulates the binding minimum wages of the metal industries 500 000 workers of all races, who will now be granted pay increases of at least 30c/hour. Skilled workers will receive at least 40c/hour.

However, the Council of Unions of SA affiliated Steel Engineering and Allied Workers Union (Seawu), the only emergent black union on the council, refused to accept the agreement and will now consider leaving the council.

General secretary Jane Hlongwane says 'We refused to be party to the agreement and are adamant about our proposal of 50c/hour. The agreed increases are completely unacceptable. There is no closing of the wage gap — artisans who are in the top group will get an increase of R104/month whilst those in the lowest group will get R58/month. There is talk of percentage increase, but in real money terms, this is meaningless.'

The FM understands that Seawu had called for artisan increases to be held at 3%, and large increases to be granted to the lowest paid workers.

Says Seifsa's Sam van Coller "In previous years increases were finalised by now and many workers had already received their annual increases. The negotiations delay, combined with inflation has been a major cause of recent strikes."



**UNIVERSITY OF
EXAMINATION**

**UNIONS tm 21/5/82
Moderates move**

Last week's triennial conference of the SA Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society (BS) was something of a watershed. It was the first

SECTION 0

YOUR CANDIDATE MUST enter in column (1) the number of each question asked (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External

Boilermakers' Van der Watt ... pragmatic approach

All answer books must be numbered

BS multiracial congress (including blacks) Fred Ahrends, president of the union, told delegates the major task facing the executive was "creating the circumstances in which it will be possible to have a truly non-racial union"

He said that union registration should be automatic, separate from recognition, and that the decision to admit a union or employer's organisation to negotiating situations should not rest with the Industrial Registrar. In addition, he voiced concern that race is still a decisive element in determining the scope of registered unions.

Race has become a thorny issue for the 53 000-member union, a Trade Union Council of SA (Tucsa) stalwart. It has raised the question of whether the BS can remain within the body of established or registered unions without being dismissed as "a tied union carrying out only government's instructions" (Ahrends' comment).

However, creating a non-racial union is not easy. It will "not only require attention to the internal structure of the society, but also to such matters as conditions of employment and other social factors, such as basic education, which tend to perpetuate inequalities in our country at large," he said.

Perhaps the most significant decision of the conference concerned the composition of the BS executive. Ahrends said that "there must be specific representation on

the executive committee of the various population groups constituting the membership of our society"

The BS aims to eliminate branch-level separation and work towards full multiracialism.

Opposition to this move from some of the BS's fellow Tucsa members might be less strong than some expect. The Boilermakers' 1980 decision to go multiracial led to substantially increased member-

ship — up by more than 20 000.

"There was a rush of coloureds and whites to join the union. In fact, white and coloured membership has increased far more rapidly than black membership," says Ahrends.

The BS approach is essentially pragmatic and is characterised by general secretary Ike van der Watt's willingness to attend the recent summit meeting of the emergent independent union movement.

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
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NEWS

Board meets on mining dispute

By Drew Forrest

A Government-appointed conciliation board meets today in a bid to break the six-week deadlock over pay in the mining industry.

The board is a crucial step on the road to lawful strike action. If it cannot settle the dispute, mining unions may stage a strike ballot after 30 days.

The Council of Mining Unions (CMU) representing 25,000 white miners including members of the Mine Workers' Union, will seek to drive up the Chamber of Mines' earlier offer of a 5 percent pay increase. The CMU has demanded a 15 percent rise.

DISPUTE

And in the metal industries, the industrial council meets today on the dispute between 13 members of the Metal and Allied Workers' Union (Mawu) and their former employer, the Flekser metal company in Wadeville.

If the council cannot resolve the dispute, it will automatically be referred to the Industrial Court as an unfair labour practice.

The applicants claim as unfair the initial dismissal of three workers and the subsequent dismissal and re-employment of the entire 240-strong workforce after a strike.

According to Flekser management, the three were fired after disciplinary action following a refusal to work.

10 000
7 899
300
109
637
30
725

expenses
= policy 50
= refund 20
= separate
alculation)
of apportionment
= fee (3%)

1 694
1 525
152
17

of apportionment
= fee (10% of 1 525)

3 (to nearest R)
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55
184

nd and Master's fees

st X6 = 11 1/2 x 25 = R288 (nearest R)

12 x 25 = 300
12 x 25 = 300
1 1/2 x 25 = 37 (nearest R)
R637

10 00
10 00

Proceeds

Contribution by Creditor

Proceeds

Liquidation a/c
Motor Car a/c
Property a/c
Shares a/c

Schedule of Apportionment

Gross value c
R8 per each c
Master's fees

Concurrent claim 31

Rates to which
15 August X6 -
15 August X7 -
15 August X8 -

(R25 per month)

Rates:

189 ~~182~~ FM 28/5/82

The turn of the screw

There will be a major shake-up in the motor industry this year when Iscor starts producing Supraform, a new high tensile steel

On the one hand Supraform will be a boon in that it will save up to 30% of motor car body mass, because it is stronger and more easily formable than conventional steel. On the other hand it will force many manufacturers to revise the way in which they achieve the government requirement that at least 66% of a car's mass should be locally sourced.

Supraform will be used mainly for pressings, which are usually chosen for local manufacture ahead of the relatively heavy engines and gearboxes. But using Supraform to make these components lighter, could force some manufacturers to make engines and other complex components locally to make good the overall local content requirement.

There are certain rebates at present to encourage lightness, but in many cases these will only partly offset the penalties incurred for dropping below the specified local content level.

A one ton car needs 660 kg of local content, of which 50% is in sheet metal. Soon most of it could be replaced with the lighter Supraform. Currently this gives a small car about 50% potential for local body content, of which between 80% and 90% is reasonably easily attained. To that is then added castings, forgings, machined items, trim, brakes, rear axles, steering geometry, drive shafts and prop shafts, which take the overall content to more than 66%.

Lou Wilking, MD of General Motors SA, foresees a definite need to use locally produced engine components to maintain local content levels. "The engine accounts for between 12% and 14% of vehicle mass, leaving about 87% to play with. Out of that, there are some very expensive items like transmissions and steering and some instrumentation — things that are not available locally.

"This leaves 72% local content but the last few percentage points above 66% are costly and become difficult to reach should bodies get lighter."

GMSA might solve the problem by sending locally produced manifolds, valve rocker covers, flywheels and other engine components overseas to be built in by the engine source plant.

"The big problem when you are close to 66% local content is supplier let-down," says Wilking. "You have a penalty of 95% on the retail price of the car if you don't make 66% and you need a comfortable margin above this in case an individual lo-



Car production ... lighter pressings reduce local content

cal supplier lets you down

"GMSA built engines way back in the Sixties. However we subsequently decided to close our local engine plant because it was being overtaken by technological developments overseas. We think that to put in an engine plant now would have similar results.

"Having said that, we might have to find a solution somewhere along the engine line. Some kind of value factor in local content would ease the burden, but government isn't listening."

Herbert Renz, local content development manager of UCDD, says SA has reached its technical limit in local content. "The new Mercedes Benz 'S' series uses high tensile materials in side members, cross members, floor frames and component carriers. This reduces material thicknesses so that, overall, the 280 SE is 10% lighter than the previous model.

"We have gone for lighter materials in the engine compartment too and weight savings definitely affect the local-content ratio enough to make things difficult."

UCDD assembles its own engines in East London and, in the case of the 280, attains 80% local content. About 85% of body pressings are local but future mass savings will be in suspensions and axles.

BMW stands firm by its declared policy to import engines, admitting that the economics of maintaining local content might be more difficult in future. Excluding engine and gearbox, there is about 76% avail-

able for local content, of which BMW currently attains 68% — only slightly above minimum. Adding more body components will incur a high investment for a low increase in local content.

Iscor calculates sales potential for standard Supraform at an average 33 000 t/year. Sales of Supraform TM, an even stronger metal, should average between 2 000 t and 3 000 t.

Limited quantities have been produced which are being used for some box chassis members, side members, cross members, floor frames and component carriers. Tests are in hand for sills, wheel arches, wheel rims and wheel centre pressings.

Body pressings will follow when trial pressings of cold-rolled Supraform have been completed overseas.

Small cars will be less vulnerable to future losses in mass since most are fuel-efficient designs which already have lightweight bodies.

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Every book is to be torn out.

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(179) ~~WESP~~ RDM 28/5/82

Breakthrough in metal industry pay agreement

Other

Diamond Jewelle Optical S.A. As S.A. Di

By STEVEN FRIEDMAN
Labour Correspondent

THE first-ever formal wage agreement between a company and a union in the metal industries outside the official industrial council system was signed in Cape Town yesterday

ELECTRICI

The agreement, between marine engineering firm Trident Marine Services and a worker committee elected under the auspices of the unregistered General Workers Union, sets minimum pay at R1,78 an hour — well above the R1,43 minimum agreed at the industrial council earlier this month

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General

Johanne

CONSTRU

But, because workers in the marine engineering industry do not work a guaranteed five-day week, the rates are not strictly comparable with those in the metal agreement

One of the features of yesterday's agreement is that workers will be guaranteed at least three days' pay a week

This is regarded as a major breakthrough in the industry as workers do not work a guaranteed working week and could get less than three days' pay in slack periods

Trident Marine, a subsidiary of the Freight

Services Group, last year became the first company covered by the Industrial Council to agree to negotiate pay and conditions outside the industrial council system

The GWU now has a similar agreement with another Cape Town firm, Consam Engineering

A statement released by Trident Marine yesterday announced that the company had "successfully concluded negotiations with a committee representing its employees" It added that the committee had been "supported" in the talks by the GWU

It says the concept of three days' guaranteed pay "is of particular importance in the marine engineering industry"

Commenting on the sharp difference between its minimum rate and the industrial council minimum of R1,43 an hour, Trident says "Our relatively high rate should be seen as an attempt to compensate the employees for the lack of regular work and therefore regular earning opportunities"

Whether workers will earn more than those covered by the council agreement will depend on the volume of work in the industry

- Amalgamated Society of Woodworkers
- Amalgamated Engineering Union of South Africa
- Amalgamated Union of Building Trade Workers
- Black Allied Workers Union
- Blankebouwerkersvakbond
- Building, Construction and Allied Workers Union
- Building Workers Union
- Electrical and Allied Trades Union of South Africa
- Electrical and Allied Workers Union of South Africa
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union of South Africa
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, Industrial and Allied Workers
- Port Elizabeth Operative, Plumbers Employees Association
- S.A. Operative Masons' Society
- S.A. Woodworkers
- Steel, Engineering and Allied Workers Union
- S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

- Black Allied Workers Union
- Commercial, Catering and Allied Workers Union
- Concession Stores and Allied Trades Assistants Union
- Domestic Workers and Salesladies Association
- Kimberley Shop Assistants, Warehousemen and Clerks Association
- National Union of Commercial, Catering and Allied Workers
- National Union of Distributive Workers
- Pretoriase Vakbond vir die Kleinhandel Vleisbedryf
- Transvaal Retail Meat Trade Employees Union

Catering and Accommodation

- Commercial, Catering and Allied Workers Union
- East London Liquor & Catering Trades Employees Union

Pay deal

AKGUS 28/5/82

22pc up

on official

basic rate

Labour Reporter

A NEW wage agreement made between the management and workers of Trident Marine Services outside the official collective bargaining system, guarantees workers a wage almost 22 percent higher than that specified by the Industrial Council Agreement.

The workers, all members of the unregistered General Workers' Union, and management have agreed on a minimum rate of pay of R1 78 per hour.

The minimum wage in the Industrial Council Agreement for the steel and engineering industry is R1,46 per hour

MINIMUM

Because of the fluctuations in work demands in the marine engineering industry, the management has also agreed to guarantee workers a minimum of three days pay a week

This agreement is the first outside the official agreement to be reached with an affiliate of the Steel and Engineering Federation of South Africa (SEIFSA)

Mr David Lewis general secretary of the General Workers' Union said the agreement took account of the needs of the marine engineering industry in a way that the Industrial Council Agreement has never been able to do

The marine engineering industry's whole working schedule is chaotic. This agreement stabilises workers' earnings and the labour force. It is a more rational basis to proceed from than the Industrial Council," he said

Amalgamated Engineering Union
Media Workers Association
Paper, Wood & Allied Workers
S.A. Boilermakers, Iron & S.A. Electrical Workers
S.A. Society of Journalists
S.A. Typographical Union
South African Allied Workers

National Union of Furniture
Paper, Wood and Allied Workers
South African Allied Workers

Wood & Wood Products, Inc

Trunk & Box Workers Industrial
Transvaal Leather and Allied
Textile Workers Union (Transvaal)

Textile Workers Industrial Union

Tanning, Footwear and Allied Workers Union

Tailoring Workers, Dressmaking & Furriers
S.A. Canvas & Ropeworkers Union (Cape)

S.A. Canvas & Ropeworkers Union

South African Allied Workers Union (SAAWU)

National Union of Textile Workers

National Union of Leather Workers

National Union of Clothing Workers

General Workers Union of South Africa

General Workers Union

Garment Workers Union (Western Province)

Garment Workers Union of South Africa

Garment Workers Industrial Union (Natal)

Black Allied Workers Union

African Trunk & Box Workers Union

African Leather Workers Union (Transvaal)

African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging

National Union of Cigarette & Tobacco Workers

African Tobacco Workers Union

Tobacco

Witwatersrand Brewing Employees Union

Witwatersrand Baking & Confectionery Industrial

Western Province Sweet Workers Union

S.A. Electrical Workers Association

S.A. Boilermakers, Iron & Steelworkers, & South African Allied Workers Union (SAAWU)

Sugar Industry Employees Union

Sweet Workers Union

Sweet Workers Industrial Union (Natal)

CAPE Times 28/5/82

Engineering wage deal first in industry

By PHILLIP VAN NIEKERK
 A WAGE deal bypassing the official bargaining system has been negotiated between a local engineering company, Trident Marine, and a workers' committee backed by the unregistered General Workers' Union
 This is the first time a company affiliated to the Steel and Engineering Industries Federation (Seifsa) has successfully concluded wage negotiations with a trade union outside the industrial council system
 Earlier this month, Seifsa reached agreement

with registered trade unions over pay and working conditions for 500 000 workers in the metal industry, arriving at a national minimum of R1,43 an hour
 Agreement came in the face of a wave of strikes over wages by metalworkers on the East Rand and after a dispute had been declared by the registered unions
 According to a statement released by the company yesterday, the new minimum pay level for Trident Marine workers is R1,78 an hour and for the first time the workers are guaranteed pay for three days a week.
 "In relation to the recently-negotiated Iron and Steel Industrial Council agreement our relatively high rate of R1,78 per hour should be

seen as an attempt to compensate the employees for the lack of regular work and therefore regular earning opportunities"
 Mr David Lewis, general secretary of the GWU, said the wage deal — including the three-day guarantee — was particularly suited to the needs of the marine engineering industry, which the industrial council agreement did not take into account.
 "This means that no matter how little work there is for them, the workers will be assured of taking home a certain minimum wage every week. This benefits both the workers — whose earnings increase — and the employers — who can now rely on a stable workforce"

BUSINESS BRIEF	
Gold (close)	\$325,25
FT index (close)	584,30
RDM 100	536,70
Dow Jones	824,96

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION
 Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

- Black Allied Workers Union
- Farmworkers Union
- Food and Canning Workers Union
- National Certified Fishing Officers Association
- Orange-Vaal General Workers Union
- Trawler and Line Fishermen's Union

MINING AND QUARRYING

- Amalgamated Engineering Union of S.A.
- Amalgamated Union of Building Trade Workers
- Amalgamated Society of Woodworkers of S.A.
- Black Allied Workers Union
- Black Mineworkers Union
- Federated Mining Explosives and Chemical Employees Union
- Iron Moulders Society of S.A.
- Mine Coloured Staff Association of South Africa
- Mine Surface Officials Association of South Africa
- Mine Workers Union
- S.A. Boilermakers, Iron and Steel Workers Shybuilders and Welders Society
- S.A. Electrical Workers Association
- S.A. Engine Drivers, Firemen and Operators Association
- S.A. Technical Officials Association
- Underground Officials Association of S.A.

MANUFACTURING
 Food & Beverage
 African Food
 Amalgamated Bakery Empl
 Black Allied Bakery Empl
 Boland Inn
 Brewery Empl
 Cadbury In-
 East London
 Food and Ca
 Food, Bever
 General Wor
 General Wor
 Natal Baking
 Natal Sugar
 National M
 National Un
 National Un
 National Un
 National Un
 Operative Ba
 Pretoria B

Cape Times
2/6/82 189
GWU
signs
another
contract

A SECOND formal wage agreement to bypass the metal industry's industrial council was signed in Cape Town yesterday — within a week of the first. Negotiations between Consani's Engineering and a worker's committee belonging to the General Workers' Union (GWU) were concluded yesterday, setting new wage levels and a minimum rate of R1,60 an hour. It is 17c higher than the negotiated industry-wide minimum of R1,43.

Last week the GWU concluded a wage deal with Trident Marine, the first time a Steel and Engineering Industries Federation (Seifsa) company had formally negotiated wage levels outside the industrial council.

Consani's management said "In the past the company has endeavoured to pay above the industrial council minimum levels for labourer categories, and the recently concluded arrangement has ensured the continuation of this policy.

"Across the board increases remain in line with the metal industries industrial council agreement."

Miss D1 Cooper of the GWU said the union was satisfied with the agreement. "We believe that in-plant bargaining is a better manner of reaching agreement because it allows for full worker participation in the negotiating process.

"Workers are now earning more, management are provided with a more satisfied labour force, productivity is better and sound industrial relations are fostered."

Miss Cooper said the minimum hourly wage at Trident Marine (R1,78) was much higher than Consani's, but this was because of the variable rate of work in the marine engineering industry.

Engineering firms in wage deals

ARGUS 2/6/82
189
ZAB

Labour Reporter

TWO major engineering firms have this week made wage agreements with workers committees backed by unregistered trade unions outside of the official collective bargaining systems.

The management of Consani's Engineering and the General Workers' Union factory committee have agreed to a minimum wage of R1,60 an hour in an in-plant agreement which by-passes the official industrial Council Agreement.

Earlier Trident Marine a marine engineering firm, agreed to a minimum wage of R1,78 an hour for its workers who are also members of the General Workers' Union.

THE FIRST

This was the first time a firm affiliated to the Steel and Engineering Industries Federation of South Africa (SEIFSA) had signed an agreement with a union outside the Industrial Council.

The minimum wage stipulated by the Industrial Council for workers in the steel and engineering industry is R1,46 an hour.

A spokesman for the General Workers' Union said the in-plant agreement was more rational than the Industrial Council Agreement and allowed for greater worker participation in the negotiation process.

"It is a way of negotiating which suits both management and workers. For management it takes account of the particular needs in their industry as well as establishing sound labour relations in their factory."

REALISTIC

For the workers it establishes a more realistic wage rate than that set by the Industrial Council, said the spokesman.

Consani's Engineering said in a statement that in the past, the company had tried to pay above the Industrial Council minimum levels for labourer categories. "The recently concluded arrangement has ensured the continuation of this policy," they added.

SR
station

SERVICES

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RKERS

Cape Town Gas Workers Union
Escam (Cape Western Undertaking) Salaried Staff Association
Escam Salaried Staff Association
Escam Workers Association
General Workers Union
Johannesburg Municipal Water Works

ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union

Other

Commercial,
East London

Catering and

Transvaal

Pretoria V

National Uni

National Uni

Kimberley Sh

Domestic Wor

Concession S

Commercial,

Black Allied

Wholesale & R

Wholesale & R

S.A. Electric

Steel, Engine

S.A. Woodwor

S.A. Operativ

Port Elizabeth

National Uni

Metal and Al

General Work

Engineering

Engineering

Electrical a

Electrical a

Building Wor

Building, C

Blankenboug

Black Allied

Amalgamated Union of Building

Amalgamated Engineering Union

Amalgamated Society of Woodwor

CONSTRUCTION

189
189
**'Strikers
dismissed
themselves'**

Own Correspondent

FAST LONDON — About 150 employees of Bundy Tubing Company in King William's Town have been dismissed after striking for five days for a wage increase.

A company spokesman said most of the employees refused to work demanding the minimum hourly rate be increased to R2. Management refused to negotiate on the issue before the workers returned to work.

"The workers left the factory and did not return last week, thereby dismissing themselves," the spokesman said.

He said about six of the employees earned the minimum rate of R120 an hour, but refused to say what others were earning.

The company had begun interviewing former employees to fill the vacancies, he said.

See "Holidays in the Bush — a safari exhibition currently showing at the Rondebosch, Carlton Centre

TOMORROW

A travel exhibition highlighting winter sports is on at Sandton City, Rivonia Road, Sandton. There is a practice ski pad and expert instructors will show you how to ski. You can also win two tickets to Geneva in a competition at the exhibition.

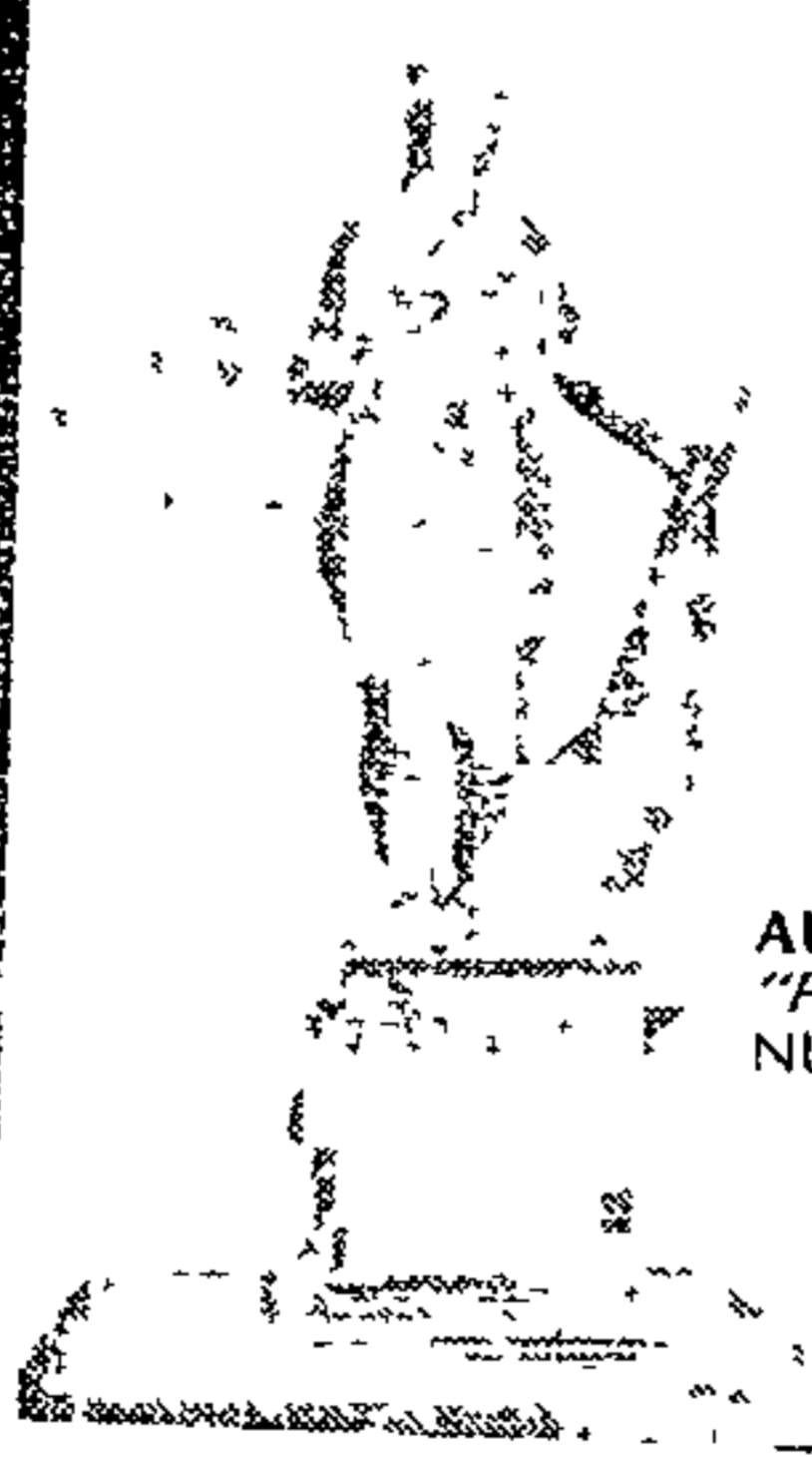
The Planetarium, Yale Road, Braamfontein presents a sky programme, "Star Bound," tonight at 8 pm. Adults R2 and children R1. Tickets are available at Computicket. Inquiries 28-3040.

The Everard Read Gallery presents original paintings by South African and overseas artists at the Standard and General Insurance Building, Harrison and Marshall streets, Johannesburg.

The Bensusan Museum of Photography with a library reputed to be one of the world's best is open today from 9 am to 1 pm and 2 to 5 pm.

**HIGHLY IMPORTANT
ART AUCTION**

**WEDNESDAY
2nd JUNE
8 pm**



AUGUSTE RENOIR
"Petite Venus de Boule"
NUMBER 90

SOUTH AFRICAN ART:

Frans Oerder, J H Pierneef, Gwelo Goodman, J E A Volschenk, Hugo Naude, Irma Stern, Maurice van Esche, Robert Broadley, Tinus de Jongh, Richard Cheales, Gordon Vorster, Clement Serneels, Ephraim Ngatane, Otto Klar, Roworth, Irma Stern, Mel Brigg, W H Coetzee, Jan Wolt, S J

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Orange-Vaal General Workers Union
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union

Food and Canning Workers Union
National Certified Fishing Officers Association

Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers
Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Firemen and Operators Association

S.A. Technical Officials Association

Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and

Amalgamated Engl

Bakery Employees

Black Allied Wor

Boland Immaakwe

Brewery Employe

Cadbury In-Camp

East London Meat

Food and Canning

Food, Beverage &

General Workers

General Workers

Natal Baking Ind

Natal Sugar Ind

National Milling

National Union c

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National Union o

Operative Bakers

Pretoriase Bakery

Employees

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150 sacked over strike for R2 an hour

Argus Bureau

EAST LONDON — One hundred and fifty employees of Bundy Tubing Company in King William's Town have been dismissed after striking for five days for a wage increase

A company spokesman said most demanded that the minimum hourly rate be increased to R2

Management refused to negotiate before the workers returned to work

"The workers left the factory and did not return last week, thereby dismissing themselves," the spokesman said

Six of the employees earned the minimum rate of R1,20 an hour

The spokesman said the company was interviewing ex-employees to fill the vacancies

Asked if the company would re-hire all those dismissed the spokesman said "We are looking at ex-employees"

ARGUS 2/6/82 11/89

(pe)

10 strikers rehired

D. Dispatch 3/1/82

KING WILLIAM S TOWN — Employees dismissed from Bundy Tubing Company here after a four-day work stoppage last week are being interviewed by management after reapplying for their job

A company spokesman declined to say how many of the 150 dismissed workers who were demanding higher wages had been reinstated

However, out of the dismissed workers only 10 had regained their jobs although the majority had reapplied. He said none of the eight worker representatives had been reinstated

The company spokesman would not comment on this and declined to elaborate beyond a statement confirming the stoppage and worker dismissal. He said that 10 of the dismissed workers had been reinstated.

- National Union of Furniture
- Paper, Wood and Allied Workers
- South African Allied Workers
- Paper & Paper Products, F
- Amalgamated Engineering Workers Association
- Paper, Wood & Allied Workers
- S.A. Boilermakers, Iron & Electrical Workers As
- S.A. Society of Journalists
- S.A. Typographical Union
- South African Allied Workers

Wood & Wood Products, including Furniture

- African Garment Workers Union (Natal)
- African Leather Workers Union (Transvaal)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union (Natal)
- Garment Workers Union of South Africa
- Garment Workers Union (Western Province)
- General Workers Union
- General Workers Union of South Africa
- National Union of Clothing Workers
- National Union of Leather Workers
- National Union of Textile Workers
- South African Allied Workers Union (SAAWU)
- S.A. Canvas & Ropeworkers Union
- S.A. Canvas & Ropeworkers Union (Cape)
- Tailoring Workers, Dressmaking & Furriers Industrial Union
- Tanning, Footwear and Allied Workers Union
- Textile Workers Industrial Union
- Textile Workers Union (Transvaal)
- Transvaal Leather and Allied Trades Industrial Union
- Trunk & Box Workers Industrial Union

Textiles, Clothing, Leather and Footwear

- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Workers
- Rustenburg Tabakwerkersvereniging

Tobacco

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union

ISCOR'S WORLD RECORD

189 FM 4/6/82

The world's largest electrically heated induction furnace — with a capacity of 1 500 t of hot metal and costing about R15m — is nearing completion at Iscor's Newcastle steelworks. The furnace is intended to mix molten iron from the different blast furnaces to allow iron of a more constant composition to be fed to the three basic oxygen furnaces (BOFs) used for converting the iron to steel.

The new furnace, which is being erected under the same roof as the BOFs, will operate at a temperature of around 1 300°C. It will take an electrical input of 15MW — a world record for this type of operation — to keep the load at this temperature.

Secondary motive

A secondary motive for introducing the induction furnace is to provide a "buffer" stock between the blast furnaces and the BOFs, in case of an interruption in the flow of molten metal.

A further aspect of the high-heat content of the fully loaded furnace will be the ability to switch off the power input at times of peak electricity demand. This capability will assist Escom greatly by removing the need for possible load shedding in other areas.

When fully charged, the furnace will have a total mass of nearly 3 000 t, a good proportion of which will comprise the refractory lining. The furnace has correspondingly impressive dimensions — it is 15 m long and 8 m in diameter.

Cold scrap will be fed in at a rate of 30 t/hour to stabilise the temperature and prevent overheating. Despite its size, the furnace will tilt on special rollers fitted into the cradle on which it rests.

It was manufactured in four sections at the Vecor works at Vereeniging and transported by road to Newcastle, where the sections were assembled on-site. It was designed, built and erected as a turnkey project by Infurnco of Boksburg (a local subsidiary of Ajax Magnethermic Corporation of Ohio, USA).

The latest annual report records Iscor's intention for the moment to invest capital only to improve the efficiency of existing steelworks rather than to expand capacity over-all at a time of a world steel glut — so-called capital deepening. The new induction furnace can be regarded as a good example of this policy which will stay in force until prospects brighten.

IKE VAN DER WATT FM 4/6/82

185

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A maverick's line



Ike van der Watt is general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society (BS), one of the fastest growing es-

tablished unions. He is also one of SA's most experienced and respected trade union leaders

FM The BS stance is increasingly diverging from the mainstream Tucsa view. Do you see any possibility of having to leave the Tucsa fold?

Van der Watt No. The BS once withdrew from Tucsa, but I brought the union back to Tucsa. We don't want to operate on a limb. Even if we do not agree on all issues at least we have a forum where we can talk. If we withdrew from Tucsa the union's position would be weaker than it is now. In fact, if it were possible we would also be members of the Federation of SA Trade Unions (Fosatu), but this is not possible at this stage.

Some Tucsa leaders have been involved in unionism since the Thirties. Are they in touch with present trends in the labour movement and are they likely to block constructive change in the future?

There are already signs of a re-think on a number of significant issues, so those who may attempt to block constructive change will find resistance to change increasingly difficult. Some unions are very conservative in their outlook and have got themselves into a rut. I would like to see them moving out of that rut, tying up with some of the newer unions and forming a united trade union movement.

You were recently praised for your willingness to attend the recent emergent union summit by many people outside of Tucsa, but are generally regarded within Tucsa as something of a maverick. Do you experience personal hostility within Tucsa?

Yes, mainly because I criticise not what Tucsa is doing but what it is not doing. But I still express my opinions freely. If people don't agree they're free to say so. I think that any unionist who isn't willing to find ways of uniting the union movement isn't doing his job

properly. I'm prepared to talk to any organisation in order to understand the other view.

How do you see the possibility of uniting the trade union movement?

I think the greatest problem will be to get the established unions to come down a step or two. I think the emerging unions, as they gain experience, will adapt more easily.

What do you see as the greatest challenge facing the BS and Tucsa?

Some of the emerging unions are creating a polarising effect in the labour movement. They claim to be multiracial but their membership isn't. Unless we can find some way of reversing this polarisation process we will be in serious trouble. I don't believe that blacks organising blacks, or whites organising whites, will solve the problem. It will simply postpone it.

There is confusion about the racial composition of the BS. Could you clarify this?

We are not a non-racial union, rather a multiracial union. Our philosophy is to recognise racial differences, problems and backgrounds and then try to establish a multiracial union which takes cognisance of this and brings people together on the basis of equal opportunity. But the BS is segregated at branch level.

We are trying to integrate from the top down. We believe it is more important that the policy-making level of the union — the executive committee and the general council — are integrated at this stage. Once this is established, we can move down onto the shop floor.

Establishing separate branches guarantees each group its representatives at higher levels. Branch integration will then be possible at a later stage and we have started on this. There are already places where branches meet jointly, but on paper there are three branches simply to ensure their representivity.

The BS is committed to collective bargaining whereas some of the emerging unions are committed to in-plant bargaining. Is this posing a threat to your membership?

No, the other way around. Unless these unions change their position they will find themselves with problems. No union can keep membership if it can't give satisfaction and service. There are already signs of these unions having dif-

ficulty satisfying members in individual plants. They just haven't got the resources or personnel to negotiate and keep things going simultaneously.

If you want to start a new union, it is necessary to concentrate on plant-based bargaining to build up a power base. But if you want to grow, collective bargaining can't be avoided. We have members in 3 000 plants but there is no way we can negotiate in all these plants. Anyway, registration is the major problem today, not industrial councils — which are simply seen by some unions as a mechanism enforcing registration. What do you feel about registration?

My feelings land me in trouble with both sides. I think registration should be compulsory because the membership of any organisation which collects dues from them should be safeguarded. However, the present registration mechanism is impossible to implement. It is impractical and ridiculous and I would object very strongly if it were enforced. It should be amended and improved.

Your president indicated at your recent conference that you might be forced to consider some status other than being a registered union?

This is because of the registration/demarcation issue which is one of the major problems facing our union today. It's becoming increasingly difficult to organise selectively on a racial basis. You lose a tremendous amount of credibility if you start selecting who you want to organise and who you don't.

If the status quo is maintained we will have to seriously reconsider staying within the registered field.

To what do you attribute the rapid growth of the BS over the last three years?

The union has built up credibility over a long time even with the unregistered unions. But the main factor is that we have not gone into factories to organise until we were sure we could offer service.

Why did coloured and white membership grow rapidly and not black?

The slow growth in black membership was not surprising. We did not have any black organisers in the field when we decided to go multiracial. We had to institute training programmes before we could start organising.

Labour Reporter

WORKERS at Consani's Engineering are happier negotiating with management outside the Industrial Council system, the chairman of the workers' committee Mr Johnson Mpukumpa, says

He was commenting on the new wage agreement reached with management outside of the official system

The management of Consani's Engineering and the workers, who are members of the unregistered General Workers' Union have agreed to a minimum wage of R1,60 an hour in an in-plant agreement

The minimum wage stipulated by the Industrial Council agreement is R1,46 an hour

In-plant deal pleases workers

"This agreement with management is a very serious thing. You can't succeed with anything without co-operation. We have extended our hands to management by opening our hearts in this agreement."

"We have shown that workers are willing to participate in a good bargaining system which benefits both sides," said Mr Mpukumpa

He said it was wrong to think workers understood nothing about the Industrial Council system

"The workers must speak for themselves. The Industrial Council system does not allow this," he said

UPGRADE

Now that the workers had an agreement they were happy with they could concentrate on upgrading productivity, he said

Consani's Engineering is the second major engineering firm to negotiate an in-plant agreement with a General Workers' Union factory committee

ARGUS 3/6/82

189

SJ



Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers
Black Allied Workers Union
Electr... Trade Union of S.A.

Base Metal Industries and Manufacture of Fabricated Metal Products
Machinery and Equipment

Building, Construction and Allied Workers Union
Glass & Allied Workers Union
Glass Workers Union
National Cement Employees Union
National Union of Brick and Allied Workers
Transport & General Workers Union

Non-Metallic Mineral Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
Umbogintwini Industrial Workers Union
Weskapse Plofstof & Chemiese Operateursakbond

Chemical & Chemical Products, Coal, Rubber & Plastic Products

189 C. Herald 5/6/82

Pay boost for metal workers

HUNDREDS of Cape Town metal workers are to receive pay increases of up to 60c an hour after the unregistered General Workers' Union signed two wage agreements outside the Industrial Council system with two engineering firms in one week.

The management of Con-sani's Engineering and a GWU workers' committee on Tuesday signed an agreement setting new wage levels and a minimum rate of R1.60 an hour. The new Industrial Council minimum is R1.43, up from R1.13 last year.

The workers at Trident Marine have had their minimum pay increased to R1.78 an hour. Management has also guaranteed workers a minimum three days pay a week. This is seen as an important victory for the workers. Because of the fluctuating work demand, they have in the past spent many weeks without work, and also without money.

A member of the workers' committee said: "We hope that all the other companies in the other companies will take a keen interest in what we have achieved so far."

PROBLEM

A union official said the wage at Consani was lower because, as a structural engineering firm they did not have the problem of fluctuating work demands. Workers work a five-day week.

The Consani agreement affects about 400 workers and the Trident Marine agreement affects about 100 workers.

A GWU spokesman said: "We try to negotiate at plant level because, in this way, workers are allowed to participate fully in all decisions taken."

Higher wages lead to a more satisfied labour force, better productivity and sound industrial relationships."

189 C. Herald 5/6/82

LA
Star 8/6/82
Court to
rule in
metal
dispute

The Industrial Court is to rule on the long running industrial dispute between 13 metalworkers and their former employer, the Flekser metal firm in Wadewille.

The case had to pass through the official dispute-setting channels before being referred to the court.

A meeting of the metal industries' industrial council ended in deadlock last week and, according to a council spokesman, the dispute has been referred.

The workers, all members of Fosatu's Metal and Allied Workers' Union, have accused the company of a number of unfair labour practices.

DISMISSAL

They claim the dismissal of three workers in March and the firing and selective re-engagement of the 240-strong black workforce during the strike which followed was unfair.

The workers have also alleged that management refused to negotiate with a representative union.

Flekser is understood to believe that the union did not have majority support at the time of the strike. It has also said the three workers were dismissed after disciplinary action following a refusal to work.

The immediate object of the suit is to secure the reinstatement of the applicants, but legal sources say a favourable judgment in the action could pave the way for the re-hiring of about 40 workers who lost their jobs after the strike.

Star 8/6/82



Court to rule in metal dispute

SP
189
HOB

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Giant Iscor furnace on stream soon

Industrial week
2/6/82

189
263

THE world's largest electrically heated induction furnace, which has a capacity of 1 500 t of hot metal and costs R15-million, is nearing completion at Iscor's Newcastle Works

The furnace will mix hot metal from three 150 t basic oxygen furnaces — already established at the works — at temperatures of 1 300°C

Highest ever

The heat will be provided by electrical conductors with a loading of 15 MW — the highest electrical loading ever used for this type of operation

A 250 t ladle will charge the furnace with hot metal brought via torpedo cars from the blast furnaces

In addition 30 t of cold metal scrap will be fed into the furnace every hour to keep the temperature constant

3 000 t mass

When fully charged, the furnace, which is 15 m long and 8 m in diameter, will have a total mass of 3 000t

The furnace was designed, built and erected as a turnkey project by Infurnco of Boksburg in conjunction with the Ajax Magnethermic Corporation, Ohio US



The steel vessel of the world's largest electrically heated induction furnace under construction before being hoisted into place.

Picture courtesy of Iscor News

Room 9/6/82
**5 SA unions
'in the dock'
in Rome**

(199) (181) (134) (170)
Mail Correspondent

THE International Metalworkers Federation meets in Rome tomorrow to consider moves to expel five established South African trade unions

The expulsion moves follow charges brought against the five unions by two Fosatu affiliates, the Metal and Allied Workers Union (Mawu) and the National Automobile and Allied Workers Union (Naawu) that the unions had not co-operated with Fosatu unions

They alleged some unions had also tried to hamper their operation by organising rival 'parallel' unions

The general secretaries of the two unions have flown to Rome to present their charges

Mr Ben Nicholson, general secretary of one of the unions threatened, has rejected the charges and said "all hopes of co-operation" between established and emerging metal unions would end if the unions were expelled

By SIMON BLOCH

WORK on a R300 million ship repair yard near Port Elizabeth would probably start late next year, the managing director of the Algoa Bay Dockyard Development Company, Mr Henry Combe, said last night

Speaking at the monthly meeting of the Eastern Province Society of Engineers, he said there were still many aspects which needed investigation before work could begin

Building costs had risen sharply but the cost of repairing ships had risen even more quickly, he said.

He had no doubt as to the value of such a scheme. In Portugal in 1973, for example, ship repairs contributed 12,5% to the country's gross income.

His company's next "immediate step is to have an investigative market and technical study done. This will be taken care of by H P Drury, the world's top

Work on PE shipyard to start in '84

9/6/82 (189)
S. Post

company involved in the collection of maritime data," he said.

The proposed yard would cater for bulk carriers but there would also be facilities for other craft.

The site was self-contained and had the benefit of the "backup service of the industrially developed area of Port Elizabeth and Uitenhage".

An in-depth resources study of the area was being planned.

Mr Combe said that by 1986, 65 million tons of coal would be exported

from Richards Bay each year. This would require a specialised fleet of ships

Referring to the viability of a repair yard, he said these ships had to dry-dock every 18 months. It was most likely they would choose Algoa Bay for this purpose

Ships on the Brazil to Japan iron-ore route would also be likely to use Algoa Bay for repairs.

"It will also be a magnet to other forms of industry," he said

The yard would consist of three sections employing about 2 750 people, necessitating the building

of a township and housing scheme

Another project linked to the dockyard would be the construction of a hotel to cater for specialists who would have to be flown in to advise and work on repairs.

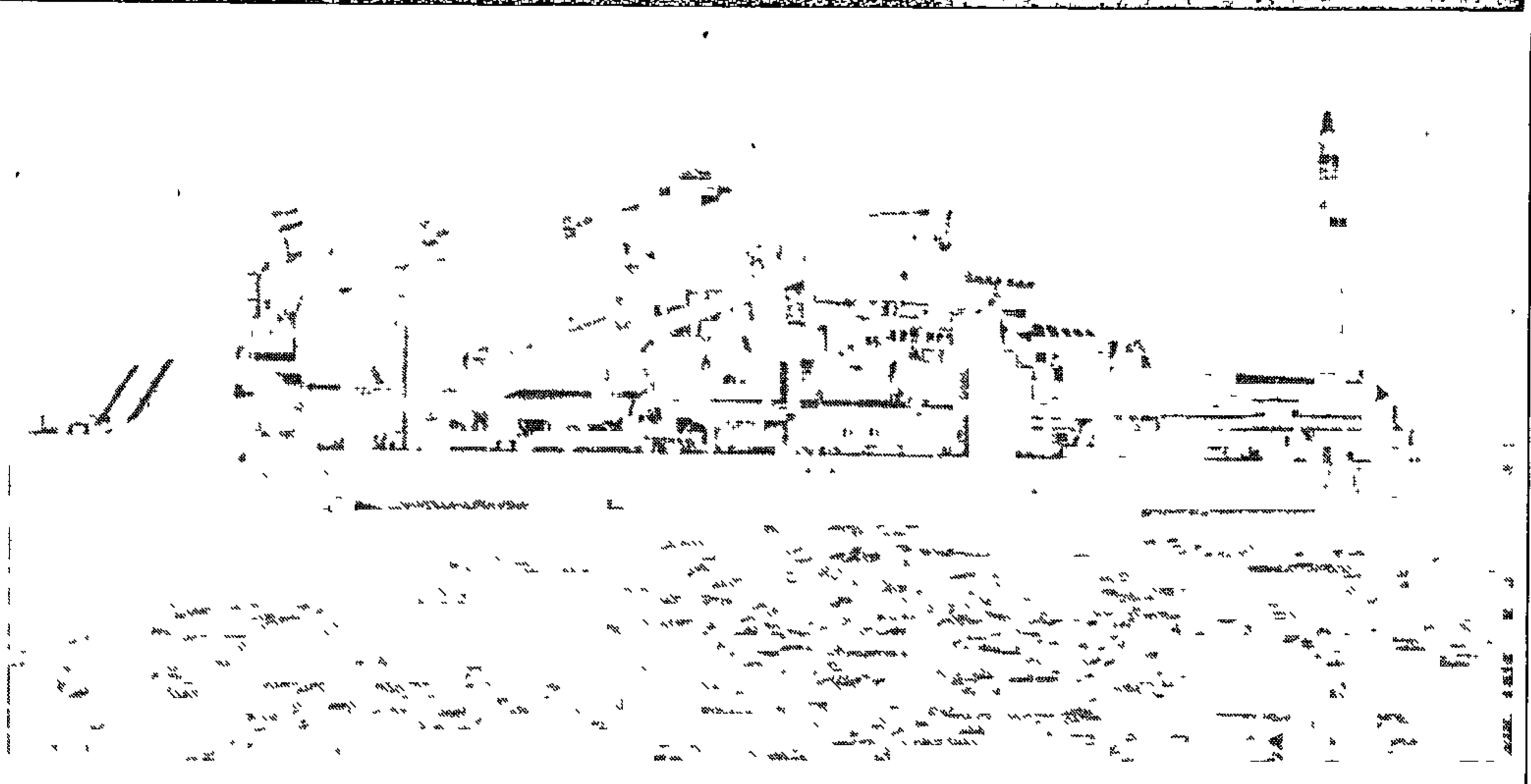
Besides a casual trade, the extreme distances to other dry-docks around the world and the astronomical costs of sailing to them could result in many ships having work done here because of simple economics

He said a 39% occupancy rate was necessary if the yard was to break even

Asked about the initial difficulties of getting such a mammoth operation under way, Mr Combe said the renowned dry-dock engineer, Manuel Perestrello of Portugal had offered to train top management and others for the first two years.

Mr Perestrello designed and built the dry-dock at Lisnave in Portugal

Dredger to work on PE shipyard?



The Dutch-built Marco Polo, largest self-propelled suction dredger in the world, may start work in Algoa Bay next year

Tentative deal for dredging operation

Post Reporter
THE world's largest self-propelled suction dredger, the Marco Polo, may be commissioned for work next year on the R300 million ship repair yard proposed for Algoa Bay.

This was stated today by the managing director of the Algoa Bay Dockyard Development Company, Mr Henry Combe.

He said the multi-million seabed dredging operation in the bay would begin after tests had established what kind of surface would be dredged.

The Marco Polo is 116 metres long and owned by the Belgian company, Jan Nul.

At present, it is dredging in oilfields off the Yucatan coast of Mexico. Built in Holland in 1979, it was originally designed for a dredging operation for the late Shah of Iran. But started because of the Iranian revolution.

The vessel can dredge to a maximum depth of 30 metres and is equipped with a 900mm wide delivery pipe which can deliver sand "spoil" from the seabed a distance of six kilometres and rocky spoil up to 1½ km.

The dredger has a crew of 45. It is completely self-positioning and has a top speed of 12 knots. Three auxiliary barges accompany the vessel.

SA unions
stay expelled
4/6/82
by metal
federation

Own Correspondent

ROME — Two South African trade unions have been expelled from the International Metalworkers Federation (IMF) despite a dramatic fight to stave off the move which will have world-wide repercussions.

Another two were admonished and given a year to comply to what one neutral delegate called "the rules".

EXPELLED

Two Turkish trade unions were also expelled from the organisation during its three-day meeting in Rome's posh Cavalieri Hilton hotel.

The expelled South African labour organisations, both with either white or coloured memberships, are the Amalgamated Engineering Union and the South African Electrical Workers' Association (Saewa).

The two allowed to stay in — "as long as they change their status" — are the Radio, Television and Allied Workers' Union and the Engineering Industrial Workers' Union. Both have predominantly coloured membership.

APARTHEID

A high ranking executive of the Italian Metal Workers' Union said "In other words, the two South African unions who have been let off for the time being must take speedy action to get rid of apartheid inside their organisations".

The unions who made the expulsion request for all four labour organisations are the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union.

Both largely black movements are affiliated to the Federation of South African Trade Unions.

12/6/82

Steel industry looks ahead

Mercury Correspondent

189 Mercury

JOHANNESBURG — The South African steel industry is expected to spend between R1 600m and R1 800m on capital investment over the next five years.

Dr Tommy Muller, chairman of Iscor, told delegates to the recent Council of Mining and Metallurgical Institutions congress that the excess of production capacity over domestic steel requirements would continue for some years

The capital investment would be aimed at improving quality and productivity, and also at lowering the cost of production

Dr Muller said SA was one of the few countries in the world that could look forward to significant growth in its steel industry in coming years

'The Southern African sub-continent with its vast natural resources has reached the stage of economic maturity where the standard of living of a large part of the population is improving rapidly

'This will reflect in a greater per capita usage of steel, which in turn will mean an expanding steel industry'

Large SA reserves of high and low grade ore, non-coking coal and fluxing materials assured the future of a big primary steel industry, said Dr Muller, although it would be based on different technologies from those

used now

For the immediate future, coking coal would be used in the production of most of SA's steel, but because of the lack of good coking coal and of large reserves of other coals, Dr Muller said there was a strong incentive for future increases in production capacity and for the replacement of obsolete plant capacity to develop and adopt technologies which used non-coking coals

He said this trend was already under way, with one solid fuel reduction plant in operation, three in the process of construction — Iscor Vanderbijl, Scaw Metals and Union Steel — and one in the planning stage at Iscor in Pretoria

Turning to export prospects, Dr Muller said SA had for the past six or seven years exported finished steel to many countries, and this market would continue, 'but in limited tonnages'

'I do foresee that once world-wide steel consumption has caught up with production capacity, there will be a place for the large-scale production of semis, with the production of finished steel taking place in the country of usage'

Because of the big demands on the SA steel industry to meet the growth in Southern Africa, Dr Muller said the large-scale production of semis would most likely be by way of combined ventures between overseas steelworks and SA companies

US objects to subsidised SA steel

189
~~377~~ 79

Staw
14/6/82

By John D'Oliveira

WASHINGTON — The United States Department of Commerce took action at the weekend which could seriously affect the South African steel industry's R140 million US market

Reacting to complaints from the beleaguered US steel industry, the department announced a preliminary finding that nine countries were subsidising their steel exports to the United States. South Africa, Brazil, Germany, France, Italy, Luxembourg, the Netherlands, Great Britain and Belgium

The department will make its final subsidy determinations by August 24. By October 8, the International Trade Commission must determine whether subsidised imports injure or threaten to injure the US steel industry

If such a finding is made, countervailing duties (equal to the degree of subsidy) will

be imposed before October 15

Because South Africa is not a signatory to the United States export subsidy code, it does not receive the "injury test" and countervailing duties will be imposed if the Commerce Department's final determination confirms the weekend announcement — as most observers expect it will.

Importers of the offending steel products must lodge — immediately — cash or bonds with the Department of Commerce equal to the estimated subsidy to assure payment of the countervailing duties when the final findings are made

This means the importers of South African steel products will have to lodge anything up to R15-million if they want to continue importing the affected products

The Department of Commerce ruling affects exports to the US from the South African Iron and Steel Corpora-

tion and from the Highveld Steel and Vanadium Corporation

It estimated that a subsidy of from 12,5 percent to 16,3 percent was built into the price of Iscor's exports of structural steel, plate, hot-rolled carbon and alloy steel bars, cold-formed carbon steel bars, hot- and cold-rolled sheet and galvanised sheet

ELEMENTS

Highveld Steel's exports of structural steel and steel plate were estimated to contain a subsidy of from 9,6 percent to 9,9 percent.

The elements of the subsidy were not specified but the department took into account a number of factors including taxation advantages, transportation subsidies, export subsidies, low-interest government loans and a string of other factors

The department said that South Africa exported a total of 371 000 tons of steel products to the US in 1981 worth an estimated R138 million

Of these exports, 284 000 tons valued at about R102-million appeared to have been subsidised.

Locals 'knock' opposition

By Priscilla Whyte

THE CUSTOM duties being levied on pneumatic cylinders and CKD kits (completely knocked down kits) are making local manufacture a viable proposition, says Ron Hancox, MD of Sperry Vickers

Hancox explains "Local volumes are small in comparison to international production but this is not so critical with the 20% duty on imported cylinders and CKD kits as well as the 10% imports surcharge."
"Hopefully we will be able to offer locally

Honing facilities at Vickers Engineering for the local production of R12-million worth of hydraulic and pneumatic cylinders, power packs and systems.

machined cylinders at the same price as we can import them"

Hancox says Sperry Vickers is already partially manufacturing and totally assembling pneumatic cylinders in SA. It will probably achieve a local manufacturing content of 100% within the next six months

Hancox estimates that the pneumatic market in which he is involved (cylinder valves, actuators, air filters) to be worth R25-million to R30 million a year

He says the total fluid power industry is moving into a slower growth period with a possible growth of 20% in the pneumatics industry

Sperry Vickers in increased its pneumatic turnover by 37% in 1981 and is aiming at a 20% market share

Kurt Auf der Heyde MD of Festo sets the growth of the pneumatic market segment in which he is involved between 10 and 15% for 1982 — local manufacture of pneumatic cylinders, electronic controls and training equipment and service for fluid power

He says "If I go by the development of the training market only in fluid power, the market is growing between 150% and 250% annually in terms of training equipment sales and the number of trainees participating in seminars."

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Industrial Week

15/6/82



SA metal unions may revive IMF alliance

By Drew Forrest
The South African coordinating council of the International Metalworkers Federation (IMF) may be resurrected now that two local affiliates have been expelled from the giant international workers' organisation

The general secretary of Fosatu's National Automobile and Allied Workers Union (NAAWU) Mr Freddie Sauls, said remaining IMF affiliates would hold a planning meeting in about a month "to look at whether closer co-operation is now possible"

The meeting would take place after consultation between the delegates to last week's IMF conference in Rome and their union executives, Mr Sauls said

The local coordinating council of the IMF collapsed in 1980 amid bitter recriminations

At the Rome conference, the IMF central committee ousted two South African metal unions with white membership, the SA Electrical Workers Association and the Amalgamated Engineering Union

The decision was prompted by a request by Naawu and another Fosatu affiliate for the expulsion of four local unions. The target unions were accused of racial exclusiveness

Two other local IMF members with coloured membership, the Engineering Industrial Workers Union and the Radio, TV, Electronic and Allied Workers Union, were given 12 months to mend their ways or face expulsion

"Now that the air is cleared, there is a chance of the coordinating council being resurrected," Mr Sauls said

Commenting on the expulsions, Mr Sauls said he "regretted that it had to come to this," but that circumstances had left the IMF no alternative

16/6/82
Stew

SA
USA
USA

Men, firm fined for breach of Atomic Act

CAPR TIMES 16/6/82 (184)

Staff Reporter

A KEMPTON Park company and two men were yesterday fined a total of R3 100 for contravening certain sections of the Atomic Energy Act which authorize use of radioactive material for inspection purposes

The State alleged that on April 22 at the Salt River power station, Melvin John Freeman, 35 of Paul Avenue, Edenglen, Edenvale, Johannesburg, Paul Michael Stone, 34, of Washington Street, Claremont, and Industrial Inspection (Pty) Ltd, of Derick Road Spartan, Kempton Park

- Failed to ensure that authorized persons used radioactive material, in that a worker, Mr Mohammed Gaffoor, was allowed to do industrial radiography. Alternatively, they failed to take measures preventing Mr Gaffoor from handling radioactive material — an Iridium-192 source — without the approval of the holder of the authority

- Unlawfully employed Mr Gaffoor as a radiation worker without having him medically examined

- Failed to issue Mr Gaffoor with a readable dosimeter,

- Failed to ensure in an appropriate way that Mr Stone and Mr Gaffoor notified the responsible person, as well as the occupier of the premises or place of work, that radioactive material had been lost. Alternatively, that they failed to immediately notify the Atomic Energy Board (AEB) that radioactive material had been lost, and that they failed to take all reasonable steps to recover the radioactive material

- Failed to keep a logbook for each sealed source used for industrial radiography

Two other charges were withdrawn. Freeman, who also represented the company, pleaded guilty to five charges. The company was fined R1 000 on count one, R200 on count two, R500 on count three, R500 on the alternative to count four, and R200 on count five.

He also pleaded guilty to the same charges in his capacity as director of the company. He was cautioned and discharged on counts one to three and on count five. He was also convicted on the alternative to count four and fined R200.

Stone pleaded guilty to the fourth charge and was fined R500. He was acquitted on the remaining charges.

Mr Adriaan Pretorius Hanekom, a radiation inspector with the AEB, said a main function of the board was to exercise control over the use of radioactive material. Body cells might change when hit by high energy photons which were "highly penetrating", and radiation



Paul Michael Stone, above, and John Freeman, below, leave the Regional Court yesterday



burns or cancerous growths could also be caused

The AEB came to know about the loss of the isotope, which was small shiny object encapsulated in a stainless steel container, in a letter by Freeman five days after the loss.

Stone told the court he received a telephone call from Mr Gaffoor who said he had lost the isotope. He drove from Bellville to the power station, where he managed to locate the isotope.

He said there was no danger to other persons as the isotope was shielded by the steel plates of the boiler. Freeman returned from Johannesburg next day and together they had located the isotope and rendered it harmless.

The prosecutor, Mr T J Prins, said there was a lack of supervision and it was clear that Stone was not qualified to work as a radiographer.

Mr J S C van Graan was the magistrate. Mr T J Prins prosecuted. Mr S C Mortinson appeared for Industrial Inspection, Freeman and Stone.

Riot

police

disperse

Alusaf

workers

Mercury Reporter

ABOUT 1700 workers were dispersed by riot police early yesterday at the Richards Bay Alusaf plant when they stopped work in support of wage and pension demands

Alusaf's managing director, Mr D E J van Vuuren, said they had been discussing certain issues with the workers' committee over the past few months and their major problem had been the metal industries' pension fund, administered by Seifsa

The Seifsa fund sparked off a number of the pension strikes last year which had continued even after the proposed Pension Preservation Bill had been dropped because the fund had its own preservation clause

Mr van Vuuren said he had explained to the committee that the preservation clause no longer existed and that a member's contribution would be paid out six months after he left the company.

Increase

The workers' committee suggested that their pension money be withdrawn from the Seifsa fund and insisted they be allowed to join the Alusaf pension fund, he said

He said they had also discussed wage increases, which, following the Metal Industries' Industrial Council agreement, would be a general increase of 30c an hour — putting the minimum wage up to R1,36

Workers had not accepted this and had demanded that their wages be put up to a minimum of R2 an hour, he added

The entire black workforce had staged a sit-in at the company premises, demanding that they be given a guarantee that their pension money would be transferred to the company's fund and that the management discuss their wage demand

Mr van Vuuren said he had tried to explain the company's position to them and then gave them half an hour to think it over and either return to work or go home

'When they refused to disperse I had no choice but to call in the police,' he said

Workers still out

Mercury Reporter

STRIKING workers from Richards Bay Coal Terminal yesterday continued their stoppage in demand for the immediate repayment of their pension money

The managing director of the company, Mr Mike Dunn, said yesterday about 455 workers had 'discharged themselves' by walking off the plant on Tuesday

However, he said he had given them 'certain conditions' under which they could be re-employed

Illustration of ...

New ...

Extraneous ...

Time ...

Illustration of ...

Illustration of ...

Illustration of ...

17/6/82 Somerset

Striking workers injured in clashes

EIGHT workers from the Alusaf factory in Richards Bay were taken to hospital following clashes with police at the plant last night, an official of the Fosatu-affiliated Metal and Allied Workers' Union said yesterday

The official, who described the condition of two of the workers as 'critical' said the incident followed police attempts to disperse about 1 000 striking workers

Soon after the management gave the striking workers an ultimatum to return to work in five minutes police moved in with dogs and tear gas to disperse them. In the ensuing clash a number of workers were injured," the official said

A senior police spokesman confirmed that police were called in to disperse the striking workers

Argus 17/6/82
2 000 strikers given ultimatum

Argus Correspondent

be considered to have

their pension contribu-
tions

DURBAN — More than 2 000 striking workers at two factories at Richards Bay were today given an ultimatum to end their work stoppage and return to work by tomorrow

terminated their services A similar ultimatum was issued to about 450 workers at the nearby Richard's Bay coal terminal where workers downed tools this week demanding a refund of

Alusaf management also offered an annual pay rise of 30 cents an hour bringing the minimum wage rate to R1,36 an hour Workers have asked for a minimum of R2 an hour

In a notice, management told more than 1 700 striking workers at Alusaf that if they failed to resume normal shifts by tomorrow they would

Alusaf issues dismissal ultimatum to 1600 strikers

Staw
18/6/82
(215)

(152)
189
~~189~~
203
100

By Drew Forrest

About 1600 workers on strike at the Alusaf aluminium smelting plant in Richards Bay face dismissal today if they are not back at work at their normal shift times.

The strike began on Tuesday night. It centres on demands for an

immediate payout of contributions to the metal industries' group pension fund and a pay claim.

About 500 workers at the Richards Bay Coal Terminal nearby, who struck earlier in the week over pensions, have already lost their jobs.

Alusaf's managing director, Mr Danie van Vuuren, said the company's hands were tied on the pension issue. "We are negotiating to withdraw from the metal industries' fund — but it takes time," he said.

Alusaf employees had been told of the recent change in the fund's rules, in terms of which contributions could be recovered six months after workers left the industry, but they were not interested, Mr van Vuuren said.

Management had reiterated its view in discussions yesterday with an in-house committee dominated by members of the Metal and Allied Workers Union (Mawu).

Mawu has alleged eight workers were taken to hospital, two in a critical condition after police cleared strikers from Alusaf premises on Tuesday night.

Mr van Vuuren said about 60 workers of a total black workforce of 1700 had returned to work. The rest had been told to man their posts today or be dismissed.

Production had been maintained at normal levels by administrative and maintenance staff, he said.

Jobless US steel men: SA cited

Spec. 18/6/82
189

By John D'Oliveira

WASHINGTON — An American Congressman has claimed that "subsidised" South African steel exports to the United States cost America 1 420 jobs

Mr Joseph M Gavdos, a Democrat from Pennsylvania and a member of the so-called Congressional "steel caucus," strongly supported moves by the Reagan administration to penalise importers of allegedly subsidised steel

CASH DEPOSITS

The Department of Commerce recently issued a preliminary finding that a number of countries — including South Africa — effectively subsidised their steel exports to the United States

Mr Gaydos told his colleagues that American steelmakers were still capable of producing steel at less than the unsubsidised price of certain steel products imported from Belgium, France, Italy, Britain, South Africa, Germany, the Netherlands, Luxembourg and Brazil

He said that one million tons of imported

steel "meant the effective 'export' of 5 000 American steelmaking jobs

This at a time when the United States steel industry was operating at 42,5 percent of capacity, when 106 000 steelworkers were out of jobs and when 28 500 were on short time

He said (according to the Department of Commerce findings) South Africa subsidised one of its steel producers by 99 percent and the other by 16,3 percent

The two South African companies exported a total of 284 000 tons of steel to the United States and thus deprived 1 420 Americans of jobs

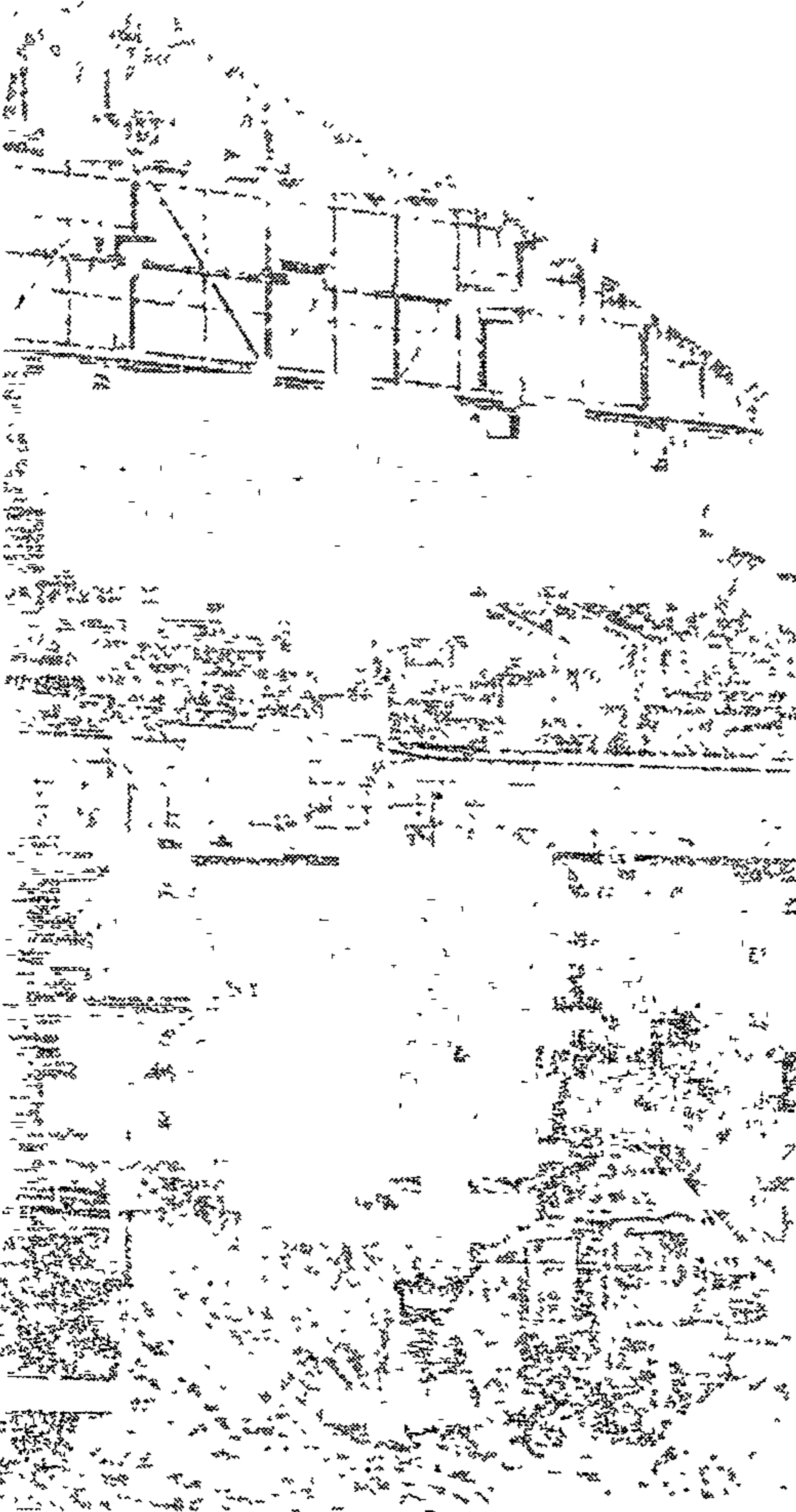
The American steel caucus would not stand by and allow this to happen, he said

● The Department of Commerce found — on a preliminary basis — that the nine countries had subsidised steel exports by up to 40 percent. The department claimed South Africa subsidised the South African Iron and Steel Corporation by 12,5 to 16,3 percent and Highveld Steel and Vanadium Corporation by about 9,75 percent

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last
time

Police warn about
picking up hitch-hikers

Richards Bay ^{18/6/82} ^{Mercury} strikers plan to ignore 'deadline'

Mercury Reporter MORE than 2000 striking Richards Bay workers yesterday said they would not return to work today in spite of the deadlines set by management of both Alusaf and Richards Bay Coal Terminal say union sources

In a pamphlet distributed in Esikhawini township Alusaf workers were informed that if they did not return to work by normal shift today they would be considered to have dismissed themselves

Richards Bay Coal Terminal's managing director Mr Mike Dunn said although workers had dismissed themselves when they walked off the plant on Tuesday, he told worker representatives that if they returned today they would be reinstated

About 1700 Alusaf workers stopped work and held

a sit in on factory premises on Tuesday night demanding that their pension money be transferred from the Seifsa pension fund to the company's fund and demanded that their wages be put up to R2 an hour

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said yesterday that Alusaf workers, who had downed their shop stewards to approach the trustees of both the Seifsa fund and the company's pension fund in order to address them

He said the workers were prepared to return to work when the pension issue was sorted out and then continue wage negotiations

Meanwhile, Richards Bay Coal Terminal workers have said they would not return to work until it was certain they would get back their pension money

Workers boycott canteen over pay ^{18/6/82} ^{Mercury}

Mercury Reporter THE entire black workforce of the Triomf plant at Richards Bay is boycotting the company's canteen in protest at the management's reluctance to negotiate half-yearly wage increases

The action follows the Fosatu affiliated Chemical Workers Industrial Union calling a dispute with Triomf after they refused to begin wage negotiations as provided for in the recognition agreement signed with the company last year according to union sources

The firm's factory manager Mr D I Macleod said yesterday they had had a meeting with the union on June 10 when approached for a mid year wage

'Regretfully we refused to give an increase as the fertiliser industry was not yet certain what its profits would be this year in the light of present price developments' he said

A spokesman for the union said the workers in striving towards the household effective level of R350 a month as a step towards Fosatu's living wage demand of R2 an hour had demanded an increase of R100

He said a letter had been sent to the management informing them of the dispute, declared in terms of the recognition agreement and that an application was being made for a conciliation board

S A not 'genuine' says ILO report

Mercury Reporter THE International Labour Organisation (ILO) has criticised South Africa severely for not making genuine attempts to give

The report noted that 'far-reaching' labour legislation changes had been made which extended freedom of association to all black workers

sion may yet go in favour of SA — aspects of SA's export procedures could well have been mistaken or misinterpreted

The investigations include the issue of whether pre-clearance payments of the additional duties are required for steel shipments already on the water (hopefully not)

The current enquiry has come about because the American "trigger price" mechanism (based on Japanese steel-making costs) has not succeeded in providing adequate protection from imports to the hard-pressed US industry. If the trigger price firms up in the near future, as it very well could, the American steel industry will gain some relief from foreign competition and the pressure on the Federal Government to take additional action will diminish

In any event, says Olivier, it should not be presumed that an adverse Commerce Department decision (imposing duty on Iscor steel products at 12,5%-16,3%) would necessarily make it unprofitable to continue exporting to America

It is possible that Highveld Steel could be more exposed proportionately than Iscor in the American market (although the additional duties required are under 10%). But the latest annual report (to June 30, 1981) discloses that steel exports worldwide were no more than 22% of the total, compared with 29% in 1980. And Highveld is a producer of vanadium as well as of steel. MD Leslie Boyd says it would be "imprudent" to comment in advance of the Commerce Department decision

One additional factor could very well bolster the SA steel producers, whatever the Commerce Department's decision. That, of course, is the continuing weakness of the rand — now below US90c. If this cur-

rency position persists, SA may be able to maintain its position, even if some other foreign competitors are blown out of the US steel market

STEEL EXPORTS

US eyes SA

FM 18/6/82

The US Department of Commerce has decided to impose extra duties of up to 16% on SA steel imports. But the figure is provisional, and a final decision (before August 24) will hinge on the extent of alleged subsidies to SA steel exports

Further investigations by the Department will include a visit to SA by an official team. Meanwhile, the additional duty must be paid or immediate security provided to protect American producers from unfair competition

According to Nols Olivier, Iscor's divisional GM for steel marketing, his company's degree of dependence on the American market is surprisingly small. US offtake is about 120 000t/year, of total current steel exports of 1,6 Mt

In any event, the American procedures still have to be followed through to their conclusion, and it is quite possible the deci-



SA steel under close scrutiny in the US

2/10/89

Ban on public meetings at Mtunzini

Mercury

2/10/89

Mercury Reporter 19/6/82

ALL public meetings have been banned over the weekend in the district of Mtunzini, which includes Esikhawini township where more than 2 000 striking workers have been meeting daily since the stoppages at Alusaf and Richards Bay Coal Terminal began earlier this week.

Mtunzini's magistrate, Mr F H Swanepoel, said the ban, issued in terms of the Riotous Assemblies Act, began at 4 p m yesterday and would extend until the same time on Sunday

According to union sources the police, who have been patrolling the township since the stoppages began yesterday afternoon, announced over loud speakers that all meeting had been banned

Both Alusaf and Richard's Bay Coal Terminal spokesmen had said that all the striking workers would be considered as having dismissed themselves unless they returned to work yesterday, but union sources claimed that none of the workers had gone back.

Branch secretary of the Fosatu-affiliated Metal and Allied Workers Union, Miss June-Rose Nala, said the banning 'hindered industrial relations and denied workers the opportunity of getting together to discuss ways of solving the issues'

She said the Alusaf workers had met yesterday before the ban had come into effect and had decided to continue the stoppage 'because management refused to negotiate and aren't even considering their demands'

A shop steward representing Richards Bay Coal Terminal workers said they were prepared to return to work if the company gave written assurance that the pensions issue would be negotiated

Richards Bay Coal Terminal's managing director, Mr Mike Dunn, said last night 'a few workers had come back who were very scared because of intimidation'

Two killed in Iscor explosion

CNA 710-14 19/6/82 (12) (18) (26)
PRETORIA — Two steel workers were killed and 10 were injured, four seriously, in a gas explosion yesterday afternoon at the Iscor plant on the outskirts of Pretoria

An Iscor spokesman said the blast, caused when hot molten slag spilled on to a wet surface, had occurred shortly before lunchtime

Three Iscor doctors were on the scene within minutes to aid the injured, who were ferried to the H F Verwoerd Hospital by Iscor's own ambulance fleet

The spokesman said the extent of damage to the plant was not known yet,

but added that the explosion had not sparked off a fire
The names of the dead are being withheld pending notification of their next-of-kin — Sapa

Mercury
More workers out on strike *(ECLA) (1/2) (8/29)*

Mercury Reporter 21/6/78
ABOUT 300 construction workers downed tools this weekend bringing the number of striking workers in Richards Bay to more than 2 500

The D and H construction workers who had been doing construction work at the Richards Bay coal terminal where about 500 workers have been on strike since Tuesday last week, downed tools on Saturday when the company refused to re-employ 15 workers who

had been dismissed last week according to union sources

The acting site manager, Mr W Schutte, confirmed the stoppage but would not give any details as he said it was just 'minor and nothing serious'

A Fosatu spokesman said the workers last Tuesday had sent a delegation of 15 to management after one of the workers had been insulted by a foreman

She said management had refused to discuss the issue and had told them

they were dismissed

On Wednesday the workforce had downed tools demanding their reinstatement but had returned to work when the company told them the 15 had not been dismissed, the spokesman said

'On Saturday when the 15 dismissed workers went to work along with the rest of the workforce they were again told they had been dismissed. The entire workforce then downed tools on site,' she said

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Fruehauf signs MAWU pay deal

ABM June 1982

Labour Correspondent

EAST Rand trailer manufacturers Henred Fruehauf, and Fosatu's Metal and Allied Workers Union yesterday announced they had signed a wage agreement which will give all present workers at least R2 an hour by January.

The agreement covers the 500-odd workers at the company's Driehoek and Wadeville plants and is one of only a handful of union recognition agreements negotiated on the East Rand providing for direct wage bargaining outside the industrial council system.

Fruehauf was covered by the motor industry's industrial council, although "a few" workers fell under the metal industrial council, a company spokesman said. This was the second time the company has negotiated a formal pay agreement with MAWU.

A union spokesman said the agreement showed why "direct plant level bargaining is superior to industrial council negotiations".

The joint statement by Henred and MAWU yesterday said all workers would receive a 32c an hour increase from July 1. This would be followed by an additional 16c an hour in January.

Company minimum rates would be adjusted by the same amount as the July 1982 rise and would apply until next June.

The new minimum would be R1,84 an hour and the highest grade of workers would receive a minimum R2,90 an hour, the statement said.

Thus the minimum will remain officially at R1,84 until next June, but present workers will earn at least R2 an hour by next January.

The statement added that the highest four grades at the bigger Wadeville plant would receive an extra 7c an hour on July 1 to bring pay into line with that at Driehoek.

Management also gave an assurance that workers declared redundant before July 1 would not be re-engaged at less than R2 an hour "or the minimum rate for the grade for which he is employed".

Death furnace was ^{ABP} to be closed soon ^{NDM 189}

Pretoria Bureau 21/6/82

THE Pretoria Iscor steel furnace, which claimed the lives of three workers and seriously injured nine others during an explosion last week, was scheduled to be closed permanently at the end of the month, Iscor's works manager, Mr BHP Havenga, said yesterday.

The furnace, which was known as number one open hearth, started operations in 1937 and is believed to be the oldest furnace in Pretoria.

Two workers were killed instantly and 10 others injured when an explosion took place at Iscor on Friday. The two men who died were Mr J A van Zyl, of Pretoria West, and Mr Johannes Banda address unknown.

The third man, Mr J R Fade of West Park, died in hospital on Saturday.

Mr Havenga said it was the first accident reported at the furnace since it started operations.

22/6/82 RDM

More trouble hits Richards Bay

189 182 222 333

Mail Correspondent

DURBAN — The Richards Bay stoppages spread yesterday as major construction sites were forced to close down when employees from the Enseleni township did not turn up to work

The strikes at Alusaf and Richards Bay Coal Terminal involving more than 2 000 workers continued, aggravated by the non-arrival at work of about 1 500 construction workers when Enseleni township buses did not operate

Although, the construction industry appeared to be hardest hit, Enseleni township is one of three serving the Empangeni and Richards Bay area and other industries may have been affected

Empangeni transport's managing director, Mr J J Steenkamp, said some of their Enseleni buses did not

run due to intimidation

The managing director of Grinaker Construction in Zululand, Mr R Bennett, said about 700 workers from the construction site extending the Alusaf factory either did not come to work or asked that they be allowed to leave

Construction of the Richards Bay Coal Terminal was affected on Saturday when 47 D and H Construction employees downed tools

They appeared in an Empangeni Magistrate's Court yesterday

The workers pleaded guilty of charges of attending a prohibited gathering — this followed the banning this weekend of all public meetings in the Mtunzini and Empangeni district — and were fined R30 (or 30 days)

The workers had downed tools when the company refused to reinstate 15 of their colleagues who earlier last week approached manage-

ment after one of the workers had been insulted by a foreman, union sources said

Meanwhile, about 500 strikers from the Richards Bay Coal Terminal held a meeting with their shop stewards yesterday. The shop stewards said the men were determined not to return to work until they had been paid out their pension money

The Alusaf workers have demanded that their pension money, which is being held in the Seifsa fund, be transferred to a private pension fund

Alusaf's managing director, Mr Danie van Vuuren, said he had agreed to contact the general secretary of the Seifsa pension fund in an attempt to arrange a discussion with workers

Mr Van Vuuren said the company still maintained the workers had been discharged but would be willing to consider them for re-employment

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C. Times
GM to build
22/6/87 *(189)*
30 SAR locos

GENERAL MOTORS will build 30 electric locomotives for the South African Railways

This was announced yesterday by the general manager of GM's electro-motive division, Mr John Diener. The contract is for 30 KV AC electric locomotives.

It will cost the SA Transport Services, under which the railways now falls, more than R43-million. Deliveries will begin in May 1984.

The locomotives will operate on the coal export line between Ermelo and Richards Bay.

The order marks a major breakthrough by General Motors into the electric locomotive market in South Africa, following nine successful years during which the division manufactured more than 500 diesel electric locomotives.

It brings the number of locomotives sold to the South African Transport Services to 611 since 1973 when General Motors established a manufacturing and assembly facility in South Africa.

Before local assembly, 95 locomotives were supplied to the SATS which were imported from the division's parent plant in Chicago.

The locomotive will be designed in Chicago and will have a local content of more than 40 percent.

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Mercury
Cato Ridge
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Mercury Reporter

ABOUT 550 striking workers from Uniply's Cato Ridge plant returned to work yesterday after a dispute over the dismissal of a colleague while the strike at Non-Ferrous Metals involving about 200 workers continued

The Uniply workers downed tools on Tuesday when the company dismissed a worker who had refused to work overtime, which is apparently not compulsory, a spokesman for the Fosatu-affiliated Paper Wood and Allied Workers' Union said yesterday. The workers had demanded his reinstatement.

According to a statement released by Uniply, the entire workforce including those dismissed had returned to work after discussions between representatives of management and workers.

The statement said 'It would appear that there was a misinterpretation of an instruction by an employee regarding a request to work overtime.'

Downed tools

The workers at Non-Ferrous Metals who downed tools on Monday over pensions had not returned to work yesterday.

Non-Ferrous Metals' managing director, Mr Bernhard Lazarus, said the company still stuck by its Tuesday dismissal of the workers and their wage packets were available at the Metal Industries' Industrial Council's local office.

He said that although he would start hiring new workers from next week, he would be willing to re-employ workers selectively.

A local industrial council official said yesterday that in terms of the council's legislation he could not reveal how many workers had collected their pay.

The branch secretary of the South African Allied Workers' Union, Mr Isaac Ngcobo, who says he represents the Non-Ferrous Metals' workers, said a meeting had been set up with the company for Monday. This was confirmed by Mr Lazarus.

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

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

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

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2 500 striking Natal metal workers fired

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DURBAN — About 2 500 metal industry workers have been fired in Natal in the past week after they downed tools in protest over pension rights.

The issue sparked off a rash of strikes and at least three factories in Richards Bay and Durban were hit by the work stoppages.

The strike by about 1 700 workers at the Alusaf plant in Richards Bay entered its eighth day yesterday with no prospect of an early settlement.

The workers want their pension contributions

transferred from the metal industry's fund to the company's own pension fund.

The managing director of Alusaf, Mr D E J van Vuuren, said his firm had launched an investigation to establish a new pension scheme.

At the nearby Richards Bay coal terminal where more than 450 workers are demanding an immediate refund of their pension contributions, management has made a full return to work the basis for negotiation, an official of the Fosatu-affiliated Metal and

Allied Workers' Union said.

At Non Ferrous Metal Works in Durban about 200 workers were dismissed on Tuesday over the same issue.

Germiston

● More than 200 workers at a Germiston plant, SA Woodbox Manufacturers, have been sacked after striking over a union recognition dispute — but the workers are refusing to re-apply for their jobs, according to a union spokesman.

And sources in the area say a second factory, a waste disposal plant, had also been hit by a strike but the company's name is not known.

At SA Woodbox, a spokesman for Fosatu's Paper, Wood and Allied Workers Union said workers downed tools late on Tuesday after a "misunderstanding".

A management spokesman confirmed the stoppage. He said the union had "lost control of their members and are now trying to save face" — Sapa and Own Correspondent

199
204
24/6/82
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550 strikers back at work — but 200 others stay out

Mall Correspondent

DURBAN — About 550 striking workers from Unply's Cato Ridge plant returned to work yesterday after a dispute over the dismissal of a colleague

But the strike at Non-Ferrous Metals involving about 200 workers continued

The Unply workers downed tools on Tuesday when the company dismissed an employee who had refused to work overtime — which is apparently not compulsory — a spokesman for the Paper Wood and Allied Workers Union said yesterday. The workers had demanded his re-instatement

According to a statement released by Unply the entire workforce, including the dismissed worker, had returned to work after discussions between representatives of management and workers

The workers at Non-Ferrous Metals who downed tools on Monday over pensions had not returned to work yesterday

Non-Ferrous Metals' managing director, Mr Bernhard Lazarus, said the company still adhered to its decision on Tuesday to dismiss the workers. Their wage packets were available at the metal industries' industrial council local offices

He said although he would be hiring new workers from next week, he would be willing to re-employ workers selectively

The branch secretary of the South African Allied Workers' Union, Mr Isaac Ngcobo, which claims to represent the Non-Ferrous Metals' workers, said a meeting had been set up with the company for Monday. This was confirmed by Mr Lazarus

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DOM 24/6/92 189
Talks fail to resolve pensions strike

Mail Correspondent

DURBAN — No hope for a settlement appears to be in sight between officials of the Metal Industries' Pension Fund and 1 700 striking workers at Alusaf, Richards Bay, in spite of a meeting yesterday between representatives of the two groups

The Alusaf workers have been on strike since last week Tuesday after demanding that their pension money be transferred from the Metal Industries' Pension Fund — administered by the Steel and Engineering Industries Federation of SA (Seifsa) — to a private fund

Alusaf have argued they could not accede to the workers' demands as the company was bound by the pension legislation laid down by the metal industries' industrial council which required all workers to be members of the industries' pension fund

A spokesman for the Federation of SA Trade Unions (Fosatu) said it was apparent from the meeting that Alusaf had made no application for exemption from the pension fund in spite of a petition put forward by workers demanding their withdrawal from the fund

He said it had been agreed to discuss the issue at a meeting on July 13

Alusaf's managing direc-

tor, Mr Danie van Vuuren, said last night that he had already told workers that the firm could not apply for exemption from the fund "until we have investigated all other alternatives"

Worker attendance at Richards Bay construction sites could not be assessed yesterday as two major firms gave contradictory reports

Grinaker's Zululand managing director, Mr Roy Bennett, said the firm's sites where workers had stayed away had reported an "improved attendance"

But, CMGM's area manager, Mr I S Massey, said there had been no improved worker attendance yesterday and on some sites fewer workers had turned up

At the D and H Construction site at Richards Bay Coal Terminal, the site manager, Mr W Schutte, said all the workers had worked yesterday including the 56 who were fined R30 (or 30 days) for attending a prohibited meeting

About 500 strikers at Richards Bay Coal Terminal were yesterday still refusing to return to work

Strikes in Richards Bay spread

Mercury Reporter

June 1982

RICHARDS Bay work stoppages spread yesterday as major construction sites were forced to close when workers from the Enseleni township did not turn up for work.

As the strikes at Alusaf and Richards Bay Coal Terminal, involving more than 2 000 workers, continued, it appeared that about 1 500 construction workers had joined the stoppages.

Although the construction industry appeared to be hardest hit, Enseleni township is one of three serving the Empangeni and Richards Bay area and it is likely that other industries were also affected.

Empangeni Transport's managing director, Mr J J Steenkamp, said that some of their Enseleni buses had not run due to 'intimidation'.

Workers yesterday also stoned an Alusaf bus in the Esikhawini township but not much damage had been done and nobody had been injured.

Not affected

The managing director of Grinaker Construction in Zululand, Mr R Bennett, said about 700 workers from the construction site extending the Alusaf factory 'either did not come to work or asked that they be allowed to leave'.

He said it appeared as though Enseleni was the only township which had been 'effectively picketed' as workers on the company's other sites and living in areas not effected by the stoppages had continued to work yesterday.

Employer sources said other major construction sites in the area had also been affected.

Meanwhile 47 D and H construction workers, who downed tools at the Richards Bay Coal Terminal on Saturday, appeared in an Empangeni Magistrate's Court yesterday.

They pleaded guilty to charges of attending a prohibited gathering — this followed the banning this weekend of all public meetings in the Mtunzini and Empangeni district this weekend — and were fined R30 (or 30 days')

Disputed

Union sources said the workers had stopped work when the company had refused to reinstate 15 of their colleagues who earlier last week had approached the management after one of the workers had allegedly been insulted by a foreman.

The acting site manager of D and H construction, Mr W Schutte, said yesterday half his workforce, about 60 workers, had turned up to work yesterday. This was disputed by union sources who claim

300 workers were involved in the stoppage.

Richards Bay Coal Terminal shop stewards, after a meeting with about 500 striking workers, yesterday said they were determined not to return to work until they had been paid out their pension money.

Officials from the Fosatu-affiliated Metal and Allied Workers Union and Alusaf shop stewards held a meeting with the company late yesterday but 'nothing was resolved'.

Demanded

Alusaf's managing director, Mr Danie van Vuuren, said he had agreed to contact the general secretary of the Seifsa pension fund in an attempt to arrange a meeting with workers to discuss their grievances.

The Alusaf workers have demanded that their pension money, which is being held in the Seifsa fund, be transferred to a private pension fund.

Mr van Vuuren said the company still stood by its position that the workers had been discharged but would be willing to consider them for re-employment.

'Unfortunately we would not now be able to re-employ them all as we have since employed some workers from outside,' he said.

Deadlock as 1 700 strike at Richards Bay

Mercury Reporter

NO HOPE for a settlement appears to be in sight at Alusaf, Richards Bay, where 1 700 workers are on strike

A meeting held yesterday between Metal Industries' Pension Fund officials and representatives of the strikers failed to resolve the dispute

The workers have been on strike since Tuesday last week in support of their demand for the transfer of their pension money from the pension fund — administered by Seifsa — to a private fund.

Alusaf has argued it was powerless to

give in to the strikers' demands as the firm was bound by pension legislation laid down by the giant Metal Industries' Industrial Council whereby all workers had to be members of the industry's pension fund

A Fosatu spokesman said the Metal Industries' Pension Fund delegation which had flown down from Johannesburg to meet worker representatives and officials of the Metal and Allied Workers' Union had agreed to discuss the issue at a pension fund meeting on July 13.

He said it was apparent from the meeting that Alusaf had made no appli-

cation for exemption from the pension fund in spite of a petition put forward by workers demanding their withdrawal from the fund

Alusaf's managing director, Mr Danie van Vuuren, said last night that he already had told workers that the firm could not apply for exemption from the fund 'until we have investigated all other alternatives'

Meanwhile, worker attendance at Richards Bay construction sites was unclear yesterday, with two major firms giving different reports

Grinaker's Zululand managing director, Mr Roy Bennett, said the firm's sites where workers had stayed away had reported an improved attendance

But, CMGM's area manager, Mr I S Massey, said there had been no improved attendance yesterday and in fact on some sites fewer workers had turned up for work.

At the D and H construction site at Richards Bay Coal Terminal, the site manager, Mr W Schutte, said all his employees had worked yesterday, including the 56 workers who were fined R30 (or 30 days) for attending a prohibited meeting in an Empangeni Magistrate's Court earlier this week.

At Richards Bay Coal Terminal it appears that the situation yesterday remained unchanged

MORE than 10 000 entries were received for the Natal Mercury-Oceanair 'Win a Trip to Portugal' competition, the winner of which was drawn yesterday. She is Mrs Lyn Roper of 128 Rockdale Avenue, Westville, and can look forward to a 10-day holiday for two in Algarve, Portugal. In the picture are the unlucky pair, Miss Suzanne Dale and Mrs Carol Buck, who had to sort the multitude of entries

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Richards Bay strikers decide to stay away

Mercury Reporter

25/6/82

THE striking Alusaf workers at Richards Bay have decided not to return to work until after the July 13 meeting of the metal industries' pension fund union sources said yesterday.

Fosatu affiliated Metal and Allied Workers' Union said workers were 'still determined' to continue the strike and were not afraid of reports of 'scab' labour being employed by the company.

And about 500 Richards Bay coal terminal workers who downed tools on Tuesday last week demanding that the company repay their pension money, also had elected to continue their stoppage until their demands were met, a union source said.

She said workers had discussed reports that Alusaf would only re-employ workers selectively and had decided to extend their demands to include reinstatement of all workers on their return to work.

But at Richards Bay construction sites worker attendance improved markedly yesterday after a stayaway by employees living in either Esikhawini or Enselini townships earlier this week. Major construction firms reported between 80 percent and 88 percent attendance.

Alusaf managing director Danie van Vuuren said about 120 former employees had come to collect

their pay yesterday and had applied for re-employment but first their applications would have to be processed.

He said 600 were working at the factory yesterday and of these only about 140 were new workers. The union has disputed this.

Transfer

The Alusaf workers' decision follows an undertaking by a pension fund delegation, who met worker representatives on Thursday, to consider the Alusaf worker's requests at a pension fund meeting on July 13.

Re-employed

Richards Bay coal terminal's managing director, Mr Mike Dunn, said the situation at the terminal 'was much the same' with workers returning in 'drabs'.

Meanwhile, Non-Ferrous Metals at Isipingo near Durban reported that a group of striking workers had asked to be re-employed.

But managing director Bernhard Lazarus said he would be re-employing workers only selectively from Monday.

● See also Page 5

A spokesman for the

In 1975 when Mr Jack Kelly the ward councillor for ... of a Durban ... move to zone the ... for maisonette development he managed to stop this.

Mr Walsh said they were then given to unders... that the land would probably be used for extensions to the reservoir.

The council's recent decision to zone the ground for duplex development in preference to maisonettes apparently had been based on a City Engineer's report which said the City Council would get R50 000 more on the sale of the land and the developer would get 12 units rather than 10.

'Can you imagine 12 duplex units all in a row with direct access to Burman Drive' Mr Walsh said.

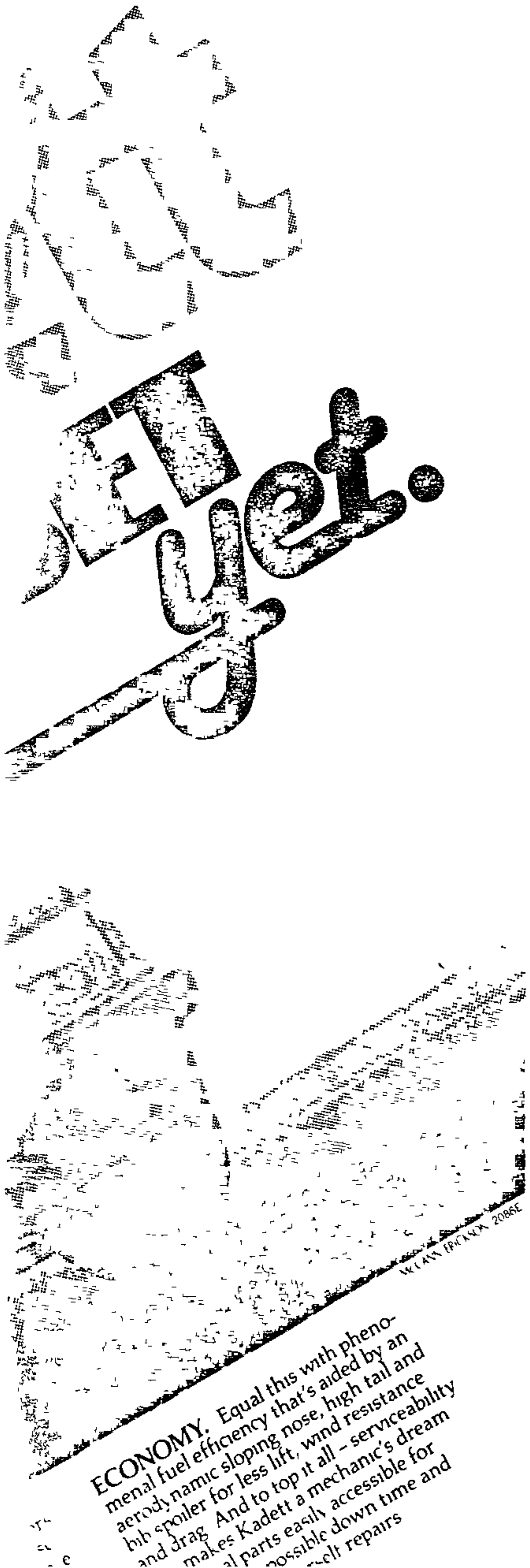
Several constructive suggestions for development of the site would be made at Tuesday's meeting.

Mauritian for capital

Mercury Reporter
A BARRISTER from Mauritius, Mr Doorgesh Ramsewak, who is also legal adviser to the Government of Mauritius, will open the week-long diamond jubilee celebrations of the Shri Vishnu Temple in Pietermaritzburg on July 12.

Mr Ramsewak, who is also vice-chairman of the Mauritius Brahman Maha Sabha, will give a series of lectures on religion, fasts and festivals at the capital's Lotus Hall.

Temple secretary Sukraj Bridglall said yesterday more than 3 000 people were expected to attend.



ECONOMY. Equal this with phenomenal fuel efficiency that's aided by an aerodynamic sloping nose, high tail and high spoiler for less lift, wind resistance and drag. And to top it all - serviceability makes Kadett a mechanic's dream. All parts easily accessible for possible down time and self-repairs.

'Hot debate' on the cards

Mercury Reporter
THE two key proposals to be discussed at the Natal Teachers' Society conference next month will be the formulation of a salary policy according to qualifications and changes in the promotion system.

NTS chairman Mrs Pix-

TOTALLY WITHOUT RESERVE

IMPORTANT AUCTION OF PERSIAN CARPETS

DISSOLUTION OF PARTNERSHIP EASTGATE AUCTION GALLERY CLOSING DOWN

AT THE MESSENGER OF THE COURT PREMISES

As agreed between the ... and ...

SA women win floral prizes in UK

The Star Bureau LONDON — A Johannesburg woman received top prize in the National Festival of Flower Arranging held in Brighton recently

Mrs Elize Olivier also had the best exhibit in the Faraway Places Section which is open to overseas competitors with a large simple display dominated by a king protea

The second prize in the section was won by another South African Mrs Eulah Nissen of Maritzburg

The exhibit of Mrs Neta Rencken, also of Maritzburg was highly commended

25/6/82 Star Union wins wage rises for 550

Fosatu's Metal and Allied Workers' Union (Mawu) has won a new wage agreement following talks with the management of Henred Fruehauf Trainers on the East Rand

The agreement — which covers 550 unskilled and semi-skilled workers at Henred's Wadeville and Driehoek plants — ensures that all present employees will earn at least R2 an hour from January 1 next year

Fosatu began a R2 minimum wage campaign last year but only in some companies organised by its motor and chemical affiliates has this target been achieved

A joint Henred-Mawu statement announced increases at the two plants of between 32c and 33c an hour from July 1, and another 16c an hour from January 1 next year

From July 1 the minimum rate for the lowest paid workers will rise from R1,52 to R1,84 an hour. Although the new minimum rates will not be revised for a year, the 16c across-the-board increase in January 1983 will take all Henred's current workers beyond the R2 mark

Management has also agreed that if any member is retrenched before July 1983, he will not be rehired at less than R2 an hour, or the minimum rate for the grade in which he is employed

(R97 500) parking bay (R55 000) surfacing street islands R25 000

Spotlight on security law

The Lawyers for Human Rights will discuss the Internal Security Act and its implications at their annual meeting tomorrow

The discussion will be led by Professor J Dugard and Professor N J Olivier and will be held at the University of the Witwatersrand Senate House, from 10 am to 4 pm. For inquiries telephone 728-2151

2 men caught

The South African Air Force military policeman and the detainee who went missing from the Waterkloof air base detention barracks in Pretoria this week have been caught — Sapa

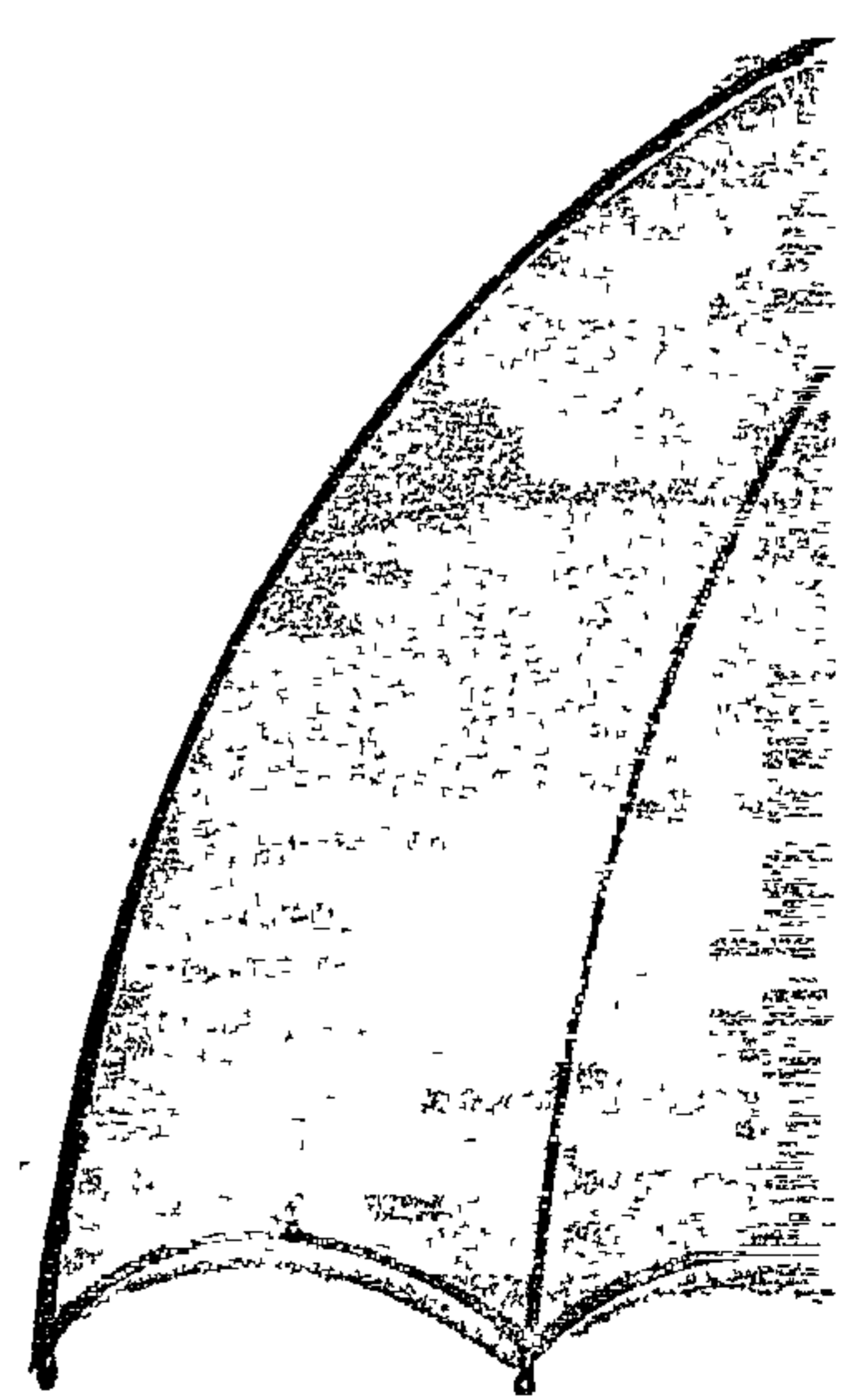
number of the Central Intelligence Organisation secret Bulawayo detention centre

Saying he had been badly treated, Mton added that was questioned about his alleged involvement with armed dissidents operating in the area of the school in Nyamandhlovu district

The arrest of the headmaster preceded by the arrest of an airborne 'fire force' in a troop plane and helicopters

The sight of the military forces struck terror into the hearts of many of the children who had been living in a harrowing air base in Zambia during the war. More than 300 youngsters fled into the surrounding bush

Mr Mtobi, was given a rousing welcome on his return by the children and teachers



... several hours to reach the ... SWAZILAND and South Africa

Richards Bay townships 'normal'

26/6/82

~~189~~ ~~140A~~ Mercury Reporter

RICHARDS Bay's townships, Enselini and Esikhaweni, 'returned to normal' yesterday but the week-long strikes at Alusaf and Richards Bay Coal Terminal continued, police and employer sources reported

The major construction firms who had been severely affected earlier this week reported that the majority of their workers had returned

'Even my tea boy has returned,' an employer said

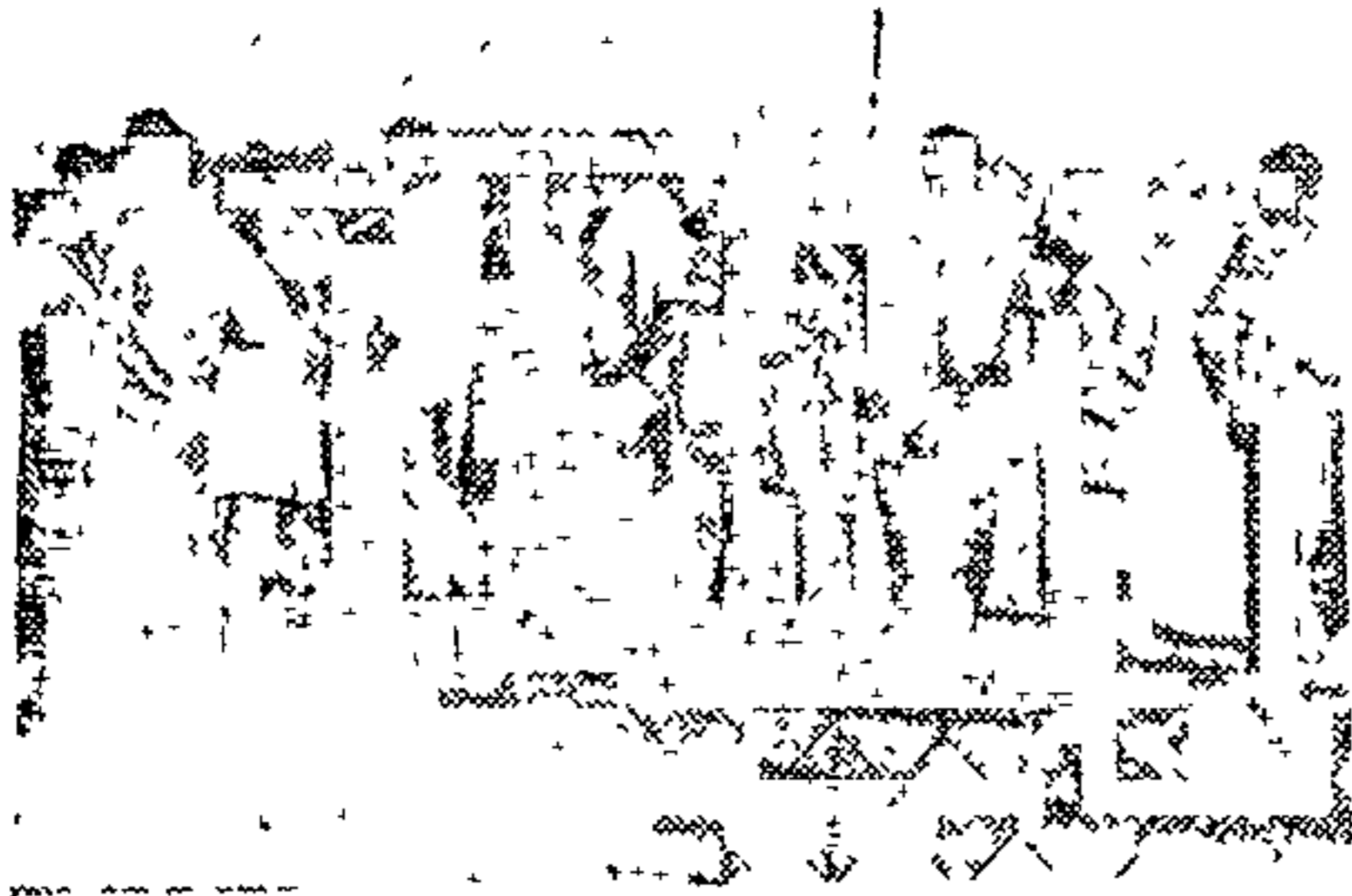
About 1 500 construction workers who did not turn up to work at the beginning of the week have been gradually returning to work.

But the 1 700 Alusaf workers and 500 Richards Bay Coal Terminal workers who downed tools last week over pensions have decided to continue their stoppages until their demands are met, according to union sources

Meanwhile, Alusaf's managing director, Mr Danie van Vuuren, said another 40 workers had applied for re-employment yesterday, bringing the total number of workers in the factory to 650

Mr van Vuuren said the factory's offices would be open all weekend for those workers who wanted to collect their pay and for applications for re-employment.

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Striking workers mill around be- fore a meeting at the Roman Catholic Church at Sikhawi- ni, near Richards Bay this week

were baton-charged by the police and many of them had to be treated in hospital for injuries sustained during the confrontation which took place at 3am on Wednesday.

Mr Van Vuuren said he called the police because the workers were trespassing

"If the workers want to blame somebody for calling the police, then they must blame me," Mr Van Vuuren said

"I told them they were trespassing because this was private property. Those who wanted to work should clock in and those who wanted to go should go. We had buses laid on for them outside the premises, but they wouldn't listen."

Mr Van Vuuren said he gave the workers more than 45 minutes to either leave or go back to work. "I think that was fair warning."

He denied that his company had at any time given an undertaking to apply for an exemption

"I don't understand how they could have thought we would apply in a hurry because I'm bound in my freedom by the law and I'll have to consult my board because the company would have to agree to contribute more than they are doing at the moment. The workers themselves should be prepared to pay more."

Mr Van Vuuren said the problems which led to the strike were twofold. The workers want the minimum wage to be increased by 94c to R2 an hour, while the company, in line with Seifsa, is offering an in-

crease of 30c across the board

"But it now seems the wage demand is no longer an issue."

Mr Van Vuuren said his company had just received a report from Old Mutual on the pension scheme which the workers want

"We had not even had the opportunity to study it when they walked out on us. The workers want the money to be paid back to them and they also want to get loans out of it."

"What these people don't realise is that this is not a problem you can solve overnight. We're bound by law to contribute to Seifsa. I'm not prepared to put the cart before the horse and apply for exemption before I know the financial implication."

According to Mr Van Vuuren although fewer than 600 employees are at work production was never affected

"We're still running as normal. Naturally people have to work 12-hours. The thing about this process is that once it stops, it's very difficult to get it going again."

All the workers were dismissed this week but Mr Van Vuuren said he would prefer having them back than recruiting a new workforce

"We've invested a lot in our old workers but if this thing drags on we'd have no alternative but to hire new people."

Mr Van Vuuren said the strike took him by surprise

"It surprised me because the discussions at the meeting on Tuesday

were conducted on a good basis and were amicable. I didn't expect this explosion."

A spokesman for the Metal and Allied Workers' Union, a Fosatu affiliate which is negotiating on behalf of the workers, had accused Mr Van Vuuren of taking a dictatorial attitude in his dealings with the workers.

"Negotiation doesn't mean giving instructions, which is what Mr Van Vuuren did to the workers. Managements will have to learn to negotiate with their employees if trouble is to be avoided."

There is a real fear among workers of losing their pensions. Also hanging ominously is the Pensions Preservation Bill which was withdrawn by the Government last year.

A worker from Richards Bay coal terminal, where about 500 workers are out on strike, quoted a speech by the Minister of Finance, Owen Horwood, in Durban early this year in which he said the Government was still investigating the matter.

The worker said this proved the Government was still intent on depriving the workers of their pensions

Coal terminal workers said they were promised their contributions by a general manager of the company last year when a wave of pension strikes swept the country.

This has, however, been denied by the managing director Mike Dunn.

About half of Richards Bay strikers back in jobs

Mercury Reporter

NEARLY half the striking workers from Alusaf and Richards Bay Coal Terminal who downed tools after pensions' disputes nearly two weeks ago have returned to work, employers said yesterday.

But a Fosatu spokesman denied this. She said most of the striking workers from both industries had attended meetings yesterday in Esikhawini and Enselini townships.

An Alusaf spokesman said more than 800 workers out of a total of 1 700 were working yesterday.

Applied

The Alusaf workers downed tools on June 16 demanding the transfer of their pension money from the metal industries' pension fund to a private fund.

The spokesman said that at the weekend a large number of previous employees had returned and about 100 had applied for re-employment yesterday.

He said they had had 'quite a lot of applications' from new workers seeking employment, which would be processed along with applications from previous employees.

Richards Bay Coal Terminal managing director Mike Dunn said he 'was a lot happier' yesterday with nearly half the terminal's workforce having returned.

The workers had downed tools on June 15 demanding repayment of their pensions.

He said that had one of the Esikhawini buses not been turned back by intimidation the terminal would have had 50 per cent of its workforce back.

Mr Dunn said they would mainly be employing previous employees but certain jobs had been filled already by new workers.

Meanwhile, at Mtunzini Magistrate's Court yesterday seven workers who allegedly stopped workers from going to work on June 21 briefly appeared on charges under the new Intimidation Act.

The court prosecutor, Mr Deon Breedt, said they had not been asked to plead and their trial had been postponed until July 12.

Also in the Mtunzini court, Mr Msindiseni Mjadu, 29, appeared on a charge of malicious damage to property after he allegedly stoned a bus on June 21 in Esikhawini township.

Gradually

His trial also has been postponed until July 12.

At Non-Ferrous Metals in Prospecton near Durban, where about 200 workers downed tools a week ago demanding the repayment of their pensions, managing director Bernhard Lazarus said yesterday they had started recruiting workers gradually.

But, he said, they would only be re-employing part of the firm's original workforce because of the 'current slowdown in the economy'.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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- 4 Do not write in the left hand margin

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More ¹⁸⁹ talks to ²¹² end strikes

^{Mercury} Mercury Reporter ^{30/6/82}

A NEW attempt will be made today to settle the dispute between two Richards Bay industries, Alusaf and Richards Bay Coal Terminal, and Fosatu unions representing more than 2 000 striking workers, union sources said yesterday

A Fosatu spokesman in Empangeni said the federation's general secretary, Mr Joe Foster, and the general secretary of the Metal and Allied Workers' Union, Mr David Sibabe, would be arriving in Richards Bay today in a bid to re-open negotiations

The attempt is being made as the strikes involving 1 700 Alusaf workers and about 500 Richards Bay Coal Terminal workers who downed tools over pensions entered their second week

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30/6/82
189
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Japan warns Highveld to bring down vanadium price

By Geoffrey Murray

TOKYO — Japanese customers are urging Highveld Steel and Vanadium to bring its vanadium pentoxide price down to a "more reasonable level" or lose its current dominant share of the market.

Industry sources said an official of the South African company left Tokyo empty-handed after negotiations last week on July-September shipments.

He was told to consider the weak market trend in Japan, the United States and Western Europe in making a price offer.

The sources say there have been moves to diversify Japan's va-

port sources this year nadium pentoxide im-

They note that another South African firm, Transvaal Alloy, has offered 2,60 dollars cif Japan a pound, while China has quoted 2,70 dollars, against Highveld's 3,16 dollars.

China has captured 29 percent of the Japanese market so far this year.

In another move Japanese steelmakers and Middelpaats' Manganese have reached agreement on a fiscal 1982 contract at 27,40 dollars for a ton.

This compares with Assoman's contract price of 33,74 dollars and Samancor's 30,05 dollars.

Industry sources said the discrepancy was based on the fact that Middelpaats is a relatively new supplier having started in 1979, when the contract

price was 24,70 dollars

The Japanese have now wrapped up all their arrangements for manganese imports this year.

(189) 202.04
30/6/87

Economic troubles keep the price of steel down

Pretoria Bureau

THERE will be no routine mid-year increase in the price of steel this year

The worldwide crisis in the steel industry the inflationary waves which would result from a price hike, and the steep fall off in the demand for steel are the major reasons, according to Pretoria sources

In January Iscor was granted a 6% price rise but, it is understood, a high level decision has been taken to freeze the price for at least the rest of the year

For the past few years the corporation has been granted compensation for escalating power, coal, labour and other costs

This year, however, because of the quickening economic decline, and despite still spiralling production costs, it was considered unwise to further load the building, car and other industries with more production costs

The result will probably be that the corporation will move deep into the red during the 1982/83 financial year

The chairman of Union Steel Corporation and a director of Iscor, Dr M D Marais, said in

Pretoria yesterday that leading foreign bankers and industrialists were no longer talking of recession — "they are talking of depression"

Dr Marais, who has just returned from Europe, said the world's 24 major industrial countries forecast a growth rate this year of half a percent — and this was optimistic

South Africa had an excessively high inflation rate with a poor growth potential

Against this background, Dr Marais said, a steel price rise this year was unlikely

Unrealistic wage demands, he added, would aggravate an already serious situation in South Africa, he added

Iscor faces wage demands from its 70 000 black and white steel and mine workers for increases expected to cost the corporation at least R55-million in the new financial year

According to the senior deputy secretary of the SA Iron, Steel and Allied Industries Union Mr H L M Ferreira, an offer from Iscor of increases of 11% — in some work categories the offer is more than 11% — was rejected by the leaders of the eight unions representing Iscor workers

Marais: steel price rise unlikely in SA

189
D. Dispatch
30/6/82

PRETORIA — There will be no routine mid-year increase in the price of steel this year

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This year, however, because of the quickening economic decline, and despite still spiralling production costs, it was considered unwise to load the building, car and other industries further with additional production costs

The result, however,

will probably be that the corporation will move deep into the red during the 1982/83 financial year

The chairman of Union Steel Corporation and a director of Iscor, Dr M. D Marais, said here yesterday the Western world had a massive surplus of 50-million tons of steel

Under current conditions no one wanted South African steel and the possibility of significant exports was non-existent

Dr Marais, who has just returned from a business visit to Europe said leading bankers and industrialists were no longer talking of recession — "they are talking depression."

The world's 24 major industrial countries forecast a growth rate this year of half a per cent and this was optimistic

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tion rate with a poor growth potential

It was against this background, Dr Marais said, that a steel price rise in South Africa this year was unlikely

Meanwhile Iscor faces wage demands from its 70 000 steel and mine workers for increases expected to cost the corporation at least R55 million in the new financial year

This will inflate the total wage and salary bill to more than R550 million

According to the senior deputy secretary of the South African Iron, Steel and Allied Industries Union, Mr H L M Ferreira, an offer from Iscor of increases of 11 per cent — in some work categories the offer is more than 11 per cent — was rejected by the leaders of the eight unions representing Iscor workers

The union leaders will meet here today to decide on the offer — DDC

189
Star
17/89
**Big rail
contract
to GEC
factory**

A R32-million order for electrical equipment to be used in locomotives has been given to GEC Traction & Signal, a member of the GEC South Africa group by the South African Transport Services through the main contractor, Union Carriage & Wagon.

The order is for 65 sets of traction equipment for 6E1 locomotives to be supplied at the rate of five a month, starting during 1983 and continuing through to 1984. The order brings to 1065 the total number of sets supplied by, or on order from, GEC Traction & Signal.

The chairman of the company, Mr. Don Nash, said that manufacture of the electrical equipment would be shared equally between GEC at Driehoek, Germiston; and GEC Traction of Manchester, England.

"The order ensures continuity of production at our Driehoek factory until the end of 1984," he said.

Strikers go back

Mercury
3/7/83
Mercury Reporter

STRIKING Richards Bay Coal Terminal workers have decided to return to work following negotiations between worker representatives and the company

But the other pensions strike in the area at Alusaf continued with little progress having been made towards a settlement

Meanwhile, at the Mtunzini Magistrate's Court 12 workers — including two Alusaf shop stewards — appeared on charges relating to the alleged intimidation of workers. Their trial will continue on Monday

AT

SOUTH Africa's two largest private-sector, independent steel trading and exporting groups, with a combined (all-products) turnover recently near R1 500-million, have "reached agreement in principle" to a wedding with far-reaching domestic and international implications.

The directors of both groups told Business Times exclusively this week that the marriage will also involve Iscor and is expected to lead to "the combining of the steel-export activities" of the private-sector parties.

In a deal worth "deep into eight figures", Macsteel Holdings is poised to acquire control of Leo Raphaely and Sons.

The Macsteel group enjoys sales thought to be near R500-million and assets confirmed at "well over R100-million".

Turnover of all the companies and divisions in the Leo Raphaely group, including Raphaely International Holdings, was comfortably above R1 000-million before the recent contraction in world steel markets.

Macsteel will now be responsible for a much enlarged steel trading and exporting empire, for which still more expansion is expected to be announced soon.

Leo Raphaely has for some years enjoyed the lion's share of steel exports from South Africa via the private sector, primarily to the East.

Macsteel, on the other hand, has been expanding at a prodigious pace, concentrating especially on South American markets, and will now become by far the largest exporter of mild steels.

Iscor has served as the supplier of the basic steel for a number of the overseas markets:

Exports into the depressed world steel market are currently running at about 1.6-million tons, of which a relatively small 120 000 tons has been going to the US, according to Iscor's divisional GM for steel marketing, Nols Olivier.

A director of Macsteel, Jack Gerber, comments: "There are various options for packaging the deal. I can-

By STEPHEN ORPEN

not reveal these, as each carries implications that still have to be weighed.

"However, I can say that our export sales will be boosted dramatically.

"Also, considering that we are making good profits despite the recession overseas, and that we are going ahead with multi-million expansion plans decided before the latest developments, prospects should be pleasing when the world steel market recovers."

Mr Gerber will not disclose Macsteel's profits. But

these are known to exceed R10-million a year — and a mooted further takeover could take them higher.

I asked Rudolf Raphaely, the remarkable septuagenarian entrepreneur who carried the family business (launched in 1913) into the big league, why he and his board had decided to go in with Macsteel.

"As you know, they have been talking to us for at least two years. They have strengths which complement ours.

● To Page 3

Steel giants in takeover

● From Page 1

"Also, you will be hearing of further developments which will clarify our reasons for getting together. We want to move in certain new directions.

"Raphaely International Holdings, falling under Leo Raphaely and Sons, will continue its export trade and investment activities under the existing management."

Raphaely's overseas operations are known to turn over several hundred million rands — with the London office an important foreign base.

Macsteel's inspirational chairman, Eric Samson, says he is delighted with the deal.

Raphaely's main steel activity is linked to its joint venture with Iscor for that

corporation's sales to the Far East.

It also sells on behalf of Tosa, Southern Cross, Brollo Africa and most other major SA integrated steel mills as well as Zisco in Zimbabwe.

Macsteel has been selling not only to the west coast of South America. The group's international activities have also involved North America, Britain, Africa and the Middle East.

Under the contemplated agreement, Rudi Raphaely will be president of Leo Raphaely and Sons, Eric Samson will be executive chairman and Jack Gerber deputy chairman.

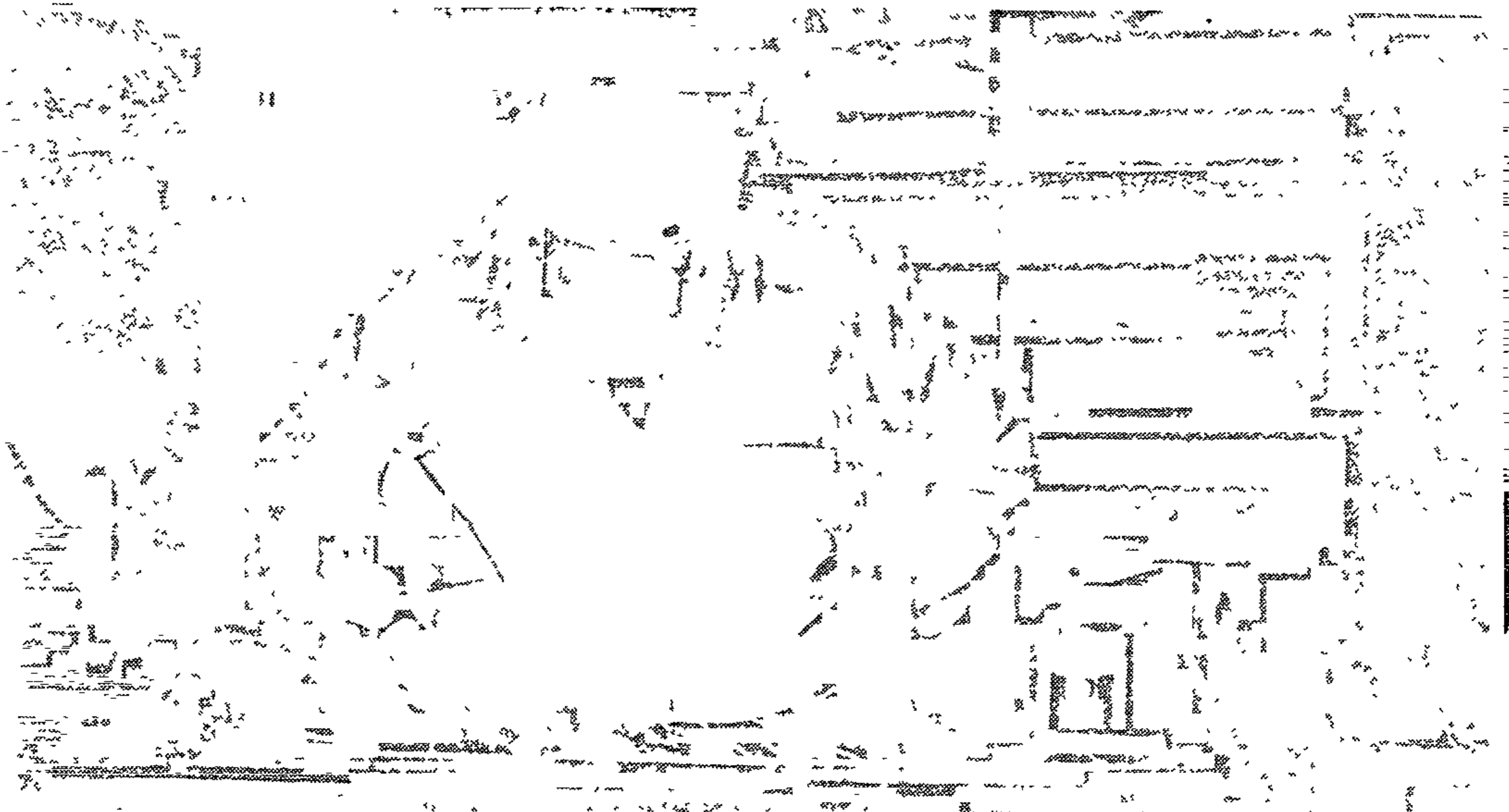
Henry Kahn will remain a director and Allan Levin will become managing director for the company's steel-export operations.

R1 500-m in giants takeover

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Welding, Fasteners & Adhesives

Arresting the silent killer



Industrialists are recognising the dangers of welding fumes and are using simple, effective ways to extract them from the working environment says Richards Tregoning, director of Nilfisk

Gas hazard hits production, says MD

THE CALL for protecting technicians from welding fumes no longer goes unheeded, says Richard Tregoning, director of Nilfisk. "Traditionally welding fumes were accepted as an occupational hazard, but

European studies show that the workers' productivity can be adversely effected by welding fumes in the environment," says Tregoning

While carbon dioxide is not recognised as a toxic gas, it is included as a high concentration of CO₂ will

also adversely effect productivity

Carbon monoxide of 0,02 volume may produce headaches and mental dullness. More than 0,06 volume for more than an hour may cause unconsciousness

Since carbon dioxide is heavier than ox-

xygen it may displace the oxygen in the work area and cause asphyxiation

Nitrogen dioxide is irritating to the eyes. Exposure to high volumes may produce coughing and chest pains

The inhalation of one to two parts per million of ozone for two hours produces headaches, pains in the chest, and dryness of the upper respiratory tract

High concentration of phosphine toxic gas are irritating to the eyes, nose and skin. Chronic poisoning disturbs the sight, speech and motor

It is generally agreed, and recommended by world wide authorities that a "spot extraction" method should be used to minimise the degree of pollution in the local atmosphere at the point of welding

There is no single recognised solution to the toxic gas problem. However, Nilfisk has been active for some years in the industrial sector, advising on welding fume extraction. The Nilfisk industrial vacuum cleaner, when fitted with fume collection accessories such as an absolute filter, is ideal for fume collec-

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank.

CAPE TOWN ANSWER BOOK

Versatile ship for a tough job

(189) Marcus

6/7/82

DORBYL Marine is busy on what may be its most ambitious project yet the construction of a sophisticated supply vessel which may earn the yard a place in the ranks of the world's top shipbuilders and help it weather the current doldrums in shipbuilding.

The R8 million Voortrekker will be more complex even than the recently-delivered research ship Africana whose intricacies lay rather in noise suppression and scientific equipment on board than in the marine engineering which will be a feature of this new vessel

In theory it will be almost as easy to get the ship going as it is to start a motorcar because of the high level of automation in the engine room which can be left unmanned for up to 24 hours

Workhorse

The Voortrekker's duties will be that of a workhorse serving the drilling rigs probing the Cape seabed for oil. She will join about four others doing the same task.

Unicorn Lines, who have been trying for some time to enter the market for the chartering of drill rig tenders to Soekor, ordered the vessel when they secured a long-term contract.

Chairman and managing director of Unicorn, Mr Murray Grindrod, said the line would think about providing more supply vessels if there was a possibility of more contracts, but at present Soekor was committed to several other shipowners.

the ship will have to stand the stringent tests laid down by the Germanischer Lloyd classification society which will approve the vessel for reliable work under any conditions including ice.

Unicorn laid down these specifications, says Mr Grindrod, so that the supply tug would have a capacity for working anywhere in the world, an important requirement when it comes to sale or chartering.

Project engineer for the building of the tug, Mr Karl-Heinz Zakrewski, who has experience in the running and design of similar vessels, recently left the designers of the Voortrekker to settle in Durban and work for Dorbyl.

He believes Dorbyl now has a foot in the door leading to bigger things and may well get orders internationally from owners whose attitude toward the yard has been one of 'wait and

see'

Only about a dozen other shipyards in the world build supply ships similar to the Voortrekker

Unicorn awarded the contract to Dorbyl purely on commercial considerations, he said, and was given the usual Government financing

The Voortrekker, with a crew of 12, will be used mainly to carry to the off-shore work areas cargoes of fresh water, drill water, fuel oil, provisions as well as cement and barium sulphate. Complex pumping systems will be needed to transfer these materials to the rigs

Strong pull

The vessel will also serve as an anchor-handling barge and tug with a bollard pull of 80 tons — more than twice the strength of the modern harbour tugs working in Durban

The basic German design was evolved less than a decade ago for supply vessels to operate in the hazardous conditions of the North Sea and the Voortrekker can be described as one of the fourth generation of these vessels.

Her engines can be started from the bridge by the simple action of pressing a button. Within half an hour, instead of an hour as is the case with most ships, the vessel will be ready to put to sea. Computers will diagnose any faults in the engine room which means an engineer need go down to the engine room only once or twice a day for routine checks.

When he does go down it will be a tight squeeze for him as the small engine room space will be used to the full. The vessel's main task will be to carry supplies so the engine room has to be as compact as possible

Every component of

189 **Orders fly** ^{6/7/82}
~~269~~ *Industrial Week*
thick and fast

BIG ORDERS have landed in the laps of GEC Traction & Signal and DB Thermal Construction after the SA Transport Services and Escom awarded respective contracts worth R32 million and R30 million, writes Lynn Carlisle

Electrical equipment to be used in electric loco motives will be supplied by GEC Traction & Signal a member of GEC SA by the Transport Services through main contractor Union Carriage & Wagon

The order is for 65 sets of traction equipment for 6E1 locos — to be supplied at a rate of five a month commencing next year. It brings to 1 065 the total number of sets supplied by, or on order from, GEC Traction, says company chairman Don Nash

"Manufacture of the electrical equipment will be shared equally between

our factory at Driehoek Germiston and GEC Traction in Manchester

"We are the only South African manufacturer of complete sets of electrical equipment for loco motives and motor coaches and the contract ensures continuity of production at our Driehoek factory until the end of 1984 says Nash

The design of six 164 m high natural draught cooling towers for Lethabo Power Station will be carried out for Escom by DB Thermal and constructed by DB Construction in a joint contract worth R30 million

"This will be the first time that Escom will use a completely plastic fill which includes the pipes, eliminators and tickle grid," says Ian Munro DG Thermal's cooling plant divisional manager

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W CAPE JOBS IN PERIL

AR 645 9/7/82

METAL and engineering workers in the Western Cape are likely to feel the brunt of the recession soon.

Labour Reporter

Thirteen employees — about 10 percent of the workforce — at Trident Marine Engineering have already been retrenched, and an unspecified number at Dorman Long Swan Hunter will be the next to go.

The industrial relations manager of Trident Marine, Mr G Cormack, said operations in the dry-dock had been particularly badly affected by the recession. Employees "at all levels" were recently retrenched.

NEGOTIATED

"However, the whole retrenchment exercise was made easier for all parties due to management having previously negotiated a procedure with the workforce, who had the help and backing of their union.

"The process was accomplished without disagreement, and the critical needs of both man-

agement and the workforce were met," he said. A spokesman for Dorman Long Swan Hunter said he expected some retrenchments, but would not indicate how many.

Several employers in the metal and engineering industry agreed that retrenchments were likely, but many said they had enough work to tide them over at least until the end of the year.

A spokesman for a steel firm said "We are busy now, but we wouldn't like to commit ourselves. We're in the same boat as everyone else."

EIGHT MONTHS

A spokesman for a major engineering firm said he expected retrenchments in about eight months. "It is easier to retrench than to put workers on short-time." He said most companies whose workforce was re-

presented by a trade union were negotiating retrenchment procedures

Workers covered by the Industrial Council for the iron, steel and engineering industry are entitled to only a day's notice if employers tell the IC of their intention to retrench two weeks in advance

However, unions who are not party to the IC agreement are determined to push for greater job security.

The Metal and Allied Workers' Union in the Transvaal and the General Workers' Union are negotiating to prevent retrenchments wherever possible and, where they are inevitable, to ameliorate the effects.

Short-time, rather than retrenchment, is a demand of both unions

Mr Jack Roos, director of the Cape Chamber of Industries and Western Cape chairman of the Steel and Engineering Industries' Federation of SA, said retrenchments were most likely in semi- and unskilled categories

EFFECTS

"For years, people have been crying wolf, and now the wolf is at the door

"We must expect a tightening up of the situation, but I can't say now what the extent of retrenchment is likely to be."

The civil engineering industry is already feeling the effects of the recession.

Mr J Hollingshead, Cape secretary of the SA Federation of Civil Engineering, said some bigger firms were doing "practically no work."

"It is not a cheerful picture
"There will undoubtedly be retrenchments because of a falling-off in the amount of work.

"We use mainly contract labour, and thus the unemployment problem will be felt more severely in the homelands than in the Western Cape," he said.

Voluntary lay-offs help migrants

ARGUS 9/7/82

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Labour Reporter
WORKERS at Trident Marine Engineering with rights to remain permanently in the Western Cape have volunteered to be retrenched to save their fellow contract workers from having to return to the homelands where the chances of finding alternative employment are minimal.

Trident Marine retrenched 13 workers earlier this month because of a downturn in the dry-dock sectors of their operations according to Industrial Relations manager, Mr G Cormack.

VOLUNTEER

Mr Cormack said the retrenchment exercise had been made easier for both management and the workers because of a previously negotiated procedure with the workers and their union the General Workers' Union.

According to a GWU spokesman, the workers

were informed of the decision to retrench in advance. They decided that those with Section 10 1(a) and (b) rights entitling them to remain permanently in Cape Town, would volunteer to be the first to go, rather than let the contract workers return to the homelands.

"The union and the workers are concerned that retrenchment will lead to increased rural poverty. Rather than let their fellow workers suffer the full burden of retrenchment, those with Section 10 rights gave up their jobs to protect the contract workers from unemployment," said the spokesman.

"The union is proud of the stand made by these workers. It is an example of the unity between migrants and Section 10 workers in our union," she added.

● Jobs in peril.—Page 18.

Workers decide to end strike

Mercury Reporter

ALUSAF workers yesterday decided to end their three week pension strike and go back to work, union sources said

The strike began on July 16 when about 1 700 workers from this Richards Bay factory downed tools demanding the transfer of their pension money from the metal industries' pension fund to a private fund

Negotiations between the company and worker representatives reopened on Wednesday in a bid to settle the dispute

According to a memorandum discussed at Wednesday's meeting the company was prepared to re-employ the striking workers due to their 'experience and the considerable skills acquired'

But, Alusaf would only re-employ workers where their positions were still available and it would not consider those 'guilty of

serious misconduct or criminal activity' since starting the strike

A Fosatu spokesman said management had agreed to give priority to those workers who they were not able to re-employ when vacancies became available

'They also undertook to continue investigations into the metal industries' pension fund in order to find a mutually acceptable pension fund,' he said

The spokesman said it would appear that about 500 workers from the 1 000 who are still on strike would be immediately re-employed

A union source said the workers after a stormy five-hour meeting had decided to return to work but would continue to pursue their demand for the transfer of their pension money

He said they had decided to go and collect their wage packets today and would begin to fill in applications for re-employment on Monday

Alusaf managing director, Mr R A Barbour, could not be contacted last night

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9/17/82

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11/7/82
SA firm
swallowed
189
S. Times
By Vera Beljakova

SMITH International, whose turnover amounted to R1 000-million in 1981, has acquired a 100% ownership of Smith Boart (Spartan) for an undisclosed sum, says Dr John Wilson, president of Smith Mining Equipment Companies.

Until now a joint venture of Smith International and Boart International, Smith Boart is a leading supplier of rotary rock-drilling tools and equipment to the mining and quarrying industries.

The company will now be known as Sii Mining Equipment Companies, and becomes a unit of the Sii Mining Equipment Companies division, based in Houston, Texas.

Smith International is best known for its mining activities and for servicing the oil and gas well-drilling markets.

Strikers 189

13/7/82 ask to ~~182~~

Mercury
go back ~~189~~

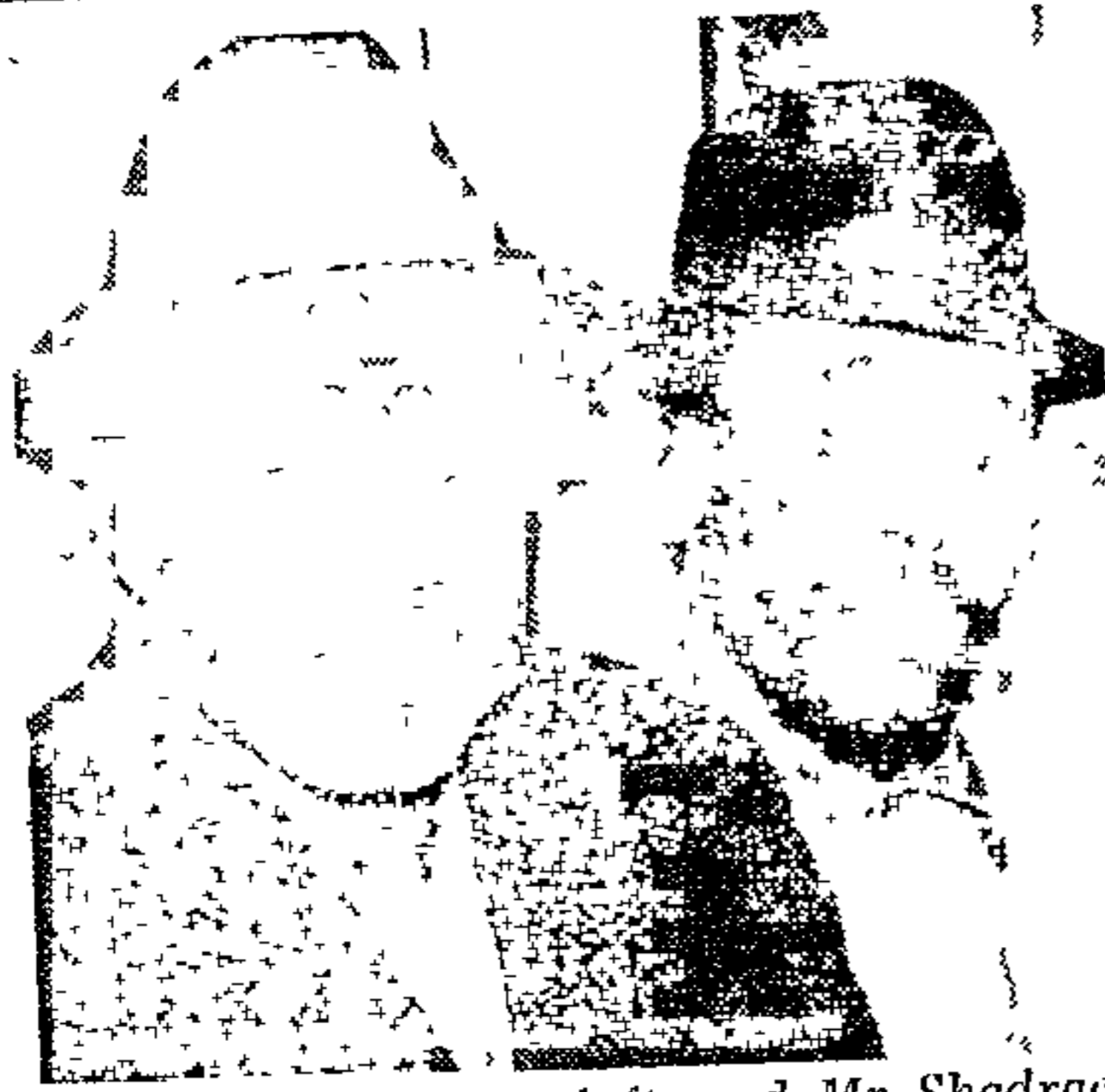
Mercury Reporter

THE striking Alusaf workers yesterday applied for re-employment, bringing to an end more than three weeks of labour unrest in the Richards Bay area

At one stage about 4 000 workers were involved in the unrest which was sparked off by strikes at Alusaf and Richards Bay Coal Terminal

During the unrest Enseleni and Esikhawini townships have been continually patrolled by Riot Squad police and a number of workers have been arrested under the new Intimidation Act

Alusaf's managing director, Mr R A Barbour said 'in a couple of days the factory should be back to full production



MR Donki Zondani, left, and Mr Shadrack Gqiba . . . volunteered to be retrenched

Bleak future for 11 who voluntarily gave up jobs

189
144
13/7/82

Labour Reporter

THE men who recently volunteered to be retrenched at a Cape Town engineering firm to save the jobs of 11 contract workers from the homelands face a bleak future

Two of them told The Argus yesterday of some of the burdens of being unemployed at a time of recession

Mr Donki Zondani and Mr Shadrack Gqiba, both of whom have worked for Trident Marine Engineering for the past eight years, were two of the 11 workers with rights to remain permanently in Cape Town who offered to be retrenched first to save contract workers from having to return to a much more insecure existence in the homelands

The men, who are all members of the General Workers' Union, decided that Section 10 workers would volunteer for retrenchment after negotiations with management

The company announced last week that because of a downturn in business 13 workers had to be laid off. Only two contract workers lost their jobs because of the other workers' decision

Mr Gqiba and Mr Zondani are family men with small children.

TERMS

"When Trident started short-time, it was only Section 10 people who were affected," Mr Zondani said. "The contract workers could not go on to short-time because it was against the terms of their contract. But later the contract workers also agreed to short-time to relieve the Section 10 people

"Now, when the management announced there would be retrenchments, the Section 10 people felt they must show the same feeling to the contract workers. "They had suffered enough through working short-time and we felt they should at

least be given a chance to finish their contracts"

Mr Gqiba said employees had never distinguished between Section 10 individuals and contract workers

PROBLEMS

"We all had the same problems because we all worked for the same company. That is why we joined the General Workers' Union. We knew by standing together we could help solve our common problems

"We accepted the retrenchment because we knew it had to happen, unlike the past where anything could happen. We knew the contract workers would be the worst off if they were retrenched," he said

Both Mr Zondani and Mr Gqiba said it had not been easy for them to decide to give up their jobs

Mr Zondani has 12 children to support, a number of whom are at school. Mr Gqiba has 10 children and five grandchildren

Although some of the children are working, he is nevertheless worried about how long his severance pay of R800 will support his family

Unemployment insurance can take several months to come through, according to Mr Zondani

"You also have to wait in queues every day at the labour office in Langa and this takes up a lot of time if you are trying to look for another job", he said

Jobs in Cape Town may become increasingly scarce, particularly for Africans, as the recession deepens

In spite of the fact that both workers have strong letters of recommendation from Trident management they say they will first concentrate on getting back all their pension payments to meet their financial obligations

Neither is optimistic about his chances of finding a new job soon

Demand for skilled welders is increasing

CAPE TIMES 13/7/82 (189)

AN increasing demand from the industrial sector has led to the need for more skilled welders.

To cope with this need welding schools have developed. As welding techniques and processes are changing at the time not only trainees attend these schools. Different jobs or ten require special techniques so it is now possible for the experienced welder to attend courses on the latest methods in use.

Welders generally serve an apprenticeship but according to Mr A M Ismail of Samson's Welding School few companies are taking in apprentice welders at present.

"We offer courses starting from scratch to those who do not have the qualifications to take up an apprenticeship or who are unable to get an apprenticeship. Mr Ismail said.

The courses offered at Samson's Welding School are at three levels. The first level is a crash course registered with the Department of Manpower covering the basics done in a normal apprenticeship. Trainees must have a standard eight certificate or be 16 years of age for entry into the school.

Once the basics have been learnt the apprentice goes on to learn coded welding. The second level involves coded plate welding. Coded pipe welding is done at the third level. Trainees are tested by a coding inspector.

"The construction of a major installation uses more than 1 000 welders on site," said Mr Ismail. One of the first assignments for which Samson's Welding School was able to supply qualified welders was the construction of Sasol II.

Due to the shortage of trained welders M and H a construction company which is a division of Kmetcon (Pty) Limited, decided two years ago to train their own welders. Facilities to teach welding were established in Woodstock for this purpose.

People of all races are accepted at the school and the only prerequisite for acceptance is that a physical fitness test be passed. Trainees either pay their own fees or are sent by their companies.

Welders who pass the basic courses can expect to earn from R3 00 to R4 00 an hour while coded welders can expect to earn up to R8 00 an hour.

M and H have an employment agency through which many graduates from the Kmetcon school are able to find employment.

(184) CAPE TIMES 14/7/82

Dockworkers laid off

Staff Reporter

A LOCAL marine engineering company Dorman Long Swan Hunter have laid off a number of workers at their plant at the docks.

A spokesman for the company declined to disclose how many were affected. He also denied a retrenched fitter's claim that Polish workers had been shipped in to replace South African workers.

'We took on two Poles eight months ago and our parent company Derby went to Vienna and recruited a number of highly-skilled Polish artisans

But there is nothing definite yet as far as we are concerned.

The fitter who asked not to be named said that at least 11 Polish artisans had been hired after the company had retrenched 65 workers in two batches.

The company spokesman said there was nothing abnormal about workers being paid off in the ship repair business; it was either feast or famine.

He said one of the causes was the recession in the marine engineering industry throughout the world.

Major outlet for Hulett's aluminium

27/10
189
14/7/82

Hulett Aluminium has acquired a 60 percent interest in Richards and Barlow South Africa's third biggest manufacturer of aluminium architectural products.

Apart from the appointment of two additional board members to represent Hulett Aluminium, no changes in the management structure or marketing activities of Richards and Barlow are envisaged.

"They have had an enviable record of growth in recent years and are well placed to continue to be a major force in the industry," said a Hulett spokesman.

Mr N F Duncan

deputy group managing director of the newly formed Tongaat Hulett Group succeeds Mr C J Saunders as chairman of Hulett Aluminium.

After 15 years with the Alcan group in Canada Mr Duncan joined Hulett Aluminium in 1965. In 1972 he was appointed managing director and from 1980 until the recent Tongaat-Hulett merger he was deputy group managing director of Hulett's Corporation.

Hulett Aluminium is South Africa's biggest aluminium semi-fabricators and manufacture a wide range of aluminium foil, extrusion cable and wire and paint products.

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Darling & Hodgson pass Armadah to Murray & Roberts

By STEVE ELLIS

TOTAL control of the troublesome Armadah Shipyards venture has passed to Murray & Roberts — and it did not pay one cent for the 50% it did not already own

Its partner in the joint venture Darling & Hodgson has had enough of the heavy losses incurred by the Durban oil-rig maker and has paid Murray & Roberts to take over the entire operation

The price has not been disclosed but the whole sorry tale may have cost D & H as much as R10-million — about half of which was written off in last year's accounts

The executive chairman of M & R, Mr Bill Bramwell confirmed yesterday that what was believed to be a M & R purchase was in fact a D & H pay-off "We didn't part with (any money) they parted"

A spokesman for D & H said that the final price to be paid would depend on a number of "variables" (such as "certain claims" against Armadah) and would not be known until at least the end of this year

He added "It is a fairly

complex formula'

In its first full year of operation last year Armadah lost at least R10-million and has continued to trade in the red this year

The 1981 loss trimmed D & H's taxed profit growth from 85% to 47% in the year to December but the effect on M & R was never quantified

Commenting on the effect of Armadah's loss on his company's profits in the December half-year, Mr Bramwell said that although start-up costs had been provided for in the end they exceeded budget

But the troubles that bedevilled the shipyard continued and as recently as April 27 Mr Bramwell was hinting that the company may have to be closed

He said in the company's house journal that the market for oil-rigs in 1982 had been less active and more competitive than in either of the previous two years

If Armadah is to continue it will have to do so at a much lower level of activity"

Earlier in the month, the chairman of D & H Mr John Hodgson, had said that although another loss was expected this year it would be well down on the 1981 figure.

He expected the company to operate profitably next year "If not we will have to think about phasing the venture out"

However it appears as if D & H is not prepared to wait that long

Mr Bramwell now says that the market has picked up a bit although he is not prepared to give a profit (or loss) projection for this year

Armadah began operations in earnest early last year and by June it had secured contracts worth about R70-million to supply four rigs to Baker Marine, of Texas for use in the Gulf of Mexico

At the time Mr Hodgson said he thought that production would increase by up to 50% within two years. But with the drop in oil prices and the resultant fall in exploratory work demand for rigs fell away

Armadah has had to rationalise activities and now has a much-reduced capacity to that it had when it 12 months ago

Mr Bramwell accepts that M & R's risk has doubled with the acceptance of total control but optimistically states that "we are poised to make Armadah a profit-earner"

Worker, firm in feud over compensation

By SELLO RABOIHATA

AN elderly Dobsonville man yesterday alleged he was fired from work after he was injured and not given any compensation for seven years of service

Mr Bernard Mohai of Dobsonville hostel also told The SOWETAN that on his discharge from Leuf Lumenite (Pty) Limited Roodepoort he was given his

weekly wages R49 32 his leave pay R116 50 and a bonus of R56 26. The total amount he received was R205 34 after R16 83 had been deducted for pension and pay as you earn (Paye)

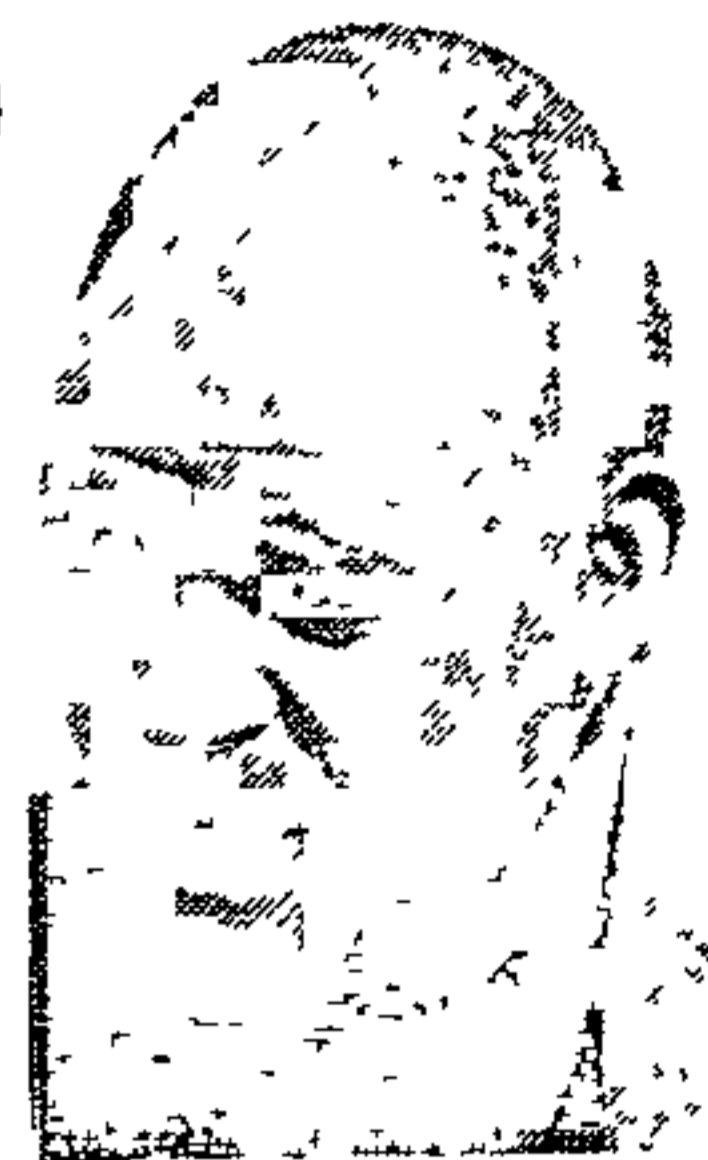
He said On April 24 1980 I was injured while on duty. An iron container had fallen on my leg and I spent eight months in hospital. On my discharge from hospital I went back to

work

In May this year I was transferred to the grinding department and when I said I would not be able to do the job I was told I had only that last chance otherwise I would be fired. I had to consult a doctor who confirmed that I could not do the job. I am very bitter at this because I was dissatisfied when they paid me out and I was also not paid any compensation

for my injury

The company's personnel manager Mr W Rupieper said he remembered Mr Mohai's case and that a doctor had certified him unfit to work on his feet as he would not be able to carry excessive weights. So Mr Mohai was given various jobs in the foundry. When he seemed to be having problems he was asked if he still wished to work for the company but he



FIRE Mr Bernard Mohai
Pic BONGANI MNGUNI

decided to resign instead

He said When he decided to resign he was paid everything due to him. He was also paid his workman's compensation. I have the record with me

Sacked

ABOUT 158 out of a workforce of 750 workers employed by Consolidated Wire Industries were sacked yesterday, following a two-day work stoppage at the company's plant in Vanderbylpark.

In a statement the company said that the plant had had a partial work stoppage on Wednesday. It was reported that about 300 workers reported for work but failed to go to their work stations.

Demands

The workers had made certain demands on the management who stated that they were not prepared to discuss these items until workers returned to work.

The same workers did not report for work on Thursday after being advised the previous day that by not reporting for work they would be dismissing themselves.

Priest

AN INQUEST hearing into the death in detention of Mr Isaac Tshifwa Muofhe, of Venda, which opened at the Sibasa Magistrate's Court at the beginning of this week, will resume on Monday next week.

Mr Muofhe, a Lutheran Church lay preacher, died two days after being detained in connection with last August's guerilla attack on the Sibasa Police Station in which two policemen were killed and a third seriously wounded.

The court heard how Mr Muofhe had tried to jump off a moving bakkie while on his way to show police certain places related to the police-station attack.

A post-mortem report showed that he had died of loss of blood and widespread bruising.

He had also suffered scalp, arm, leg and kidney injuries, as well as severe bruising of the

16/7/82
Sawetani

589

~~589~~

Big property boom with PE shipyard

189 E. Post 17/7/82

"WHEN the ship repair yard arrives in Port Elizabeth, property is going to go mad"

This, we know, is the contention of the Algoa Bay Dockyard Development Company and other bodies closely associated with the project.

But it is also the view of several estate agents who hope to bask in the reflected glory of the shipyard's launch and share in the property spoils which will almost definitely follow

There are few estate agents who do not believe there is now a strong chance that it will come. Pessimism seems to be far from their thoughts

One of the optimistic property men is Mr John Price, of John Price Estates, who is boomful of confidence

"When the dockyard development comes, land prices are going to go mad," he told PROPERTY POST



Property news

by
Ralph Jarvis

"I believe the dockyard will come and, when it does, it will make the 1980/81 boom look like child's play"

But Mr Price was not exactly bubbling about the lack of any real news being disseminated about the shipyard

"There is so much secrecy and caginess attached to it that the public don't believe in it any more and pooh-pooh it as pie-in-the-sky. That's wrong. There should be more confidence

"When people come to us, as estate agents, we want to tell them the truth. They come to us to invest money in property

"We have to advise them and they trust our advice, so we should be kept informed so we can give the proper advice

"As far as the dockyard is concerned, we should be open and honest about it — and promote it so that it can benefit the community"

This is the view of many people who, excited by the project's potential, want to know more about it and believe that, if it really is to become reality, it should be promoted vigorously so

that the whole area can benefit

There has been the view expressed by spokesmen for the development company that its business is private

Of course it is

However, another (outside) view is that the justified privacy could be tempered with an acknowledgment of the immense public interest in the shipyard and the enormous potential benefits for the whole Port Elizabeth-Uitenhage metropolitan area as well as for the whole of South Africa

I have heard, too, that our city also stands to gain from a massive coal-exporting development which would be dependent on the establishment of the shipyard and is planned to be built close to the shipyard

The point Mr Price makes about the erosion of public confidence — with people starting to laugh it off as pie-in-the-sky — is, sadly, true.

Possibly the development company should, because of the importance of the development, take the public more into its confidence

I know that those who are involved in the project are supremely confident, far above the normal loyalty-to-project limits

But a new confidence boost is now needed to set possible fears at rest

It all has to do with confidence in Port Elizabeth as a great place to live and work — and visit as tourists

Said Mr Price "Port Elizabeth is an area which is often maligned by the rest of the country. We don't promote the city enough as a place to work

"I feel that even we as estate agents, sometimes feel that Port Elizabeth is in the backwoods

"We sometimes think we are 'only Port Elizabeth' and regard Johannesburg as the 'big place'. People leave Port Elizabeth to go to Johannesburg to seek their fortunes

"But we can make Port Elizabeth by adopting a positive, optimistic approach.

"If we should ever lose interest"

Mr Price said the scheme by the Port Elizabeth and Midlands branch of the Institute of Estate Agents of South Africa, to promote Port Elizabeth industrially should be supported by all estate agents, whether members of the institute or not.

"All estate agents should become members of the institute, but it must be remembered that the institute is not there to protect the estate agent necessarily but the public.

"The public is protected by a code of ethics, so people should realise that it is in their interest to deal with a member of the institute"



U
E
17/11/82

Nelspruit is hit by a strike

PE TOWN WER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

All answer books

Number of books
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Surname

First Name(s)

Date

Degree/Diploma/
you are registered

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Labour Correspondent
NELSPRUIT this week became the newest area to be hit by labour unrest as about 400 workers at major metal firm Delta Manganese downed tools in protest at retrenchments

Worker demands to withdraw from the metal industries pension fund played a key role in the dispute

Many workers at the plant are members of the National Union of Sugar Refining and Manufacturing Employees, a Natal-based union which has branched out to the metal industries

The company's managing director, Mr L J Carter said yesterday that the dispute had ended

He said workers gathered outside the plant on Thursday and refused to start work. However he said they returned yesterday and "we have been interviewing them all to ensure this does not happen again" He said production was normal

Mr Carter said the strike was sparked by the retrenchment of 45 workers who lost their jobs because of a cut-back in plant operations

But he confirmed Delta had been holding "extensive discussions" with workers on a demand that their pension money be refunded. The metal industries pension fund does not allow workers to withdraw their money from the fund until six months after they leave the metal industries

"We were sympathetic to this and asked the fund for an exemption enabling us to refund the money. But this was refused," he said

On the wage issue Mr Carter said Delta had a "house agreement" which meant it did not have to pay the same rates as those in the industries' wage agreement

Workers at OK Bazaars' KwaMashu branch downed tools yesterday and won the reinstatement of retrenched colleagues a Commercial, Catering and Allied Workers Union spokesman announced

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	Internal	External
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	65	
	59	
Examiners' Initials		

NOTE CAREFULLY

- Enter at the top of the block of question you are answering
- Blue or black answers. The use of red or green ink is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- Do not write in the left hand margin

WARNING

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- Candidates are not to communicate with other candidates or with any person except the invigilator
- No part of an answer book is to be torn out
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination

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

Anglo into China

240
189
S. Times
18/7/82

ANGLO American is poised to penetrate new markets in mainland China

This time the bait is Coalequip's mining equipment aimed at China's rapidly growing mining industries

Officially, the South African-developed mining machinery will soon be offered by its parent company, Amic's Boart International, to "interested parties in Hong Kong and South-East Asia"

This is a euphemism used by a reliable Anglo source, who prefers it to a plain confession of "we're seeking trade behind the Bamboo Curtain"

Coalequip already sells Mozambique conveying equipment for its coal and sugar industries. It also exports roof-bolt units to Canada and the UK, and conveyor and vibrating feeders to Zambia

So far, its exports make up only 1%-2% of its sales

Besides aiming to entice China, this Anglo subsidiary considers both the US and Latin America as potential clients worth exploring

The Anglo infant, which grew from a R13-million turnover in 1978 to R49-million last year (with pretax earnings of R5.2-million), is confidently looking forward to R62-million this year

"Had the recession not struck South Africa, we would have seen a R65-million turnover," says its managing director, Rory Lansdown, whose company is 51%-owned by Boart International and 49% by Gencor

It sees itself in an enviable position, as both parents control 60% of South Africa's mining industry, while, in turn, it owns 60% of KBC (Klockner-Becorit Coalequip) — formed from merging Klockner-Becorit with a Dowson & Dobson's plant and its distributionships. In Zimbabwe it runs a wholly owned subsidiary, Torque Tension

So far, Coalequip has concentrated mainly on the local coal-mining industry, which

By Vera Beljakova

contributes 85% to its turnover, with the remaining 15% distributed throughout the whole mining sector

Though mining activities in South Africa might be declining, the coal industry expects to grow by 8% a year — partly because of the State's increased export allocations and the opening of new open-pit and strip mines that supply cheaper lower grades to the power industry

This growth is expected despite the closure of presently uneconomic large, old underground mines, especially in Natal, where demand for anthracite is declining as steel requirements diminish

On the plus side, South Africa's coal-reliant energy plans are gaining momentum as four new power-stations are in the pipeline — all hungry for vast quantities of cheap coal

Union Steel takeover
18/7/82
S. Times
189

Business Times Reporter
UNION Steel has acquired Avon Wire from Macdem for an undisclosed figure

As part of the deal, the copper-alloy manufacturing division of Avon, which includes brass wire, will be sold separately to the Macdem subsidiary, McKechnie Bros

Avon is a manufacturer of copper, aluminium and stainless-steel wires

The copper-alloy manufacturing plant will be relocated at McKechnie's Wadeville factory by September, and the changeover will be carefully staged to prevent a disruption of supplies

S. Post. 19/7/82 (189)

Aluminium firm deal

DURBAN — Hulett Aluminium have acquired a 60% interest in Richards and Barlow (Pty) Ltd, the Republic's third largest manufacturer of aluminium architectural products and one of the fastest growing companies in this field

Cape-based Richards and Barlow also have plants in Durban and on the Reef and produce a comprehensive range of aluminium windows, sliding and patio doors, louvres and shower screens in addition to shopfronts, facades, curtain and window walls — all of which they will supply and fix

ADP
24/7/82
Union Wins rights

Labour Correspondent

A WADEVILLE electrical company, Litemaster, has signed a recognition agreement with Fosatu's Metal and Allied Workers Union (MAWU) which grants the union the right to bargain over pay and work conditions

The agreement comes at a time when almost all East Rand metal employers have resisted MAWU demands to bargain directly on these issues and insisted that bargaining take place before an industrial council

The recognition agreement is a sequel to an industrial court action brought by MAWU against Litemaster, which is partly German-owned. As part of an out-of-court settlement, the company agreed to open recognition talks with the union

Besides bargaining rights, the agreement also governs grievances, strike and lock-out, dismissal, health and safety and retrenchment procedures, and other issues

Litemaster's managing director, Mr John Houston, said the agreement was "a significant step forward for relationships" at the firm

Meanwhile trailer manufacturers Henred Fruehauf, who recently signed a wage agreement with MAWU at its two East Rand plants, has signed a pay agreement with MAWU at its Durban factory

Major govt deals probe

By Colin Bower

IS the South African electronics industry heading for a major upheaval?

Business Times has ascertained that the Department of Industries, Commerce and Tourism plans to announce this week a wide-ranging investigation into the R2 000-million industry.

Officials are tight-lipped about the nature and scope of the inquiry, but there is speculation in the industry that the Auditor-General may have come across certain alleged irregularities in the course of the continuous investigation that his office conducts into Government supply contracts.

The Auditor-General, Alexander Ellis, is not prepared to comment on this speculation, and points out that he is required to report to Parliament.

But the managing director of one electronics company tells Business Times that "startling discoveries" have resulted in reforming action affecting the industry.

It may be the case that the pending announcement by the Department of Industries will bear this out.

Mercury
S A steel
~~189~~
deal with
27/7/82
Thyssen's

Financial Editor

A MAJOR benefit of the deal signed with West Germany's massive steel-makers, Thyssen's, would be their 'tied' imports of ferrochrome from South Africa, a spokesman for Middleburg Steel & Alloys said yesterday, announcing the signing of a know-how agreement with the company for the 3CR12 steel.

Middelburg expects that international demand for the new steel which has a high chrome content and is corrosion-resistant, could reach 1 000 000 tons a year by 1990.

Local mills could not cope with this demand and it had been decided to license the process and link it with ferrochrome exports from Middelburg's mills.

Research

Interest has been shown by other steel-makers, with Middelburg regarding the Thyssen deal as a 'breakthrough' achieved after a year's research at Thyssen's laboratories.

Sales in South Africa of 3CR12 are expected to reach 16 000 tons next year with a wide range of applications from mining to the sugar industry.

However, the spokesman declined to reveal details of expected earnings or exports of chrome. The profitable part of the deal is likely to be exports of the metal.

Raw chrome was exported (nearly 3m tons) last year at about R45 a ton but once it has been upgraded to ferrochrome it gets a much better price. In 1977 the refined metal was being quoted at £2 830 to £3 060 a ton in London.

people viewing the
 exhibitor who asked
 to be identified said
 saw a member of
 take a viewer
 and discuss the
 of his products
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 One cannot take any
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 't exhibiting but it is
 ally wrong"

non exhibitors
 But many of the ex
 hibitors said that the
 show is open to all and
 it's just hard luck if non
 exhibitors are using the
 exhibition to promote
 their own products
 The show, which end
 ed last Friday, was con
 sidered a success
 Crowd figures were down
 compared to previous
 shows but visitors prais
 ed the quality of the ex
 hibition which they said
 was of an extremely high
 standard

Iscor cuts Pretoria jobs

Industrial Week 27/7/82

IN A drive to improve per
 formance Iscor has thi
 year reduced 2 319 of the
 original 13 000 Black and
 White posts at its
 Pretoria Works writes
 Lynn Carlisle

A senior Iscor official
 says this has been
 necessary due to the fall
 ing demand worldwide
 for iron and steel

dition 763 White and 626
 Black workers have
 resigned their jobs which
 is the normal number,
 he says

But he adds that this
 figure does not represent
 the number of workers
 who have been laid off

Although Iscor says
 that it will continue to ra
 tionalise wherever it can
 it is unable to say at this
 stage what further
 decommissioning of old
 plant is expected and
 how many existing posts
 will be taken out this
 year

For 444 staff have been
 retired on pension and
 172 Whites and 84 Blacks
 have been transferred to
 other Iscor plants In ad

Motor strikers go back to work

STRIKE torn motor industry resumed production
 week despite a deadlock in talks between motor
 manufacturers and Fosatu's National Automobile and
 Workers Union at a specially called Industrial
 Council meeting
 Volkswagen's Uitenhagen plant and Ford and
 General Motor's PE plants were closed for a week
 as 10 500 Black workers downed tools
 Employers have offered a minimum of R2 15 an hour
 but NAAWU originally demanded R3 50 an hour but
 since indicated it is prepared to reduce its
 demands
 New wage proposals were put forward as both
 sides are now formally in dispute and the Council's
 dispute procedure comes into effect

Wine winners

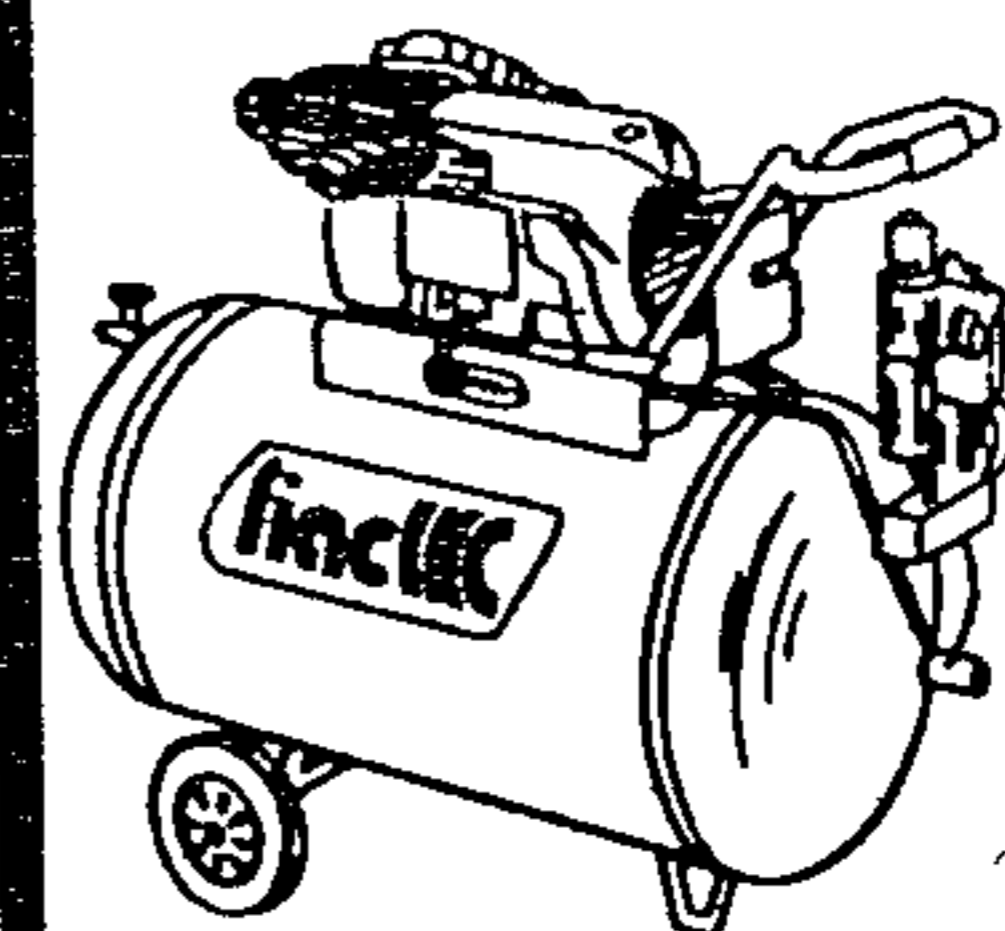
The answer to the Sol
 ly Kramer's wine of
 the week competition
 of June 15 is
 "Simonsvlei Cabernet
 Sauvignon"

The winner of the
 R25 liquor voucher is
 T A Hamilton, Box
 40284, Cleveland 2022
 The R10 liquor
 voucher has been won
 by J Horrell, Box
 39097, Booyens 2016
 and G H Peters, Box
 370, Parow 7500 wins
 the R5 voucher

See page 31 for
 information about our
 new competition

COMPRE

View
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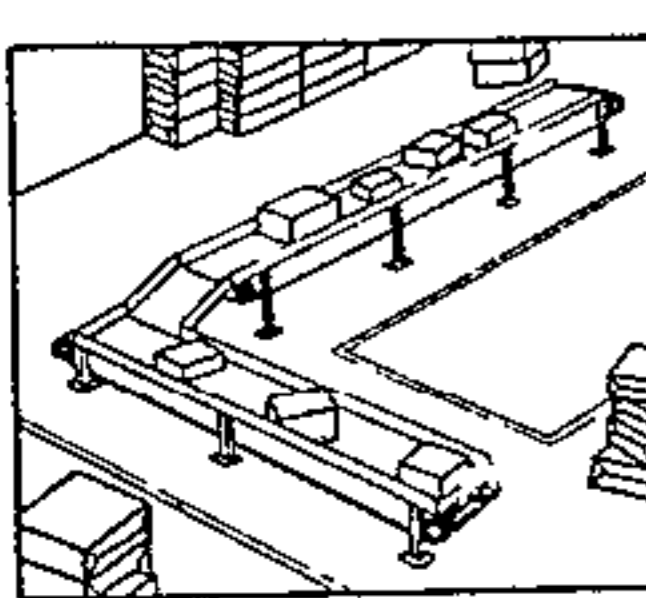


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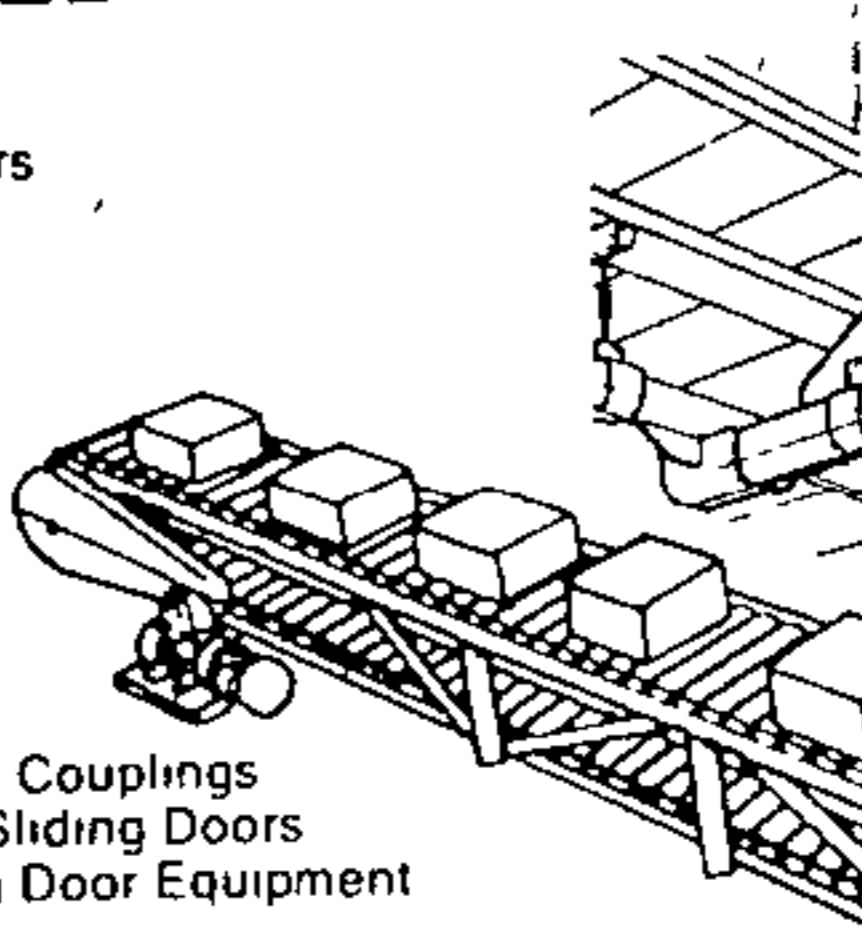
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~~(3310) 173~~
Unionists

Jan 27/7/82. #173
not guilty
189

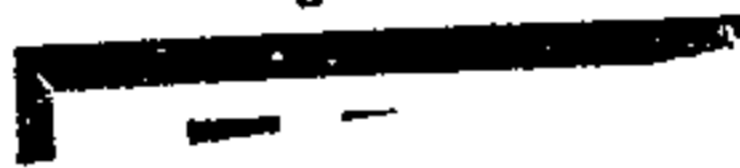
~~Labour Reporter~~

Five Eastern Cape auto union members were found not guilty in the Uitenhage Regional Court yesterday on charges of public violence

Their appearance followed a number of postponements in a case which arose from a strike last June over wages at the Dorbyl components plant in Uitenhage.

They are all members of the National Automobile and Allied Workers' Union

Another nine former Dorbyl workers were acquitted late last year on similar charges, while five were found guilty. One of the five was given an effective one-year jail term. The others were fined



~~1404/151~~
Mawu gets
189 Star
agreement
22/7/82
with firm

Labour Reporter

The Metal and Allied Workers' Union has won a recognition agreement with a large East Rand electrical firm.

The agreement between Mawu and Litemaster in Wadeville provides for negotiations on wages and working conditions.

Litemaster also agreed not to dismiss any workers during the first 24 hours of any work stoppage and a procedure for retrenchments was worked out.

The firm's managing director, Mr John Houston, described the agreement as a significant step.

189

Mercury

Steel boss's battle against Govt red tape

29/7/88

Mercury Reporter

THE general manager of the Highveld Steel and Vanadium Corporation, Mr Reg Callinan, yesterday hit out at the policy of separate technical institutions for the different race groups.

Addressing a CSIR mini-seminar on industrial training in Durban yesterday, Mr Callinan said 'It is ridiculous that black and white apprentices can do the same work on the factory floor, but can't sit in the same lecture room.'

He said when his company decided to introduce black apprentices 'only days after

the Wiehahn Commission's recommendations', they contacted the education authorities on the possibility of using Witbank Technikon.

'But this was not to be, in spite of what the Wiehahn Commission had come up with.'

In March 1981, months after the company had made its application to the Department of Education and Training, Mr Callinan said they had been informed that the department had approved the establishment of a training college for blacks 'But you know how long that takes'.

The company had eventually supplied the training centre and the classrooms

This year they had taken on an Indian and a coloured for apprentice training 'and we are wondering whether we are going to have further difficulty because they cannot go to the same college as the others'.

'The education authorities should revise their thinking to bring it in line with Government thinking and I believe one department should handle all technical education.'

Earlier Mr Callinan said the company had been delighted with the Wiehahn Commission report and the White Paper which followed.

'We thought all our problems were over and we could employ all we liked,' he said

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BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
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Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
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- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

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

^{Mercury}
Workers
get
~~199~~ ~~232~~
interim
^{3/17/82}
solution

Mercury Reporter

THE subject of a two-week strike last year over union recognition has had a sequel

Richards Bay Minerals, has finally signed an agreement with the unregistered National Federation of Workers

The entire black workforce of 800 downed tools in June last year. The company refused to recognise the National Federation of Workers who claimed to represent more than 50 percent of the workers

The general secretary of the National Federation of Workers, Mr Matthews Oliphant, said the recognition agreement was an interim one. It would expire at the beginning of next year. If the union proved it represented more than 50 percent of the workforce before then, the agreement would be immediately replaced by a full recognition agreement.

Mr Oliphant said it had been agreed that shop stewards would deal with day to day grievances but only the union could negotiate working conditions and wages.

Considering the union had been negotiating for recognition since June last year and that it was unregistered, the signing of this agreement must be seen as a significant victory, Mr Oliphant said.

A statement released yesterday by Richards Bay Minerals' personnel manager, Mr Francis Uys, confirmed the signing of 'an interim recognition agreement in respect of hourly paid employees'

200¹⁸⁹
take
'unpaid
leave'

By PHILLIP
VAN NIEKERK

ABOUT 200 workers at the Dorman Long Swan Hunter factory in Bellville have found a novel way of avoiding retrenchment — they are taking voluntary unpaid leave.

The workers, who belong to the General Workers' Union (GWU), were recently told the company wanted to retrench 30 to 40 workers. They all decided to take three months' unpaid leave over the next year to 15 months instead, thus avoiding the necessity of retrenchments.

A GWU spokesman said the workers, who handed in their leave applications this week, felt they should all make the sacrifice of losing several months' pay to prevent some losing their jobs.

Procedure

The company is still in the process of recognizing the GWU committee and retrenchment procedures had not been finalized when the company announced it planned to lay off workers. The GWU spokesman said they were still negotiating a general retrenchment procedure.

A Dorman Long spokesman said management had agreed to the workers' proposal because while it meant the labour force would be disrupted, the company could offer employment to a wider spread of employees.

"However, one of the provisos was that the leave, which would be strictly voluntary, should be at the discretion of management. Certain key employees will not be able to take unpaid leave.

"In the meantime, we are hopeful for an upturn in business so we can call the people on unpaid long leave back to their jobs."

'An indication'

Miss Di Cooper, assistant branch secretary of the GWU, said the workers' decision was "an indication of the extent to which workers are prepared to unite and protect themselves."

Trident Marine workers — also members of the GWU — recently decided that only workers with permanent residence rights would be laid off, after the company had announced it intended retrenching employees. This was to save the jobs of the contract workers, who would have had to return to the homelands with little chance of getting new jobs.

Miss Cooper said both the Dorman Long and Trident Marine cases showed that it was worth negotiating over retrenchments. "During a recession, management can save a lot of trouble if it is prepared to look at the alternatives to retrenchment."

Earlier this month, there were large retrenchments at Dorman Long's ship-repair factory at the docks, where the GWU is not organized.

Union wins battle

Mail Correspondent

DURBAN — Richards Bay Minerals, the subject of a two-week strike last year over union recognition, has finally signed an agreement with the unregistered National Federation of Workers

The entire black workforce of 800 downed tools in June 1981 when the company refused to recognise the NFW, which claimed to represent more than 50% of the workers

The general secretary of the NFW, Mr Matthews Oliphant, said the recognition agreement was an interim agreement which would expire at the beginning of next year

But if the union proved it represented more than 50% of the workforce before then, the agreement would be immediately replaced by a full recognition agreement

Mr Oliphant said it had been agreed that shop stewards would deal with day-to-day grievances but only the union could negotiate working conditions and wages

A statement released yesterday by the personnel manager of Richards Bay Minerals, Mr Francis Uys, confirmed the signing of "an interim recognition agreement in respect of hourly-paid employees"



Hospital authorities are urgently trying to contact the family of this man, Mr Derek Nelson, 40-50, who was taken to the Johannesburg Hospital on Wednesday, July 7, after he was found wandering around, bleeding profusely, in Albert Street, Johannesburg. Mr Nelson is suffering from a head injury and is in a serious condition. His home address, which was traced by car keys Mr Nelson had in his possession, is 4 Radoma Court, Cavendish Road, Bellevue, Johannesburg. Anyone who can assist should contact the hospital at 643-0111

Picture GREG ENGLISH

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Fine and mild but cold in the morning. It will be cloudy in the morning over the north and east
 FREE STATE and CAPE north of the Orange — Fine and mild to warm but cold in the morning
 CAPE south of the Orange — Mainly fine and mild to warm, becoming partly cloudy and cooler later over the Peninsula. Bergwinds and high temperatures will occur along the west coast
 NATAL — Fine and mild to warm

Temperatures are Celsius maximums expected for each city

Rand Daily Mail Weather Station

YESTERDAY

Friday, July 30 1982

Temperatures

09h00 14h00 21h00

9°C 19°C 10°C

Humidity

50% 15% 40%

Max temp 20°C

Min temp 5°C

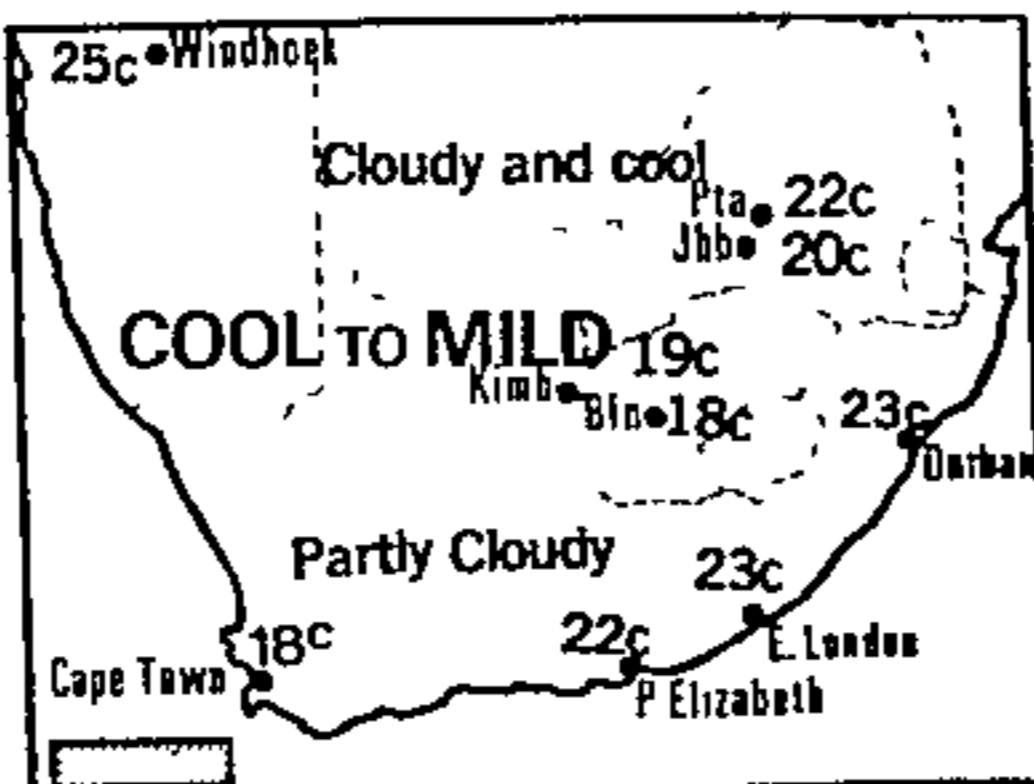
Rain 24 hours to 20h00

Nil

Sunset today 17h41

Sunrise tomorrow

06h46



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

City	°C	City	°C	City	°C
Bloemfontein	18	Jan Smuts	19	Potchefstroom	19
Cape Town	19	Nelapruiit	22	Pretoria	21
Durban	21	Pietersburg	21	Skukuza	25
East London	17	Port Elizabeth	17	Standerton	20

SOUTH AFRICA. Hottest at 14h00: Alexander Bay 28°C Coldest at 08h00: Underberg -9°C

TRANSVAAL. Hottest at 14h00: Skukuza 25°C Coldest at 08h00: Bethal -3°C

THE WORLD YESTERDAY

POLLUDEX

BE WON

— so up it goes to R5 000 NOTE
 No 661, PO Box 1485, Johannesburg
 in the foyer of the Rand Daily Mail
 Office of the Rand Daily Mail, corner
 - Jackpot No 661 will be midnight on
 at No 661 see Page 11

DAILY MAIL JACKPOT

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AN BE WON

Jackpot No 660 — so up it goes to R5 000 NOTE
Friday Jackpot No 661, PO Box 1485, Johannesburg
Jackpot box in the foyer of the Rand Daily Mail or at the city office of the Rand Daily Mail, corner for Saturday's Jackpot No 661 will be midnight on rules to Jackpot No 661 see Page 11

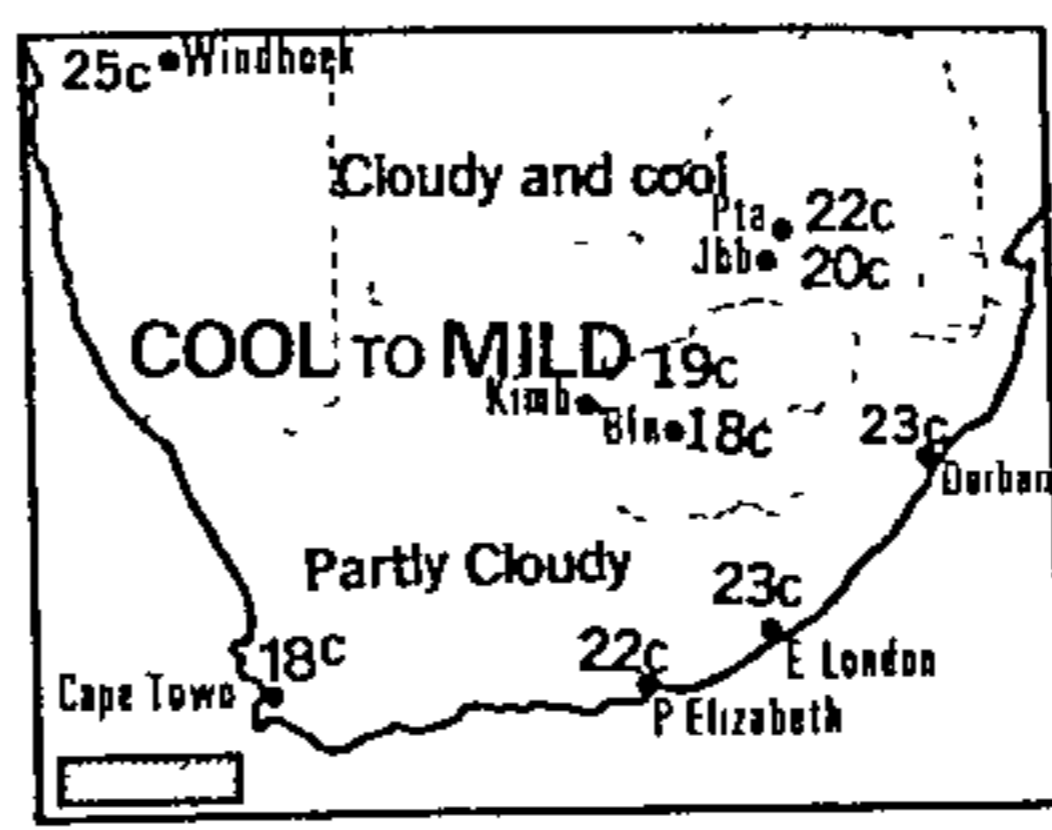
DAILY MAIL DAILY MAIL SATURDAY JACKPOT

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POLLUDEX
THIS SHOWS THE LEVELS OF POLLUTION IN THE
Min Max Weather

U'hage gets a new industry at PE expense

189
E. Post
3/8/82

By LOUIS BECKERLING
Business Editor

A R43-million SA Transport Services order for 30 class 11E AC electric locomotives from General Motors has had a spin-off for a new industry in Uitenhage

However, in the process of settling his company in Uitenhage, newcomer to the area Mr Garth Thompson has discovered a "negative" attitude to industrial development by authorities in Port Elizabeth

Among the sub-contracts farmed out by GM is a R250 000 order for pressure vessels and air-receivers (used in the braking system of the locomotives)

An Indian-owned and controlled company, Vantel Engineering of Boksburg, has won the lion's share of the sub-contract in return for establishing a small manufacturing outlet in Uitenhage

A director of Cape

Vantel, Mr Garth Thompson, called BUSINESS POST to say that the newly-created subsidiary had begun production in a 600m² site in Uitenhage after installing a plate-rolling machine capable of rolling plates up to 12mm thick and 2,5mm wide — "one of the biggest of its kind in the Eastern Cape"

Total capital invested in the new plant was of the order of R40 000, though only four jobs had been created

The 30 Class 11E locomotives — each with a local content in excess of 40% — will be produced by the ElectroMotive division of General Motors at Aloes, for use on the coal export line between Ermelo and Richards Bay

The latest contract brings the total value of locomotives ordered from General Motors to nearly R350 million and plant manager Mr John Diner

said delivery would begin in May 1984

Under the circumstances, why did Mr Thompson not establish his new plant in Port Elizabeth?

"We decided to go to Uitenhage not through choice, but necessity I am highly critical of Port Elizabeth's provision of industrial land," he said

"I came here in June last year and spent two weeks looking for a site and found nothing that was suitable in Port Elizabeth

"Prices were exorbitant and there was also uncertainty in my mind about the reaction from the local authorities to the non-racial composition of the company

"The impression I got was that the local authority was just not concerned about promoting industry and many of my telephone calls went unanswered. By contrast Uitenhage welcomed us with open arms

Confidential



Strikes continue

WORKERS at two companies, on the East Rand and in Johannesburg, yesterday downed tools in a continuation of labour unrest along the Reef

About 93 employees at Gold Star Yeast, a member of the Premier group, in Industria, Johannesburg, went on strike, demanding R25 increases

Meanwhile, at Rheem SA in Alrode, Germiston, management denied workers were involved in a work stoppage despite repeated telephone calls to The SOWETAN by workers. The workers said about 150 of them had downed tools yesterday because of discrimination by management

STRIKE: Some of the workers yesterday

South African General Electric of Benoni and Transwire Cables of Olifantsfontein which, between them, control a sizeable slice of the country's R25 million-a-year magnet wire market, have merged their wire operations

The new company, Transage Wire, now the undisputed leader of the four concerns producing magnet wire for the motor, transformer and motor re-wind industries, will operate from a new R8

GE merger takes pressure off tangled SA wire market

(252)
Star 189
4/3/82

million plant at Olifantsfontein

"The new enlarged company will offer an improved service because of its broader range of wire and strip products," said Mr Jim Douglas, chairman and managing director of

SA General Electric "The merger makes good business sense because of the overcrowded magnet wire market"

Mr Douglas stressed that SA General Electric (GE) was "still

very much in business in South Africa"

Proof of its continuing confidence, he said, was its recent acquisition from Dorvil for about R2 million of its 40 percent interest in Reid and Mitchell,

an armature winding and repair group

The deal gave GE 100 percent ownership GE, with a nationwide workforce of about 1 000, has an annual turnover of about R100 million

APR 3

Middelburg's New Steel

SCORES MAJOR SUCCESS ON WORLD MARKET

189
4/8/82

A South African product making a big impact in international markets is the low-cost corrosion-resistant steel, 3CR12, developed and manufactured by Southern Cross.

Launched commercially in South Africa two years ago, it has made major inroads in all sectors of industry.

Sales have increased by 300 percent a year and projections are that demand will reach 16 000 tons next year.

This impressive success on the domestic market spurred Southern Cross to seek outlets overseas years earlier than planned.

"The results have been outstanding," said marketing director Mr Leo Melvill.

In Australia, the United Kingdom and West Germany in particular, we have seen a response which indicates a potential too big to quantify at this stage.

The most notable endorsement of 3CR12 to date has come with the signing of a reciprocal technical know-how agreement with the

compliment to South Africa.

"It puts our steel firmly on the international map as a product worth considering by steel producers everywhere."

Demand could reach 16 million tons by 1990

West German steel firm, TEW.

This is the first significant step towards the manufacture of the steel on a world-wide basis, with the know-how and ferrochromium being supplied by Southern Cross' parent company, Middelburg Steel and Alloys.

Mr Melvill said "The fact that a firm with the reputation that TEW enjoys has seen enough potential in 3CR12 to jointly produce the product with us is a tremendous

"The signing of similar agreements in other countries is in line with our marketing strategy. Local production facilities will simply be unable to cope with the expected world-wide demand, that could reach a million tons by 1990."

By comparison, the Southern Cross mill in Middelburg, which recently expanded at a cost of R150 million, has a total capacity of 200 000 tons a year.

The steel is making rapid progress in Aus-

tralia with marked success in the mining and sugar industries. More than 100 applications of varying tonnages are currently being tested, and favourable reports are coming in all the time.

Mr Melvill said these are being backed by further orders as the companies involved discover more suitable applications.

British industries are reacting in the same way. The petrochemical industry is finding the steel particularly suitable, he said, while the mining and sugar industry are also turning to 3CR12.

"British Rail has expressed an interest for a number of applications and this could develop into a big, future market."

"Its use in Britain is also generating interest in Europe, notably Belgium, Italy, France, Finland and Luxembourg," said Mr Melvill.

net
Initial

Paper No (to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes or material may be brought into the examination unless candidates are authorised by the invigilator
- 2 Candidates are not to discuss answers with other candidates or invigilator
- 3 No part of an answer may be written on the back of a page
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

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

STEEL FM 6/8/82
Stealing markets (189)

At a time when the steel industry worldwide is in the doldrums, Southern Cross (SC) is boosting production of its own locally developed corrosion resistant steel

The steel, called 3CR12, took nine years to develop. It has so impressed manufacturers overseas that the German

steelmaker, TEW, has signed a technical agreement to manufacture it in Europe

A low-cost, corrosion-resistant product, it competes very successfully against coated steels used for applications in mining, acid manufacturing and sewerage works. It is unique because, although other countries have developed similar steels, they are unable to produce it in thick gauges which weld as well as 3CR12

SC marketing director Leo Melvill says "What we've done in two-and-a-half years is develop a market equal to the one for our standard stainless steel and we expect to double it again"

SC manufactured 2 500 t of 3CR12 in 1982 and expects to make 8 000 t this year. The

projection for next year is 16 000 t — more than double its production of conventional stainless steels for this year

It sells for between R1 400/t and R1 600/t — about half the price of conventional stainless steels

Melvill says the potential for speciality steels like 3CR12 is greater than for carbon steels which rust, because users are beginning to see the value of materials which need less maintenance and less frequent replacement

He says SA industry will always provide the major market for locally produced 3CR12 because of the cost of exporting it. But he sees a good prospect of more technical agreements with the producers in the

UK, Australia and West Germany like the one signed with TEW

"We have tremendous incentive in this country to develop this kind of product because SA has the world's largest chrome reserves"

Migrant workers

Sowetan
may get the chop
16/8/82

ABOUT 170 workers at Salcast (Pty) Limited in Johannesburg are to be retrenched on Monday, August 16.

According to one employee, management called a meeting to make this announcement last week. He said they were told every department would be affected by this action because of the country's present bleak economy.

WORRIED

"All the workers attended this meeting, at which we were told the company was forced to retrench 174 of us. They said those retrenched would be given preference when vacancies arose, but most of us are worried because we do not know who will be affected," he said.

The company is a member of the Stewarts and Lloyds group and employs mostly migrant workers from Natal. Those affected by retrenchment have been told the company will provide transport fares home, leave pay and other retrenchment benefits. In addition, they will be notified of any vacancies in future.

SHORTAGE

A company spokesperson said the workers were being retrenched because of "a shortage of work."



Fifth treason

A DETAINEE arrested while writing exams at the Durban Technikon last year was jailed yesterday for four years for refusing to give evidence in the treason trial now in its sixth day here.

Alyanda Mpahlwa (23), who was writing his final architectural-technician exams, is the fifth detainee to have been sentenced here for refusing to give evidence.

Last week, four men received sentences of three to five years.

Mpahlwa said that his Christian conscience prevented him from testifying in "political cases" against his "people who are in the struggling class and who are all oppressed by the Nationalist Government".

He did not want to help the Government in "imposing punishment on the accused".

RED TAP RESTRICT GOD'S WC

A VISITING American priest from London who came to hold a series of lunchtime sermons in Johannesburg will preach in this country when he arrived at Jan 5 weekend.

Father Richard Harnes, Dean of Kings College in London and a well-known church figure in the United Kingdom, was told by immigration officials at the airport that he needed a work permit to preach in South Africa.

A puzzled Father Harnes told The SOWETAN yesterday that when he arrived on Friday he was given permission to remain in the country for only seven days and told not to address any public meeting, including preach-



ing. It was only yesterday morning, shortly before he was due to start with his first lunchtime sermon at St Mary's Cathedral, that he was given permission to stay in the country for 15 days and also to preach.

"I found it strange having to obtain a work permit before I could talk about God here," he said. "When I applied for a visa with the South African Embassy in London, I told them

what to do a work permit. F Nkc of P Harr obt of C had their wee. "I had out, after tron bare thrc tions "T and be hinc day sche De T first

Cop shot in Paris

PARIS — One person was killed and seven others were wounded when a group of men opened fire near a synagogue here yesterday, police sources said.

First reports said four men had opened fire on a crowd outside

the synagogue at about 1 25pm. One of the casualties was said to be a policeman on duty outside the building.

The gunmen fled on foot after firing automatic weapons for two to three minutes, witnesses said — AFP.

12/8/82
East Rand foundry to retrench 200

~~285~~ 189 ~~285~~
Labour Reporter Stan

The economic downturn has hit the iron foundry business and the East Rand Salcast company is having to retrench at least 200 workers

Salcast is part of the Stewarts and Lloyds group

Most of those affected are migrant labourers who work in the

foundries and are relatively unskilled

Salcast operates a redundancy payment policy laid down by Stewarts and Lloyds which provides for payments based on age, length of service and wage rates

The retrenchments would be on a "last in first out" basis, a Salcast spokesman said

STEEL

189

Under the axe

FM 13/8/82

The collapse of settlement negotiations between EEC steel exporters and US fabricators leaves a sword of Damocles dangling over SA exporters

Some fear that, in the wake of a possible trade war that may result from the breakdown of the steel talks, other manufacturing sectors in the US economy may seek to take countervailing action against government-assisted imports on a wide front

SA steel exporters say it's a fair bet that had the US steel fabricators accepted the compromise agreement worked out by the US Commerce Department and members of the EEC commission (to limit European exports to 5.7% of the US market for 11 categories of steel), the same terms would doubtless have been offered to SA steel exporters, although the latter were never directly involved in the dispute. Nor is SA involved in legal action to be brought by the US steel industry against more than 30 European exporters, the outcome of which may well be to reduce European export penetration well below the 5.7% agreed upon

For SA steel exporters the outlook is uncertain, but some reckon the most likely outcome will be that the US Commerce Department will produce a final determination on August 24 at roughly the levels of existing provisional countervailing duties imposed in June. These have been pitched at 9% to 16% and apply to Highveld Steel and Iscor. Haggie Rand, a major exporter of wire rope to the US, has entered into a suspension agreement with the US whereby it has agreed to forfeit all export assistance benefits formerly available to it. The agreement is subject to audited surveillance by US interests

For Highveld and Iscor, confirmation of the provisional countervailing determination is not a crucifying hardship. Exports are continuing apace under the new duties, with the exporters putting up bonds to guarantee payment of the higher duties should they be confirmed by the US Department of Commerce

SA exporters say the effect of the breakdown of the US-EEC steel accord could be

far-reaching for SA. The dispute has shown clearly the depth of opposition of any form of government-aided export activity in the US. The US Commerce Department's investigation of subsidy allegations cannot have failed to unearth full details of the wide range of export aids available to SA exporters

Nor are American manufacturers unaware of the massive decentralisation incentives offered to the private sector in SA. According to the US interpretation of the incentives they too are "countervailable" even though Pretoria may argue they are designed to take pressure off excessive urban agglomeration and promote industrialisation of the backward rural regions. In theory this means that US manufacturers and farmers could object to almost any category of SA export entering America even though the US Department of Commerce may take a more sanguine view of decentralisation incentives and export benefits

One way to safeguard SA exports to the US from countervailing action would be to sign the GATT subsidy code, but SA steel exporters have found that in their sector there are almost as many arguments against accession to the code as there are for it. What of other export sectors? It is felt that many categories of exports would be prejudiced if they were to come under the close scrutiny implied by the code. In the long term too, the membership of the code club means that signatories bind themselves to phased elimination of all export aids. On the strength of existing aid schemes offered to exporters many companies have invested heavily to improve their export capability. The removal of aids would seriously prejudice them

Heavy going ahead

Richards Bay's Alusaf will export more than 50 000 t of aluminium at a loss over the next 12 months

This is due to plummeting demand which has resulted in a 30% production over-capacity worldwide. It has already led to numerous expansion cutbacks and plant shutdowns in the past 18 months.

"Nobody could have foreseen the severity of this slump two years ago," says Alusaf chairman Koos van Rooy. "In recent months we have seen the greatest negative turnaround in any industry for a very long time."

Exports are necessary because Alusaf's R50m expansion programme will create a capacity of nearly double local demand by 1985.

Says Van Rooy: "The main aim of the expansion was to meet long-term domestic demand, which we project will grow at an average 7%/year — significantly faster than the world rate. The domestic market is going through a difficult phase, but we believe that the long-term trend has not changed appreciably."

The export losses have clouded the technical coup in this unique expansion project which involved trans-shipping an entire aluminium works from Japan.

By June this year, only 22 months after the decision was taken to buy the smelter then operated by Nippon Light Metals at Ichigata in Japan, 25% of the plant (71 of the total 284 pots) was in operation. By April 1983 the new smelter, now named Ichigata, should be fully commissioned.

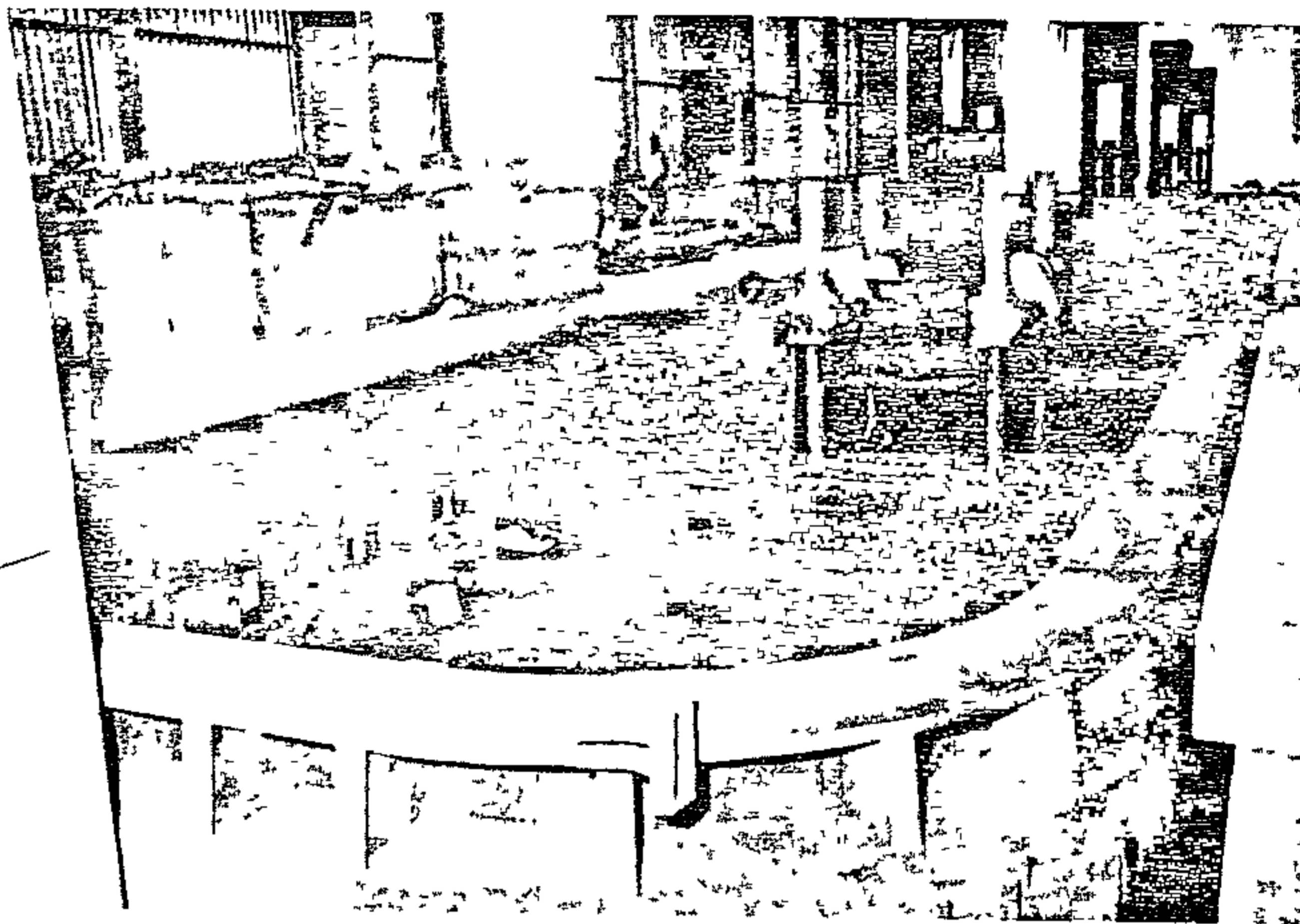
Although costs were boosted by design changes and shortages of skilled manpower when construction of the smelter was at its peak, the total capital cost is expected to exceed the original estimate of R225m by only 10%, says Van Rooy.

In the year ending next June, output will be 138 000 t. This will reach about 70 000t/year when the new plant is fully on stream.

When the expansion was planned, Alusaf hoped to break even on its exports this year, but it hardly foresaw the drop in world demand and prices.

The "benchmark" export price set by major producer Alcan has been \$1 750/t for the past three years. But most trading is done at prices between the Alcan price and the spot price of around \$1 100.

Other South African mining or metal producers have benefited in the past year from the effect of the weakening rand on export sales. But in Alusaf's case the benefits have been largely offset by the exchange rate on the cost of its raw materials, most of which are imported. The



Alusaf's new plant .. producing for profits?

smelter uses 2 t of alumina and 600 kg of petroleum coke for every ton of aluminium produced.

However, the benefits of the weaker rand are expected to grow as exports expand.

In Alusaf's favour is its relatively cheap coal-based energy — a large cost component in aluminium production.

Despite the initial export losses, the new plant should make profits in the year to June 1984, the first year of full production for the new plant. At that stage, after allowing for doubled expenditure on imports of the main raw materials, there should be net foreign exchange earnings of about

R100m against less than R10m last year.

Turnover of R160m in the year to June 1982 is projected to rise to R350m in 1983/84.

Alusaf's exports are not expected to add materially to world production of more than 12 Mt. About 40 000 t of the probable exports of 90 000 t have already been contracted. It should not be too difficult to place the remainder — the sticking point will be the price.

In the boom conditions of two years ago, Alusaf was struggling to meet local demand, let alone establish an export market.

Since then, domestic sales of 80 000 t in 1980/81 slipped 10% to 72 000 t in the year to June 1982, and the current year's estimate is 65 000 t - 70 000 t.

Local consumers have already faced a 15,3% price increase in May, when prices rose from R1 625/t to R1 875/t.

A further expansion discussed last year with several parties, including the Republican Chinese, appears to be on the shelf for the foreseeable future.

GOING LOCAL

In a new move to increase self-sufficiency, Alusaf and the IDC may build an aluminium fluoride plant at Richards Bay.

Alusaf has to import aluminium fluoride for use as a raw material in production of aluminium.

But some of the raw materials for the new plant would come from local sources.

The factory would cost about R25-million and is likely to start operating in early 1984.

Half of its output of about 14 000 t/year would be used by Alusaf and the remainder exported. Potential foreign exchange earnings are estimated at R10m/year.

Thousands more to lose their jobs

189 Star 14/8/82

Thousands of workers will lose their jobs in the coming months because of the economic downturn

Unskilled and semi-skilled workers are bearing the brunt of dismissals as companies re-trench staff to cope with the economic slump. And there is no indication of any early improvement in this trend.

Hardest hit are the motor and engineering industries.

LAY-OFFS

The Ford motor company in Port Elizabeth yesterday announced it was laying off 507 workers.

The company was already operating shorter work weeks and short time.

In Uitenhage Volkswagen laid off 316 workers in April.

In January Sigma retrenched about 500

workers and temporarily laid off about 1000 at its Pretoria plant.

FOUR-DAY WEEK

Sigma last month launched a four-day week for about 2000 workers in its manufacturing division and Datsun-Nissan at Rosslyn put 1500 workers on short time in July.

In the engineering industry workers are being laid off weekly particularly in the Transvaal.

The two industries are susceptible to economic pressures because of their dependence on consumer spending.

HIGHER COSTS

With any downward trend in the economy, the motor and engineering industries feel the pinch. Increased parts and production costs ex-

acerbate the problem.

Employers and trade unions have produced retrenchment guidelines to soften the blow of unemployment.

The principle of last-in first-out is used to protect workers with seniority.

PRINCIPLES

Other principles include:

• The union must be notified in advance of any decision to re-trench workers.

• Suitable benefits for retrenched workers must be ensured.

• Retrenched workers are given first option of re-employment.

• Other methods of cutting costs such as short-time and no-over-time are undertaken before retrenchments occur.

Other methods used

by employers to bypass retrenchments involve early pensioning of workers, not replacing workers who have resigned or been pensioned off or working four-day weeks.

The Tek group in East London has decided to work a shorter week as well as take a cut in salaries.

Modernisation is another factor in retrenchments.

Iscor has decided to lay off about 2000 workers in Pretoria since January because modernisation of machinery resulted in the closure of some plants. Vacancies have not been filled.

Commenting on the retrenchments at Ford a spokesman said that only those with less than five years' service were affected and skilled labourers were not involved.

Telefunken 'lost' millions in Republic

CAP units 16/8/82
189

Own Correspondent

JOHANNESBURG — A legal slip has cost the German inventor of South Africa's PAL television system millions of rands because it forgot to patent the system in the Republic

As a result, the SABC does not pay a patent-licensing fee to the inventor — AEG-Telefunken — on television sets sold in South Africa

This was confirmed last week by both AEG-Telefunken and an SABC spokesman

In the past eight years, 800 000 sets have been manufactured under the Telefunken name by an East London company

If there had been a local patent, the SABC would have had to pay 0,08 percent of the retail price of each set to AEG-Telefunken as royalties under the usual patent agreement

The managing director of the company's South African subsidiary, Mr Peter Hutz, confirmed the legal error last week when he held a press conference to explain why the giant European firm had come under judicial management, owing R1 750-million

Mainly banks owed money

The debts were owed mainly to a banking consortium which has supported the massive shipbuilding, nuclear reactor and electronic corporation

Mr Hutz said failing to patent the system in South Africa apparently had been an oversight by the company's patent lawyers

Mr Hutz said it was possible the German patent lawyers had not foreseen that South Africa would ever instal television

In Japan recently, a PAL licensing agreement required the Japanese Government to pay 0,08 percent royalty to AEG-Telefunken on every set manufactured

"We pay licensing fees only on receivers, not on any of the studio equipment or any other equipment," an SABC technical spokesman said

'Disastrous' nuclear adventure

Mr Hutz also said that a "disastrous" adventure into nuclear power stations in Germany had cost the company millions of rands and had contributed to its present situation

There was also heavy political pressure to continually increase safety factors

"Eventually the costs of the safety factors came to two or three times the projected building costs. They even wanted us to make the stations nuclear-bomb proof, until someone pointed out that if an atomic bomb were dropped, it wasn't going to make much difference if it hit a power station," he said

AEG-Telefunken last week announced that a Frankfurt attorney, Dr Wilhelm Schaaf, had been appointed judicial manager and would decide during the next fortnight whether an offer of compromise to wipe out debts of R1 000-million would save the company. Dr Schaaf said the company could be rescued

Firms ~~37~~ 189 retrench ~~197~~ workers *Mercury* as slump 17/8/82 begins to bite

Labour Reporter

THE current world recession in the steel industry has forced Anglovaal subsidiary Ferralloys at Cato Ridge to close down three of its five furnaces, causing the retrenchment of about 160 workers

And its Machadodorp plant in the Eastern Transvaal is in much the same position, with only one out of four furnaces in operation. About 209 workers have been retrenched at that plant.

Earlier this year Gencor announced that two Glencoe mines would be closed because of the steel industry recession.

A Gencor spokesman said that at this stage none of the Glencoe employees had been retrenched because they had been transferred to other Gencor mines.

No choice

Meanwhile, CI Industries near Pinetown has laid off 190 workers and Barlows Communications will be retrenching 382 employees by the end of September.

An Anglovaal spokesman said yesterday 'Stocks at the Ferralloy plants had built up to the point where we had no other choice but to close down the furnaces.'

It is understood that the retrenchments were negotiated with the Fosatu-affiliated Metal and Allied Workers' Union, which has agreements at both plants.

The company spokesman said the firm had agreed to give former employees the first option on re-employment should the situation change.

He said the introduction of short time had been looked at, but because the ferro-alloy process required the furnaces to be in operation for the entire 24 hours, this was not possible.

The spokesman said the workers had been retrenched according to the principle of last in, first out.

They were given *ex gratia* payments as well as the opportunity to leave work earlier than the retrenchment date in order to find alternative employment, he said.

'Although a light cannot be seen at the end of the tunnel, there are no plans to close down further,' the spokesman added.

Downturn

At CI Industries a spokesman said 45 workers had been laid off after the completion of a factory construction project, 45 from the commercial vehicle section because of a 'rationalisation of the workforce' and about 100 from Park Homes after a cutback in Government spending.

She added that only the workers from Park Homes had been laid off because of the downturn in the economy.

Barlows Communications' managing director, Mr A J Ellingford, said that in the light of the present economic situation the company had 'no alternative but to reduce capacity.'

(199) (10) ~~10~~
Workers
stay (10) ~~10~~
walk out
and lose 17/8/82
their jobs

By Tony Davis,
Labour Reporter

About 200 Roodepoort workers lost their jobs yesterday following a walk-out at a machine firm.

The workers left the plant yesterday morning after management refused to meet them.

They had demanded a 20c/hour across-the-board increase for all workers.

The managing director of Hawker, Siddeley Switchgear, Mr P S Maguire, said all who had left were considered to have broken their contracts. He would be re-engaging a new workforce today.

Former employees could re-apply and pay packets were being made up to pay out the strikers, Mr Maguire said.

The Fosatu-affiliated Metal and Allied Workers' Union has members in the plant and last week wrote to management asking for a meeting to discuss recognition, a union spokesman said.

Company dismisses Roodepoort strikers

Sowetan 17/8/82

THE 200 black workers employed by Hawker Siddeley Electrical Company in Roodepoort who went on strike demanding pay increases yesterday "have automatically dismissed themselves from their positions by going on strike"

This was stated by the company's general manager, Mr P S Maquire, who told The SOWETAN that the workers could regard themselves "fired because they had acted outside their

rights. The company was prepared to engage new workers from today but "we shall consider re- admitting others depending on an agreement between workers and management" he said

The workers, mostly members of the Metal and Allied Workers' Union (Mawu) downed tools when negotiations between their represen-

tatives and management broke down yesterday. They demanded a 20-percent wage increase

Workers said that 12 of their colleagues had been sacked by the management following their representations to management whereupon they had decided to a walk out

They were prepared to go back today, but would not work if their demands were not met, they told reporters

Mr Maquire said the workers had refused to negotiate and said that they had wanted to be addressed at a mass meeting. This, unfortunately, could not be done and they had decided to leave

Mr Maquire said the workers could fetch their money

1000 strike on Reef

OVER 1000 workers on the East and West Rand and in Pretoria were reported to have been on strike since Monday, despite the Minister of Manpower, Mr Fanie Botha's dramatic proposals to settle labour disputes

In one of the terms of the draft Labour Relations Amendment Bill published last week legislation will be amended to allow organisations including unregistered trade unions and employer organisations access to machinery for settling disputes

There has however been mixed reaction to the suggestions from a wide spectrum of trade unions and labour organisations on the Reef

About 700 black workers at three OK Bazaars warehouses on the East Rand and in Johannesburg yesterday downed tools in pay demands

The workers mostly members of the Catering Commercial and Allied Workers Union of SA are demanding an R80 increase in their pay

Ccawusa's spokesperson said negotiations were under-way with management

At Hawker Siddeley Electrical Company in Roodepoort about 200 workers have been sacked following a labour dispute. They demanded a 20 percent wage increase

Management said that by going on strike the workers had automatically fired themselves

In Pretoria about 400 workers have gone back to work at Autoplastic after striking in protest of the dismissal of 63 of their colleagues

Sowetan 18/8/82

189

Benoni plant retrenches 600 workers

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR East Rand metal company, Salcast, is to retrench 600 workers today — a quarter of the work force at its Benoni plant

Its general manager, Mr Tubby Boynton-Lee, said yesterday the company, a member of the Stewarts and Lloyds group, was offering a wide-ranging "package" to retrenched workers after talks with Fosatu's Metal and Allied Workers' Union

As a result, Mr Boynton-Lee said, the company was hopeful the retrenchments would not spark unrest. But he confirmed that the company had made security arrangements in case of unrest and had informed police.

"We know the hardships involved. The workers will have to return to the homelands where there are no jobs. But we have no choice."

Mawu had asked the company for talks on possible retrenchment a month ago, Mr Boynton-Lee said.

In terms of the procedure laid down by the metal industry's industrial council, companies must inform the council of pending redundancies two weeks before they occur, and the company had agreed to inform Mawu at the same time.

It also decided to give workers a week's notice, instead of the legally required 24 hours, and would offer them redundancy pay.

The company will

- Guarantee that workers will be laid off on a "last in, first out" basis — length of service will be the only criterion.
- Attempt to arrange other jobs for workers with long service.
- Re-employ as many of the retrenched workers as possible "as soon as business picks up". The company will keep the names and addresses of retrenched workers and contact them when jobs were available.
- Make arrangements to contact workers in the homelands to ensure they receive

their unemployment benefits, and

- Allow workers to stay in their hostel rooms until the end of August.

Sapa reports that the Midland Chamber of Industries has formally asked the Mayor of Port Elizabeth, Mr H van Zyl Cilie, to intervene in the dispute between the South African Transport Services and the General Workers' Union.

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond.

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels.

SATS has also said there will be no negotiations with any worker body other than its own staff associations.

Mr Van Zyl Cilie yesterday confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential.

(189) (189) (189)
**Mawu asks Barlows
for recognition** RDM
24/8/82

Labour Correspondent

METAL and Allied Workers Union shop stewards in seven Witwatersrand factories owned by the Barlow Rand group are to ask the group for joint talks to negotiate a uniform union recognition agreement at the plants

"Shop stewards committees in each plant will submit preliminary recognition agreements to management and will request Barlow Rand to negotiate an agreement jointly with them," a union statement said

Meanwhile, Fosatu's National Union of Textile Workers has accused Barlow Rand of breaking its internal employment code and of "being indifferent to unfair labour practices in its subsidiaries"

The charges flow from a dispute at the Uitenhage plant of Veldspun where, the union charges, 1 000 workers

were "locked out illegally" after 60 workers were sacked — allegedly for refusing to do the work of 25 retrenched colleagues

Veldspun is owned by Romatex, in which Barlow Rand has a majority share

Barlow Rand has an internal employment code for all its subsidiaries and NUTW claims that Veldspun's action violates this

Barlow Rand industrial relations chief Mr Reynald Hofmeyr said yesterday the group had decided to refer the matter to Romatex, who were dealing directly with the union on its charges

He said it was unlikely that Romatex would comment publicly

Barlow Rand's head office was not directly responsible for day-to-day management at Veldspun but was watching developments at the company, Mr Hofmeyr said

SA clean in steel exports probe by US

Star
26/8/82
189

By John D'Oliveira
WASHINGTON — In a development of major importance to the South African steel industry, the United States Department of Commerce yesterday announced that the Pretoria Government was not subsidising steel exports to the United States.

The announcement follows an eight-month Department of Commerce investigation triggered by complaints from the United States steel industry that South Africa, the Netherlands, Germany, France, Italy, Belgium, the United Kingdom and Brazil were subsidising the export of certain steel products to the United States.

DEPOSITS

The Department of Commerce announced in June a preliminary finding, setting out its assessment of these subsidies and calling on importers to lodge cash or bond deposits with the department to cover any countervailing duties which might be imposed following a "final determination" on August 24.

The department announced yesterday that certain steel manufacturers in Belgium, Luxembourg, France, Italy and the United Kingdom were exporting subsidised steel products to the United States — although it conceded that Germany and Luxembourg were minor exporters and that neither country offered subsidies of more than two percent.

Countervailing duty orders will be announced in October.

The department found that the Netherlands and South Africa were not exporting subsidised steel products to the United States.

And it said that the investigation into Brazilian exports had been stopped when Brazil agreed to levy an export tax completely off-setting the subsidy on exports to the United States.

ISCOR

In June the department found that exports of structural steel bars, hot-rolled carbon steel bars, hot-rolled alloy steel bars, cold-formed carbon steel bars, hot-rolled sheet, cold-rolled sheet and galvanised sheet from Iscor were subsidised by between 12,5 and 16,3 percent. It found that struc-

tural steel and plate from the Highveld Steel and Vanadium Corporation were subsidised by between 9,6 and 9,9 percent.

These alleged subsidies affected 284 000 tons (valued at R120 million) of the 371 000 tons (valued at R151 million) of the steel mill products South Africa exported to the United States.

MINISTER

Following this finding representatives of the South African Government — including the Minister of Industries Dr Dawie de Villiers — and the steel manufacturers visited the United States to confer with the department's senior officials.

Senior Department of Commerce officials in turn visited South Africa to examine the corporations' books and South African Government records for the financial year July 1, 1980 to June 30, 1981.

TAX REBATE

As a result of this investigation, the department concluded that South Africa had not exported hot-rolled alloy steel bars or cold-formed carbon steel bars to the United States.

It also found that certain South African Government programmes which subsidised the country's steel industry — preferential railway rates, a specific tax rebate and a central government rebate on railway charges for export — had been terminated on April 1, 1982.

As a result, these programmes were ignored for the purposes

of calculating the "subsidy" on the exports of the steel products in question.

However, the department's investigators found that Highveld Steel benefited (to the tune of 0,16 percent ad volorem) from the South African Government's export incentive programme while Iscor benefited (to the extent of 0,35 percent ad volorem) from the Government's 1978 decision to assume R70 million of Iscor's finance charges.

INSIGNIFICANT

Both these subsidies were insignificant in terms of United States legislation and, in effect, the finding is that there is no current subsidy on the export from South Africa to the United States of the steel products involved in the investigation.

But, the department said, a significant subsidy existed for products manufactured before April 1 1982 and duties might still be assessed on any of these products arriving in the United States.

INCOME TAX

In addition, it was possible that tax concessions by the South African Government to the two steel-makers might constitute a subsidy which could lead to the imposition of countervailing duties later in this year.

At a Press conference yesterday a spokesman for the Department of Commerce said that a determination could not be made until the income tax returns for the year had been submitted.

However, in the meanwhile, no deposits would be required in anticipation of any such determination.

By Melody McDougall,
Vereeniging Bureau
The SA Defence
Force Fund has
received its largest do-
nation so far from em-
ployees of a single or-
ganisation — R103 275.

Mr John Riddell,
general works manager
of Iscor's Vanderbijl-
park works, presented
a cheque for this
amount to the chief of
the SADF, General
Constand Viljoen, yes-
terday.

Mr Riddell opened a
"fund for our men on
the border" late last
year and employees
voluntarily contributed
for six months.

The employees have
requested that the do-

189 (29) (126) Star
R100 000 boost
for defence fund ^{26/8/82}

nation be used to pro-
vide sport and rec-
reation facilities for
men serving on the
border.

General Viljoen said
the contributions re-
flected the people's in-
volvement in the de-
fence effort.

"I appeal to em-
ployees of other large
organisations to follow
the example set today,"
he said.

General Viljoen said
the Defence Force
Fund's activities were
primarily aimed at
members who were not
professional soldiers.

"This is because our
defence force is a
people's army, of which
about 80 percent are
not professional sol-
diers," he said.

"The Defence Force
Fund's activities are pri-
marily aimed at the

needs of people invol-
ved in an insurgent
struggle and of their
dependants who suffer
hardship as a result of
that service."

General Viljoen said
the Fund was the only
one which provided for
the needs of men ren-
dering service of an
operational nature and
for their dependants.

Over the past three
years almost R1 million
has been paid out an-
nually by the fund for
facilities — especially
to provide welfare aid
to dependants of natio-
nal servicemen

The fund depends on
voluntary contributions
and no aid is received
from the State

SA ~~7A~~ 189

cleared

in steel ²⁰¹⁴

probe ^{26/8/82}

WASHINGTON — The Commerce Department yesterday announced findings that six European countries had been subsidizing steel exports to the United States

The countries are Belgium, West Germany, France, Italy, Luxembourg and The United Kingdom

The department ruled that the Netherlands and South Africa, which had also been included in subsidy complaints by US steel manufacturers, had not in fact subsidized these products

Similar allegations against another country, Brazil, were suspended because Brazil had agreed to impose an import tax completely offsetting a subsidy of steel plate exports to the United States

Yesterday's ruling modifies preliminary subsidy findings that had been announced on June 10.

The next step in the complex case is for the US International Trade Commission to make a final ruling on whether the US steel industry has been injured by the subsidies

The Commerce Department said the subsidies it found ranged up to 26% — somewhat lower than its preliminary findings indicated. These had ranged up to 40%.

Importers of these products had already been required to post cash or bonds with each import to cover punitive duties which may be imposed. These deposits will now be reduced. — UPI

Row flares up over pension

300/150A (189/100/24/82)

THE controversial preservation of pension issue which sparked off labour unrest in the country last year, has resulted in a new row flaring up between Fosatu-affiliate Metal and Allied Workers Union and a Pietermaritzburg company.

Hulle's Aluminium was hit by labour unrest in July last year when about 900 workers went on strike against the pension Bill that was claimed that all but two of the 450 workers who were reinstated following the strike were 'buying back their full pension rights'. Mawu disputes this and said workers had been 'pressurised into buying' their jobs back through a loan by the company.

Hulle's Aluminium a subsidiary of the giant Tongaat-Hulle's has claimed that all but two of the 450 workers who were reinstated following the strike were 'buying back their full pension rights'. Mawu disputes this and said workers had been 'pressurised into buying' their jobs back through a loan by the company.

EDM 27/8/82 (157) (189) (305) (116) (346)

Metal council rules face major legal test

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Durban metal plant are considering seeking a court order declaring that the rules of the country's biggest industrial council pension fund, which affects nearly half a million workers, have no legal force for black workers

The move would have major implications for industrial relations in the metal industries. If the action succeeds, lawyers say, it will mean the metal industrial council agreement is also not applicable to blacks

Industrial councils are a cornerstone of the country's official bargaining system. The metal council is the biggest, fixing minimum wages and work conditions for more than 450 000 workers of all races

The possible court action is

the latest development in an ongoing attempt by workers at Defy Metal Industries to have their contributions to the metal industries pension fund refunded

The workers, most of whom belong to the SA Allied Workers' Union, struck over this demand and have been negotiating it with Defy for about nine months

But Defy cannot meet the demand as the fund's rules do not allow workers to withdraw their money unless they have retired or have left the industry for six months

Earlier this year, the company applied unsuccessfully to the council for an exemption from its rules

Talks continued, but on Friday Defy told the union nothing further could be done, short of breaking the law

A Saawu representative said yesterday that the union had decided this week to consider three courses of action

They would either appeal to the Minister of Manpower against the council's decision not to grant an exemption ask the company to establish a non-contributory pension fund or seek the Supreme Court order

The application for the order would argue that the agreement setting up the pension fund should not have been extended to black workers because the unions which negotiated it were not representative of them

A course of action would be chosen next week

"The workers believe they were not consulted about setting up the fund. They also have no control over how it invests its money or detailed knowledge of how it is administered. They therefore do not want to belong to it

"The company's attitude is sympathetic, but the council has adopted a no-compromise stance. The workers therefore feel they must take

further action," he said

The director of the Steel and Engineering Industries Federation, Mr Sam van Collier, yesterday confirmed that Defy had been refused an exemption. He said exemptions were granted to companies only on the basis of guidelines established by precedent

Defy general manager Mr Ron Colley confirmed yesterday that talks had been taking place on the issue

Defy had honoured its commitment to the workers and Saawu to keep them informed of its attempts to persuade the fund's board of management to change its rules, but it had ultimately been faced "with a situation over which we have no control"

The company believed communication with workers and the union had improved and that it had done everything it could to settle the issue, Mr Colley said

Imports ^{27/8/82} force ^{Star} GEC to sack ¹⁸⁹ workers ^{27/8/82}

The flood of imported electric motors has forced GEC Machines of Benoni to put most of its hourly-paid workers on a four day week

The situation is so bad that 33 members of the salaried staff are to be retrenched at the end of next month and overtime has been discontinued indefinitely

Mr Mike Sullivan, director and general manager, said in a statement yesterday that most of the administrative and supervisory staff affected by the retrenchment would be given offers to go elsewhere in the GEC group

The company, a member of the GECSA group, employs 1 350 at the Benoni factory

Mr Sullivan said his company was not the only manufacturer of electric motors forced into cutbacks

"While part of the cause can be blamed on the economic downturn, by far the biggest reason is the wholesale importation of electric motors

He said workers had been told that factory loading had been reduced to such a level that the company the biggest manufacturer of electric motors in South Africa, could not maintain the existing workforce on a five day week

"While management has made application to the Board of Trade to restrict the rate of imports, the exercise has taken longer than was hoped," said Mr Sullivan

The company could not wait any longer but should the Board of Trade give favourable consideration to its application, it may return to its former working hours

Welders turn to blacks to solve labour crisis

Industrial Week 189

By Hugh Poulter

31/8/82

THE welding trade in SA will be completely manned by black personnel by the end of the decade, according to Chris Smallbone, executive director of the South African Institute of Welding (SAIW)

Smallbone said that at the moment most of the professional and managerial supervisory positions are filled by whites but considering that the white labour force is growing at only 1,7%, in the future such positions must be filled to an increasing extent by black personnel

By 1989 it has been estimated that 20 000 welders and welding operators will have to be trained to serve industry

Of these approximately 16 000 will be non white and 4 000 to 5 000 will be white

Due to the lack of training facilities the SAIW is to build a R3 million multi-racial training centre in Johannesburg with all finance coming from South African industry

ment worth R300 000 has already been donated

A further contribution of R50 000 was made by AECI last week

"Although formal education establishments such as Universities, Technikon and Technical Colleges are already in existence, an establishment for informal education work has not yet been available

"It was with this in mind that the Institute has approached industry for help in establishing a headquarters building from where better control and co-ordination on a national basis will be carried out," said Smallbone

"The number of welders and welding operators must double by 1990 and the Government has set up various training



Chris Smallbone.

To date the Institute has had cash donations and commitments from industry of financial support to the tune of R1,4 million and welding equip-

To Page 2

More black welders

From Page 1

centres to try to overcome this problem

"It has also encouraged industry to set up training facilities for in house training, however, not enough thought has been put into the co-ordination and the social problems that arise with these efforts"

"This serious manpower shortage in the welding trade is due to the

neglect by the industry of their training needs during the past 30 years

"This has been mainly due to ignorance of the role welding technology plays in any developing country," said Smallbone

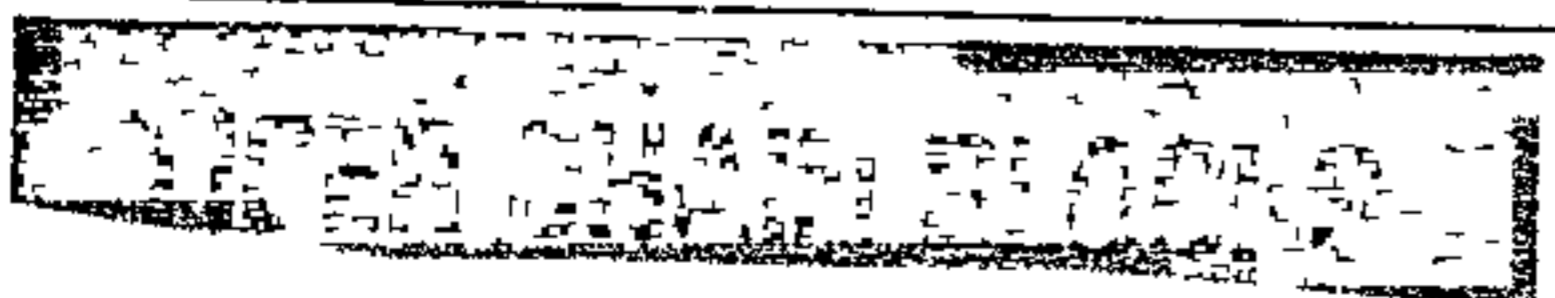
Smallbone said that he was delighted with the response from industry so far and he is confident that the R3 million target will be reached shortly

The centre registered with the Department of

Manpower, will train welders, instructors, supervisors, inspectors, non destructive test personnel, engineers and technician engineers of all race groups

Courses will be run for 48 weeks of the year and indications are that the Institute will be handling 600 to 700 trainees a year

Of these we expect to train 200 supervisors 300 welders 60 inspectors and between 60 and 70 engineers and non destructive test personnel each year," said Smallbone



ADM 31/8/82
Strike over
'desertion'
sacking

Labour Correspondent

ABOUT 60 workers at a Brits company which makes brass handles for coffins have been on strike since last Thursday in protest at the dismissal of a colleague, a Metal and Allied Workers' Union (Mawu) spokesman said yesterday

Management at the company, W M Murdoch could not be reached for comment

Mawu's spokesman said the strike had been prompted by the firing of a worker for "desertion" The man had stayed away from work for two days, he said

"But the worker who was fired says that he was given a letter by management allowing him to stay away from work to see a doctor He says he waited at the doctor's office throughout the first day and was only able to see him on the second," the spokesman said

Firm puts hourly-paid men on four-day week

1982 Mercury

Labour Reporter
SOUTH Africa's largest manufacturer of electric motors, GEC Machines, has switched most of its hourly paid workers to a four-day week and has retrenched 33 white-collar employees

And it is understood that at least two Pietermaritzburg metal industries have also introduced a four-day week

GEC's general manager, Mr Mike Sullivan said 'We are not the only manufacturer of electric motors to have been forced into cut-backs

'While some of the cause can be ascribed to the current economic downturn by far the biggest reason has been the flood of imported motors into this country.'

Mr Sullivan said the company had made an ap-

plication to the Board of Trade aimed at restricting the rate of imports but 'the exercise has taken longer than was hoped'

'Should the Board give favourable consideration to the application we would give consideration to returning to our former working hours,' he said

A local spokesman for the Metal and Allied Workers' Union said it appeared the metal industry was being the hardest hit by the recession

He said short time had been introduced in two Pietermaritzburg metal plants

Mawu's general secretary, Mr David Sibabe, said that in the past fortnight two other Reef metal firms had also announced retrenchment plans

Workers lose their jobs at an ever increasing rate

Sowetan
1/9/82
189

THE threat of retrenchments are fast becoming a daily occurrence in South Africa with thousands of workers finding themselves on the street without hope of re-employment

The economic downturn is forcing companies to either lay off workers or find alternate solutions through shorter work-weeks

Over 1 000 metal workers and 1 300 auto workers have been laid off so far this year

Most of the retrenched workers are unskilled or semi-skilled which make the possibilities of finding new employment all the more difficult

Retrenchments are proving to be a major dilemma for trade unions which are now seeking retrenchment provisions in their agreements with companies

Lay-offs are also being felt by white collar workers At GEC Machines in Benoni 33 people are to be retrenched and at JCI's head office in Johannesburg, about 80 people were either paid out or put on pension prematurely

It is understood that several hundred workers at the giant Edward L Bateman Engineering and Foundries complex in Boksburg were laid off last week



JOBLESS. More and more workers face the same fate.

MUST enter in f each question in which it has columns (2) and

External

(3)

Paper No

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

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

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

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

Another drop for Seifsa producers

189 ROM 3/9/82

Financial Reporter
A DROP in production volumes and orders in the steel and engineering industries in the second quarter of 1982 is reported by the SA Steel and Engineering Industries Federation.

Seifsa says in its survey for the quarter that the slower tempo of activity was particularly evident in the agricultural machinery and equipment industry, the basic iron and steel industries, structural and reinforcing steel work and some sub-sectors of the general engineering sector

But the electrical machinery, telecommunications and electronic sectors reported relatively satisfactory work loads, with the heavy electrical machinery sector continuing to receive stimulus from developments in the energy-generating sector.

In spite of the slowdown, no improvement was reported in the supply of skilled labour. The heavy and constructional industries continued to experience shortages of professional, technical and certain categories of skilled labour.

However, some of redundancy is taking place among semi- and unskilled workers.

High imports continue to affect the competitiveness of domestic manufacturing, particularly in the machinery and electrical machinery sectors. Inflation, high interest costs and reductions in the mining industry's capital expansion programmes are exacerbating the downswing.

In export sectors, the relatively small advantage of the depreciation of the rand against other currencies is being offset by lower prices overseas and the decline in competitiveness of SA manufacturers because of inflation.

Sales, production and or-

ders received in the basic metals industries, particularly the ferrochrome sector, are all down on the first quarter, says Seifsa.

Domestic demand for steel products weakened at a sharp pace in the second half of the year, with no improvement being expected before the third quarter of 1983.

The ferroalloys industry continues to contend with a depressed world steel industry and increasing input and energy costs.

Iron casting tonnages fell 15% for the half-year compared with the same period of 1981, but steel casting tonnages matched the 1981 level and small gains were made in non-ferrous castings.

Demand for foundry capacity is expected to continue to weaken in the second half of 1982 in line with the declining activities of major end-users in the automotive, heavy engineering and mining industries.

Manufacturers of agricultural and irrigation equipment experienced substantial deterioration in trading conditions in the second quarter. Automotive component makers experienced falling demand, with another downturn expected in the second half-year.

Electrical machinery manufacturers reported another drop in orders for switchgear, motors and transformer, but capacity use is regarded as reasonable. Electric-cable makers received continuing benefits from schemes for the electrification of Soweto and other townships.

The heavy engineering sector experienced a fall in inquiries from the mining and electrical generating sectors, but volumes are being maintained by advancing meeting short-term orders.

Long-term contracts arising from capital expansion programmes planned in the mining industry generally

and by Iscor, Escom and the Railways are expected to take up spare capacity from mid-1983 onwards.

The shipbuilding industry experienced a drop in activity in the second quarter. The absence of orders in the medium to long term and severe competition from overseas yards are now matters of major concern.

Overall conditions at mid-year in the Seifsa group of industries indicate production volumes in the metal and engineering sectors set on a downward course with no real prospect of recovery before the end of 1983.

STEEL EXPORTS

Welcome to the US

(189) FM 3/9/82

Judged on internationally accepted accounting standards, Iscor made a profit of R696m in the four financial years 1978-1981 although the formal annual statements reflected a mere R29m

Accounting on an historic cost basis would have made the difference, as a three-man Iscor delegation has managed to demonstrate to the US Commerce Department in Washington

The argument was far more than academic, because the fate of SA steel exports to the US hinged largely on its acceptance. The department has now reversed its preliminary June findings which would have led to punitive countervailing duties on most SA imports emanating from both Iscor and Highveld Steel. The petition for protection came from American steel companies USS, Republic, National, Inland, Laughlin and Cyclops

In June the department found that Iscor had sustained deep and continuing losses since 1972 and that it had not paid taxes. Consequently its preliminary ruling was that government's financial involvement in Iscor through capital infusion, foreign loan guarantees and a one-off R70m grant in 1978, was not commercially motivated but constituted subsidies

These subsidies, it then found, were equivalent to 6,1% of the fob price of Iscor's steel exports to the US. The preliminary ruling found further that SA exporters were receiving preferential rail tariffs, constituting a subsidy, in Iscor's case equivalent to 6,4%-10,2% of the export price

Had the preliminary findings been confirmed, Iscor's US steel exports would have been subjected to countervailing duties of 12,5%-16,3%. But subsequently the department found that government assistance in Iscor's case accounted for only 0,35% of fob prices, a figure deemed *de minimus*, or under the cut-off level of 0,5% at which these duties are imposed

The delegation was headed by Iscor assistant GM, steel marketing, Nols Olivier. He explains "To avoid possible duties it was vital for us to prove that Iscor enjoyed no subsidies as claimed. To this end we demonstrated in our submission at the final Washington hearings that Iscor was, in fact, a competitive, profit-making, healthy corporation and that the SA government's investments in Iscor were thus commercially justified at all times

"To do this we showed that Iscor, unlike most steel companies the world over, has followed an accounting policy since 1952 which, among other things, provides for the building up of reserves for the increased replacement costs of fixed assets in addition



Steelmaker Iscor ... free to sell stateside

to normal depreciation charges

"Most other companies, including some in the US, do not follow this practice to protect their assets against inflation

"We also changed to the life method of accounting in 1980 which further depressed Iscor's published profits"

Olivier's delegation also pointed out that shareholders' interest adjusted to an historical cost basis increased 2,5 times, from R1 900m in 1978 to R4 500m in 1981

Over the same period and on the same basis, the per-share value of government's stock in Iscor appreciated by 48% from R3,11 in 1978 to R4,60 in 1981. The debt ratio improved from 65% in 1978 to 42% in 1981

To the charge that Iscor had not paid taxes, the delegation explained the tax concession procedures — which are similar to those applied in most other industrialised countries. It pointed out that it still has a tax credit, and the explanation was accepted

On the rail tariff issue, SACS' Dr Gert Coetzee proved conclusively that the specific rail tariffs applicable to steel exports were cost related and the arrangement led to economies of scale

"Ischor has been involved in the US steel market since 1962, and we are proud of our record," says Olivier. "We have always complied in full with the US trigger price regulations and have regulated our volumes in an orderly fashion"

This comment is obviously aimed at European steel exporters and others who have been upping their exports of sometimes heavily subsidised steel to the US

Representations by some other exporters to the US were not as successful. While Iscor was being let off the hook, countervailing duties were confirmed on, among others, the UK (20%), Italy (18%-26%), France (4%-20%) and Belgium (0%-13%). Holland, like SA, was "acquitted"

The US market, however, is not as important to SA steel as it used to be. In 1978 Iscor exported 400 000 t to the US — which then constituted about 26% of sales abroad. This year it will export 120 000 t, worth about R40m, and representing only about 7,5% of its total steel exports (and 0,6% of US imports) for 1982

Ischor still faces a petition for countervailing duties on rebar and wire rod exports to Puerto Rico. This case will possibly be heard on September 22, but Olivier is confident that the outcome will be similar because, he points out, the same testimonies will be used

as are not to communicate with other persons or with any person except the invigilator

if an answer book is to be torn out other books must be handed to the invigilator or to an invigilator before leaving the examination

4 Do not write in the left hand margin

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

RDM
3/9/82

Seifsa plea to Govt on negotiation

Labour Correspondent

THE director of the Steel and Engineering Industries Federation, Mr Sam van Coller, this week appealed to the Department of Manpower to "continue" backing Seifsa's efforts to retain the metal industries' industrial council system despite demands from unions to bargain outside the system.

Mr Van Coller addressed this appeal to the Minister of Manpower, Mr Fanie Botha, at Mr Botha's meeting with Johannesburg employers this week.

In his reply Mr Botha merely said his department would hold talks with Seifsa on any changes it planned to the country's official bargaining system.

Mr Van Coller had referred to the Minister's address in which he had said demands from some unions to negotiate directly with individual companies posed a difficulty to employers.

Mr Van Coller said metal employers had also been met with demands by emerging trade unions to negotiate outside the industrial council system.

In his reply, Mr Botha said he had originally believed that bargaining could be channelled into a "rigid system", but that he had since changed his view.

D. Disputch
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46 workers laid off by EL manufacturer

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Subject

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

Paper No

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

EAST LONDON — Forty-six employees at the Tek Corporation's television manufacturing plant here were laid off this week following a "re-deployment of jobs"

This was disclosed yesterday by the company's managing director, Mr M Bosworth

The work done by the 46 here will in future be done at the company's plant at Dimbaza, Ciskei

"However, as a result of the re-deployment, 46 new openings have been created at Dimbaza," Mr Bosworth said. The overall number of employees would not change and new workers would be hired to fill the posts at Dimbaza.

The growth of a sec-

tion at the plant here had forced management to switch other smaller sections to Dimbaza "in the interests of productivity and economics"

The news of the laying off came less than 48 hours after the corporation changed to a four-day working week in an effort to combat shrinking sales and profits

Announcing the four-day week earlier this year, Mr Bosworth said 2 000 of the company's 3 000 employees would also take a 20 per cent pay cut when the short week came into effect on Wednesday this week

He stressed yesterday that the dismissal of the 46 was not the start of a retrenchment programme — DDR

Economics II

Paper 1.

VN
OOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
5	56	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

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

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

THE present economic situation in the foundry industry is bad but not as bad as some foundrymen maintain, says Dr George Bereza, president of the SA Institute for Foundrymen

Dr Bereza, who is also an industrial metallurgical consultant to the National Metallurgical Engineering Research Institute (NMERI), of the CSIR adds, however, that the "very keen" competition currently experienced in the industry "may not necessarily be to the advantage of the national economy

Asked for his views in advance of the forthcoming international foundry exhibition at Milner Park, Johannesburg, Dr Bereza said that the industry was in a recessionary phase, but emphasised that this could not be described as a depression

Figures based on statistics distributed by the Steel and Engineering Industries Federation (Seifsa), supported this analysis

Thus some 440 000 tons of castings valued at R600 million were sold by private foundrymen last year

The biggest single spender was the mining industry, which was responsible for 25% of the total expenditure, followed by the motor vehicle industry (15%), building and construction (13%), rail transport (6%), agriculture (4%), and general, heavy, and electrical, engineering as well as engineering connected with Defence contracts (37%)

While it was true that the total tonnage of castings in the first quarter had shown a 15% to 20% contraction, Dr Bereza said, steel castings, in the same period, showed a 3,5% growth and non-ferrous castings grew by 15%

Hardest affected by the decline in orders was iron castings, which shrank by 14% in comparison with orders for the previous quarter

Although figures for the second quarter are not yet available, Dr Bereza estimated that castings output would be down some 18% for the first half of 1982, when compared with the January-June period last year

"No doubt the recession will reach its worst levels during the second half of next year," said Dr Bereza, but thereafter the recovery will begin

Looking to the future, Dr Bereza said the mining sector would be the first to experience renewed growth

"This should start some time next year"

Demand from the motor

Background to the news

industry, however, would continue to decline "until the end of next year"

Activity in the building and construction industries, particularly reliant on the availability of investment income, would only show an increase in 1984, and the rail transport industry, which has already cut back on orders, will nonetheless order at levels adequate to "lend a certain stability to the foundry industry"

Agriculture, which has

long been favoured by the availability of exceptionally low interest rates, has declined relatively in importance in the eyes of foundrymen, in view of the increased subsidy on Land Bank loans

"This step will markedly reduce this sector's purchasing power," warned Dr Bereza

"The engineering sector usually purchases castings in line with its expenditure on capital equipment, and talk of recession can curtail this expenditure," he said

On balance, therefore, according to Dr Bereza, "during a period such as is presently being experienced, the promotion of

castings should be intensified, not weakened

"The Foundry '82 exhibition should be used as one of the platforms for just such a promotion"

Dr Bereza will chair the International Foundry and Heat Treatment Conference, which will be held in conjunction with the Foundry '82 Exhibition from November 15 to 19

The exhibition is the fourth international display of foundry equipment and chemicals, castings, raw materials, new technology and processes

Inquiries may be directed to Specialised Exhibitions, of Johannesburg

and Shipping

Foundry industry hit by recession

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1,000 Brits workers
come out on strike

ABOUT 1 000 workers at two Brits engineering plants owned by B and S Engineering downed tools yesterday, apparently in protest at the sacking of a colleague

It is understood the strike follows talks between the company and Fosatu's Metal and Allied Workers' Union over union recognition

Mawu, together with another Fosatu union, the National Automobile and Allied Workers Union is increasingly active in Brits

The area is becoming a centre of worker activity and there have been several strikes there this year —

most of them over retrenchments

This is the second strike to hit B and S in the last few weeks. Recently workers at the Brits plants downed tools in protest at planned retrenchments but the dispute was later resolved

Reports reaching the Rand Daily Mail yesterday claimed the company had closed the plants and fired the workers, but this could not be confirmed

A company spokesman would only confirm that workers had gone on strike. He said a full statement would be made today

Council last month.
 Union gets
 Iscor payout
 The Black Allied Workers' Union in Natal recently won an out-of-court settlement against Iscor.
 The union took legal action against the steel corporation because of deductions for a burial fund and a facilities fund from Bawu members' pay cheques Iscor paid more than R27 000 back to Bawu

8/9/82

- a) where.....
- b) to whom
- c) for what additional area.....
- d) has this been granted.....
- e) if so, when.....

5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope. If so,

Federation of Salaried Staff Associations of South Africa	
Pulp and Paper Industry's Joint Committee	
Rand Water Board Unions Joint Committee	
South African Council of Mining Unions	
South African Federation of Leather Trade Unions	
South African Council of Transport Workers	
South African Federation of Chemical and Allied Workers Union	

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

1 000

ROM

workers

7/9/82
laid off

Labour Correspondent

ABOUT 1 000 striking workers — the entire work force — at two Brits plants owned by B and S Engineering were laid off yesterday, a company spokesman announced

The plants have been closed until next Monday

This is the second strike to hit the plants in the past few weeks. Most of the workers belong to Fosatu's Metal and Allied Workers Union

The spokesman said B and S told workers they would be interviewed for re-employment on Friday, but not all would be taken back

"The workers have been laid off on the grounds that they have shown they don't wish to work. We will definitely not take back those who have not been pulling their weight," he said

A Fosatu source said a Johannesburg Mawu organiser travelled to Brits in an attempt to settle the dispute

The workers downed tools on Tuesday, apparently in protest at the dismissal of a colleague. The company says the fired man refused to work on a new operation to which he had been assigned

Some weeks ago the plant was hit by a strike over planned retrenchments

189 7220 10/9/82

Iscor payout settles lengthy union dispute

Mercury

Labour Reporter

ISCOR has paid out more than R27 000 to members of the Black Allied Workers' Union — settling a four-year dispute over compulsory membership of a benefit fund, union sources said.

The dispute revolved around a 10c deduction from workers' wages at Iscor's Newcastle plant which was paid into the Ingqazivele Club — a benefit fund which provided recreational and other facilities.

Bawu's general secretary, Mr B E Khumalo, said the workers had protested against the formation of the fund, but this had been ignored by Iscor.

'The workers complained that they had not benefitted from the fund and that they still had to pay to use the recreational facilities,' he said.

The union had taken up the issue, but after it had not received any response from the company it instructed its attorneys to begin legal action, he said.

Recently, Iscor forwarded a cheque for R27 930,64 to the attorneys to be paid out to Bawu members.

It is understood that the fund has been closed.

Iscor's general works manager, Mr C J van Vuuren, confirmed it had been closed and that workers' had been paid out their contributions, but denied that the union was responsible.

But Bawu's attorneys said yesterday that in their correspondence with Iscor they had said they were acting on behalf of the union, and at one stage the company had even challenged the right of Bawu to represent workers.

Vera Beljakova

12/1/67 189 210
Boart goes deeper
S. Times

By Vera Beljakova

BOART International has now moved even more deeply into the European — particularly the German — coal and soft-rock mining markets since its new acquisition, West Germany's HWF Wallram plant, has proved a success

The new plant has grown to a point where it expects to show a turnover of more than R8-million this year from manufacturing hard-metal cutting tools. When Boart bought this Burghaun-based plant for R2-million, it was the operating mining division of Wallram, which also owns factories in the Ruhr producing industrial wear parts and carbide.

The new acquisition, now operating as Boart HWF and employing a staff of 150, produces 50 tons of tungsten carbide and 50 tons of TC powder a year.

One of Boart's other West German companies, Offenbach-based Boart GmbH, markets the full range of hard-rock tools produced at Boart's Shannon plant. But in the not-too-distant future this company could be consolidated with the Burghaun operation, which in addition to producing coal mining picks and borers also manufactures industrial wear parts, particularly spray-gun nozzles and — a new item on the list — rotary drill bits.

Boart will also operate a repair shop and sales office in Essen to serve the European coal industry.

Jobless queues lengthen as recession bites

Labour Staff

Employers in the metal and motor industries are battling the spectres of retrenchment and unemployment

The recession has meant that thousands of workers have been laid off with little prospect of finding new jobs

Another blow to workers has come with a new ruling by the West Rand Administration Board that contract workers from the homelands will not be permitted to take on any new employment if they leave or lose their jobs

This directive from the office of the Chief Commissioner of the Witwatersrand means such workers will have to return to the homelands, which are already hard hit by unemployment

Surveys have shown this year that the availability of jobs is also declining. Employers have turned to short-time, bans on overtime and shorter work-weeks

to combat retrenchment

The metal industry countrywide — but largely in the Transvaal — has seen hundreds of retrenchments this year

The head of the Steel, Engineering Industries Federation of South Africa, Mr Sam van Coller, said today that employers were trying to reduce retrenchments

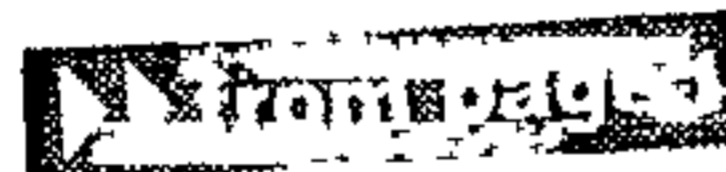
Mr van Coller said cut-backs by the South African Transport Services, the Post Office and the gold mining industry had meant less work for the metal service industries

Most of the metal services, from foundries to heavy and light industry had been affected, he said

The automotive industry in the Pretoria area and the Eastern Cape has been hit, with Ford, Sigma and Volkswagen laying off more than 1 000 workers this year. The motor components industry

To Page 3, Col 1

Queues of jobless are likely to lengthen



has also been affected by the cuts in the automotive assembly industry

Many assembly plants have had to resort to four-day weeks and no overtime. Employers have, however, promised retrenched workers jobs when they become available

Semi-skilled and unskilled workers are hardest hit by the lay offs as employers and trade unions try to adhere to

a policy of "last-in, first out"

For the first time white workers are being laid off and white collar, office staff are finding their jobs in danger.

The number of jobs available in mining, manufacturing and engineering has dropped sharply

In mining statistics show a drop of about 1 000 workers since March this year

The decrease in jobs has also been reflected in newspaper advertisements for labour

Arm Scor uncoils its 'Black Mamba'



12/10/82

ATHENS — Own Correspondent
South Africa is exhibiting a new howitzer field gun — nicknamed the Black Mamba — at an international arms exhibition here

The South African Arms Corporation chairman, Commandant Piet Marais, in Athens for the exhibition, says several other new South African weapons are ready for sale and will also be exhibited.

They include an infantry combat vehicle, an air-to-air missile and a 127 mm artillery rocket system. South Africa is also exhibiting 140 types of ammunition.

South Africa's participation at Defendory Expo '82 was a closely guarded secret, as it was feared politics could torpedo the venture.

"These weapons are among the many developed in South Africa since the arms embargo was imposed, Commandant Marais said.

The exhibition has drawn 230 exhibitors from 20 countries.

The Greek Defence Ministry invited government delegations from 28 countries of the Middle and Near East, Africa and Asia.

The prize South Africa can exhibit is the G-5 155 mm field gun, or Black Mamba, which can fire a shell 40 km.

WEAPON

Commandant Marais said ballistic calculations for the weapon were carried out with the co-operation of the Space Research Company of Canada.

The system was then developed entirely by South Africa and was successfully tested in Antigua.

The head of the Canadian company, Gerald Bull, served a six-month jail term as a result of his co-operation with South Africa.

Sapa reports that the G-5 display is on a prime open-air stand near the main entrance and has a natural South African setting. Armscor has another stand in the exhibition halls and once again the South African touch is in evidence — down to bowls of proteas flown in from the Cape.

FM 17/9/82

Say mister, wanna G6?



One cause of Armscor's new export drive is the escalating war on the Angolan border. There must be some irony in that situation. In fact, it has boosted logistical expenditure, leaving less in the military budget to spend on new weapons.

The current total Defence Budget of R2 960m is only 7% up on last year — well below the 15% general increase in prices. Spending on new weapons or capital equipment this year could thus drop by about R200m to R1 560m.

This means some manufacturers of military equipment associated with Armscor are now working below full capacity.

"We have been forced by embargoes to invest a considerable amount in our armaments industry," says Armscor chairman Commandant Piet Marais. "We cannot afford to let it run down now, it is part of the permanent scene in SA as there is little chance of peace in this part of the world

even during the lifetime of our children. "Exporting will help compensate for the down-cycles all businesses feel at times, and will look after the interests of our private sector suppliers which deserve a good return on their investment."

Marais' logic can hardly be faulted. Private sector suppliers will this year produce about 70% or R1 1000m worth of Armscor's weapon sales. If they were to reduce their productive capacity, the Defence Force (SADF) could be caught short in times of real need.

Export sales targets are somewhere between R100m and R200m/year, which would compensate for the cutbacks in orders from the SADF. Until now sales abroad have averaged only about R10m/year as they have not been actively promoted.

Armscor has mounted an international marketing campaign, but will also issue marketing permits to allow its main private

sector contractors to do their own selling to approved customers. Communist and anti-SA prospects are naturally black-listed, as are potentially irresponsible customers.

"Unlike some suppliers, we are not prepared to start wars simply to boost sales," says Marais.

Although Armscor will not dictate the terms of deals made by local producers with their customers, all sales abroad will require export permits. And Armscor will check the quality of the merchandise "to protect the good name of the SA arms industry."

This industry has grown remarkably rapidly. Ten years ago it produced only about 30% of the SADF's then much smaller armaments purchases. Today the figure is close to 90%.

Armaments production is carried out by eight Armscor-controlled companies employing 29 000 people, 700 main private sector contractors and a host of sub-contractors which together employ 80 000. Capital investment by the eight Armscor affiliates alone totals about R1 200m.

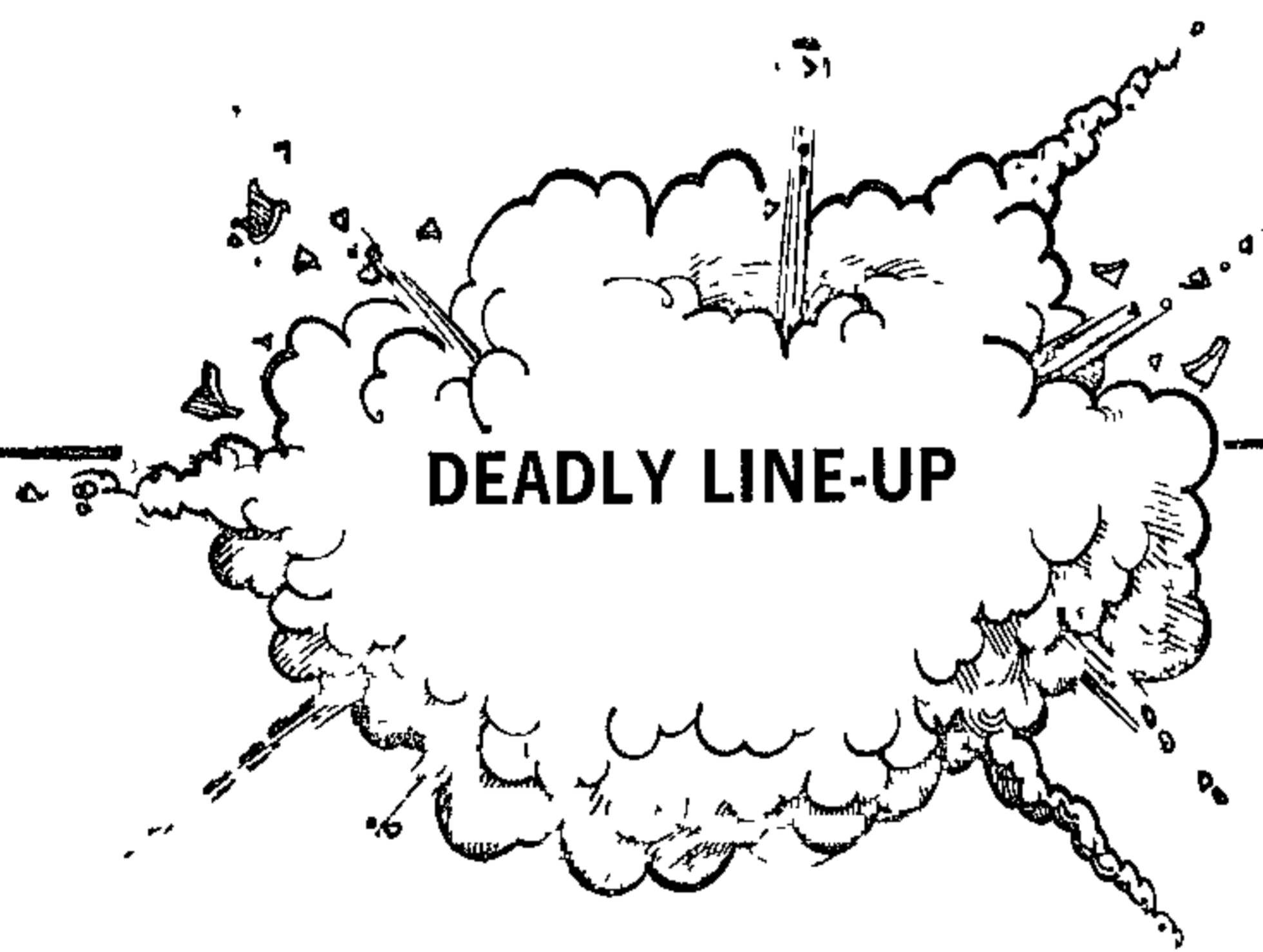
Factories are dispersed throughout the country rather along the style adopted by the German armaments industry during World War 2 to minimise disruption of production in the event of conflict. As another safeguard, many components are made by more than one manufacture wherever this is economically feasible.

Marais says the industry's success is partly due to the large-scale involvement of the talents and energy offered by the private sector.

"I will not allow an Armscor-owned company to spend one cent on new production facilities if they exist in the private sector," he says. "And the private sector always gets the first option to invest when new projects are mooted."

Development phases

The industry has developed through four distinct phases. In the Sixties, Armscor was little more than a purchasing organisation for the SADF. In the early Seventies, when the possibility of sanctions began to loom, it started to manufacture foreign-designed equipment under licence. This was followed by the development and production of weapons and equipment designed specifically for



Military equipment now made in SA with varying degrees of adaptation to local conditions includes Cactus surface-to-air missiles based on the French Crotale, V-3 air-to-air missiles, Scorpion sea-launched surface-to-surface missiles based on the Israeli Gabriels, more than 150 different varieties of ammunition, strike craft based on Israeli and French fast attack craft designs, radio and telecommunications equipment, the R4 5,56 mm rifle which uses lighter ammu-

munition but is no less effective than the Belgian-designed R1 rifle it replaces, Elephant tanks which use the British Centurion tank hulls, the Samil go-anywhere range of trucks, Eland armoured cars based on the French Panhards, Ratel infantry fighting vehicles, 127 mm artillery rockets based on the Russian Stalin Organs, the G5 155 mm artillery piece, and the highly mobile G6 fighting vehicle which carries the G5 gun.

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-mal' serviceman and
-non-militarists outside
-the SADF who would
-serve for twice as long

The third group would
-be provided for by the
-Department of
-Manpower

"Political conscien-
-tious objectors" said Mr
-Binnie, would fall outside
-the ambit of the pro-
-posed provisions. They
-would be tried by civil
-authorities

Mr Stroebel who was
-accompanied by his wife
-was taken to Conradie
-Hospital, Pinelands

Mr Stroebel and a Mrs
-van Greunen were ad-
-mitted to the intensive
-care unit of Frere Hospi-
-tal, East London after
-the car in which they
-were travelling over-
-turned in King Williams
-Town on Sunday morn-
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Goodwood
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SNAPPY SERVICE!

VISA

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local conditions. At this stage there was a rapidly increasing involvement of private enterprise. As is the case with other arms-producing countries, the move into exports follows this last step and is to justify the investments involved

The SADF recognised the need for rocket artillery and a very accurate long range gun like the G5 during the SA incursion into Angola in 1975. Some authorities believe the operation may have ended differently had the SADF's World War 2 vintage artillery not been hopelessly outclassed and out-ranged by more up-to-date Russian equipment.

Armcor immediately began searching worldwide for more suitable weaponry (it was two years before the mandatory United Nations arms embargo) but found that no system available had a range of more than 26 km. The best were still on the drawing boards with delivery times of eight to 10 years.

Instead, Armcor turned to local development. The outcome, the locally-developed 127 mm artillery rockets, are now in service and are said to have a longer range and greater accuracy than the Russian Stalin Organs. They are also said to have greater lethality against personnel, vehicles and buildings because, unlike the Russian rockets which explode on impact, they explode in the air. There is thus a wider distribution of fragments.

To test certain theories on ballistics developed in SA, complex computer calculations were carried out by the US/Canadian company, Space Research (SR). The calculations supported the theories but

landed SR directors in prison for helping SA arms production

A prototype barrel which was made in SA then underwent test-firing, monitored by SR equipment, in the West Indies republic of Antigua. The development programme was completed in SA and the weapon is now in production. It is likely to be in operation within the next 12 months.

Marais says that, although it can fire standard Nato 155 mm shells, it has a far greater range (up to 40 km) with shells developed in SA. One reason for the

local product's longer range is its "base bleed" system which generates gas at the back of the projectile to destroy the partial vacuum that impedes its flight.

The US is said to have a 155 mm projectile which can carry a nuclear warhead and the G5 projectile could no doubt be adapted to do the same. But Marais says the present projectiles cannot do so and no developments of this kind are contemplated in terms of government's stated policy.

The effectiveness of the G5 gun, already one of the best in the world, has been immeasurably enhanced by the development of the recently announced G6. The G5 gun mounted on a six-wheeled vehicle

The weapon resembles nothing in the arsenals of the superpowers. Although it is as heavy as a large tank and carries a far bigger gun, this 35 t monster travels at 90 km/h on roads and outruns a tank in southern African

bush country.

It will fight as part of the SADF's family of high-mobility vehicles which are designed for hit-and-run tactics: a modern commando on wheels.

A typical mission could involve several G6s and 127 mm mobile rocket launchers in a strike against an enemy base hundreds of kilometres from the border. They would be escorted by Ratel and Eland fighting vehicles with logistic support from Samil trucks. They could fire on a target 30 km away from a pre-determined position fixed by radar, and depart before they were detected. In one minute the G6 can fire four shells and the launcher 96 rockets. Thus the force could begin a retreat even before half its missiles had reached their target.

Unlike other armies, the SADF has greater use for these types of vehicles than conventional tanks, and will also use them instead of ground attack aircraft. They are cheaper than these aircraft and can be more easily replaced if lost. For although fighter aircraft are assembled in SA, many of their components are still imported.

Marais says there are no immediate plans to achieve complete self-sufficiency in fixed wing aircraft, but that a completely SA-made helicopter should appear before the end of the decade. This machine suits SADF methods in local conditions and is the logical addition to the present-day high-mobility fighting units. It is not impossible, therefore, that SA's commandos on wheels may ultimately also take wings and fly.

Given the depressed world economies, stiff opposition from other arms manufacturers and SA's circumscribed markets, it is difficult to judge how successful the stepped-up effort to export arms will be. There are clear advantages in technologies at present and these need to be exploited swiftly before they are ended. Hopefully, Armcor will be as successful at marketing as it has been in procurement and development. Indeed, this could be said to be its ultimate test in the business world.



SA's G6 - super-gun system

RDM sept. 1982

Macwusa leader slams 'intimidation' of unionists

By JOUBERT MALHERBE
Pretoria Bureau

THE TRANSVAAL secretary of the Motor Assemblies and Components Workers' Union of South Africa (Macwusa), has strongly criticised his arrest and that of two Macwusa organisers last Friday while they were collecting subscriptions at a Rosslyn plant near Pretoria

Mr Donsie Khumalo, the Transvaal secretary and two organisers were arrested outside the premises of Laursen Brothers (Pty) Ltd, a member of the Steel and Engineering Industries Federation (Seifsa), while they were busy collecting contributions from Laursen employees

Yesterday Mr Khumalo asked 'Is it now Seifsa policy to use the police to intimidate trade unionists?'

According to a statement issued by M Khumalo, he and the two organisers Mr Zolile Mtshilwane and Mr Khorombi Dau held talks with members of the management of Laursens last Friday afternoon

After the meeting they were collecting subscriptions from Macwusa members when

they were approached by police and a member of the management who they claim knew who they were

The management official denied that he knew the three unionists and he allegedly told the police he did not want to see members of an unregistered union — such as Macwusa — in front of the Laursen premises

The three unionists failed to produce their pass-books on demand and police took them to the Pretoria North police station

They were later released without charges being pressed against them but a policeman allegedly warned them that they would be arrested for trespassing if they went to Laursens again

A spokesman for Laursens confirmed yesterday that his company, a division of British Tyre and Rubber Industries, South Africa — refused to hold official discussions with Macwusa 'until Seifsa recognises the union'

He denied that Laursens called the police last Friday but he added that Laursens would not allow Macwusa organisers on their premises

A police spokesman yesterday confirmed the arrests of the three unionists on Friday

COM
Sept. 1982

Key court test for Intimidation Act

By STEVEN FRIEDMAN
Labour Correspondent

TWO pending court cases against worker leaders may provide a crucial test of fears by unions and lawyers that the Government's new Intimidation Bill could be used to crush strikes and consumer boycotts

In both cases, worker leaders have been charged under the Act in connection with strikes - two of them in Brits this week

Their union the Metal and Allied Workers Union has briefed lawyers to act on their behalf and the cases could determine how widely the courts define "intimidation" under the new Act

The Act, a result of Rabie Commission recommendations, seeks to impose heavy penalties - a maximum R20 000 fine or 10-year prison sentence - on people guilty of "intimidation"

When the new law was introduced lawyers complained that the definition of "intimidation" was "extremely wide" and could be used to punish actions which had hitherto been legal

One section of the Act makes it an offence for anyone to "without lawful rea-

son, and with intent to compel or induce a particular person to do or abstain from doing any act or to abandon a particular standpoint - cause damage to that person or any other person"

The accused must prove there was a "lawful reason for his or her action"

Some lawyers believe this would make actions like strikes and consumer boycotts illegal because both involve an attempt to induce someone to abandon a standpoint or take a particular action

It might be difficult for accuseds to prove they acted with a "lawful reason" and even legal strikes could be affected by the law

In Richards Bay, two Mawu shop stewards Mr Siphon Khuzwayo and Mr Enoch Shongwe have been charged under the Act following a strike at the Alusaf plant and released on R200 bail each

In Brits following a strike at B and S Engineering, Mawu chairman at the plant Mr Jacob Mahagakwe, and a shop steward Mr Ernest Letswela have also been charged under the Act Mr Mahagakwe was released on R1 000 bail, Mr Letswela on his own recognisance

Mawu slams hardline plants

14/9/82 Sowetan (189) (182)

THE MORE than 10 000-strong Metal and Allied Workers' Union has strongly condemned the managements of two Brits engineering plants for refusing to talk to striking workers in an attempt to peacefully settle the labour unrest there

In a statement to The SOWETAN, the union says the workers are determined to continue the struggle to get their dismissed colleagues reinstated

About 1 000 workers employed at B and S Engineering companies went on strike last week, apparently in protest

against the sacking of a colleague

The union says that the managements refused to talk to shop stewards when approached and that this action was not in line with a "peaceful solution for a settlement"

"Management has attempted to re-recruit the workers, but the vast majority of them have refused to be re-employed, as they consider themselves as still in the employ of B and S

"To date management has been able to fill only unskilled positions," the statement says

Industrial councils: Seifsa warning

CA/6 Tmk's
17/9/82

Staff Reporter

WHILE welcoming steps to extend full trade union rights to black employees, the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Sam van Coller, warned the government yesterday against taking action which might undermine the functioning of industrial councils

Mr Van Coller was speaking at a sitting of the President's Council's economic committee to investigate measures which inhibit the effective functioning of a free market-orientated economic system in South Africa

'Opportunity'

Mr Van Coller said Seifsa believed full trade union rights would provide an important opportunity for black employees to participate in the process of allocating the rewards derived from successful economic activity

He said the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry provided employers and employees with the opportunity to negotiate national minimum conditions of employment in the metal industries

"It is essential that the industrial council system is maintained so that collective bargaining can continue to take place within a sound structure in future. But because of their exclusion from this forum, black workers are

suspicious of the industrial councils

"As it is likely to take time to overcome these suspicions, Seifsa believes it is essential that the government does not take any steps which might undermine the functioning of the industrial councils," Mr Van Coller said

He said the process of registration of trade unions provided for in the Labour Relations Act was currently giving rise to serious reservations among the emerging trade unions towards the official collective bargaining system

Seifsa, in response to an investigation being conducted by the National Manpower Commission, had recommended that registration of trade unions be placed on a par with the registration of companies

Recommended

They had also recommended that the question of representativeness should be a matter for employers and trade unions to determine and not the Industrial Registrar

"It is understood that any changes to legislation that might occur in this area will be only in 1984. In view of the urgency of this matter, Seifsa believes every effort should be made by the National Manpower Commission to complete this investigation, so that appropriate amendments can be made to the legislation in 1983

Stew 18/9/82

Foreman arrested in plant dispute

Labour Reporter

A foreman at a strike-hit factory in Brits was arrested this week and appeared in court yesterday on charges under the Intimidation Act.

Mr. Jacob Mahakine, who was also chairman of a workers' committee at a B and S metal plant in Brits, was refused bail and his case was postponed until Monday.

The State argued that Mr. Mahakine was a non-resident from Botswana and his arrest had security implications.

His arrest follows a week-long dispute at B and S's two Brits metal plants which saw more than 900 workers going on strike over the dismissal of a colleague.

The entire workforce was dismissed and management began re-engaging workers earlier this week.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said the firm had refused to meet them or hold talks with worker committees.

A management source said most workers had returned to their jobs and other personnel would be taken on from the regional labour bureau.

18/9/82
 U.S.-S.A.
 Mercury
 company

formed

JOHANNESBURG— The formation of a new company which will specialise in all aspects of power-generating plants and jointly American and South African-owned in the ratio of 51 percent to 49 percent, was announced in Johannesburg yesterday by Mr Steve Boyazoglu, chairman of Engineering Management Services (EMS), a 100 percent Murray & Roberts group subsidiary

The company is a joint venture between WMS and the Stone and Webster Overseas Group of U.S. and will trade under the name EMSAW

Mr Boyazoglu said at a launching function that a strong technical base would be supplied by the American group, while the engineering skills would mainly come from EMS

EMSAW would provide power-generating services — industrially, technically, advisory, and all other allied services ranging from small industrial generating plants to nuclear stations

- a) where.....
- b) to whom
- c) for what additional
- d) has this been granted
- e) if so, when.....

5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope. If so,

Federation of Salaried Staff Associations of South Africa	
Pulp and Paper Industry's Joint Committee	
Rand Water Board Unions Joint Committee	
South African Council of Mining Unions	
South African Federation of Leather Trade Unions	
South African Council of Transport Workers	
South African Federation of Chemical and Allied Workers Union	

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

2/19/81
189
Industrial Weekly

Iscor forced to close furnaces

HARD-HIT Iscor, suffering from a world-wide lack of demand for its products, has mothballed one of its Newcastle blast furnaces and intends decommissioning another there at the end of this month, writes Lynn Carlisle

Poor demand and market prices have made it unprofitable for some blast furnaces to remain operational said Iscor Newcastle works general manager Hans van Vuuren

"The economic situation has hit us badly, particularly in the past few

months," said Van Vuuren

He said the second furnace, presently leased to the South African Manganese Corporation (Samanacor) for the production of ferro-manganese, would be closed in about two weeks time

Iscor is also considering closing an ancillary plant fairly soon while another of its Newcastle blast furnaces may have to be shut down later this year

Van Vuuren stressed that there had been no layoffs because of the closure

21/9/82 (189) Industrial Week
Exports trigger spending spree

DIMBAZA Foundries in the Ciskei has re-written the Eastern Cape record books by ordering nine overhead foundry cranes from Mannesmann Demag to keep pace with the growing demand for its exports

Neville Rossner technical director of Dimbaza Foundries, said that the order was worth R452 000 "and there is more to come"

"This order is a record for the Eastern Cape" said Horst Stamm, Eastern Cape manager of

Mannesmann Demag in Port Elizabeth

The cabin controlled cranes fitted with 15 and 10 t main hoists and 5 and 10 t auxiliary hoists, are in addition to the Demag electric arc furnace Demag compressors and Demag monorail hoists already operating at Dimbaza Foundries

The Foundries are now commissioning their sixth expansion phase costing R4-million and are increasing their electrical infrastructure to 10 mW to cope with increasing orders, said Rossner

Scrap-steel industry in turmoil

189

Star
22/9/62

By David Braun

The R120 million scrap-steel industry faces collapse as the steel industry's worst recession in many years gets worse.

Metal merchants from many parts of the country assembled in Johannesburg yesterday to hear steel producers demand a reduction in the price of scrap supplied to steel-mills. Scrap users were looking for an immediate reduction in price in the region of 20 percent.

SOLE BUYER

The meeting was called by Ferrous Scrap Distributors, sole buyer of scrap steel for reprocessing by the steelmills.

Steel producers told the scrap merchants that the steel industry was in its worst crisis in memory. Prices were down and volumes were sluggish.

Producers said it was unfair that the merchants were guaranteed by contract that Ferrous Scrap Distributors buy their steel at fixed prices. Merchants should share the burden with producers, producers argued.

Stunned merchants protested at the proposed price cut, saying the profit margins in the industry were too low to absorb a cut so big.

A cut of 15 percent represented about R12 a ton of scrap and most profit margins ranged from R1 to R8 a ton, they said.

"These cuts will put us out of business,"

said one merchant. "We can't afford a cut of even one percent," said another.

The producers have indicated they will get tough if the merchants don't agree to a cut. The contract the merchants have with Ferrous Scrap ends next March. An Iscor spokesman hinted that if the merchants did not make concessions now they might be left without buyers for scrap in March.

One solution to the merchants' problem is that they pay their sources less, but most merchants say this would not be possible as they have signed contracts for up to three years in many cases and their hands are tied. Several contracts even have escalation clauses.

"The problem is that we have been living in a protected system with a monopoly that buys our scrap. We have structured our businesses on stable prices and have even bargained on increased prices. We have signed contracts with our suppliers on that basis," said one dealer.

Steelmills are adamant that there must be a cut and have indicated that this will be forced through if merchants refuse to negotiate a new price.

They argue that because of the contract to buy all scrap, they have built large stocks of scrap which, owing to high interest rates,

cost them a fortune to finance. A 20 percent cut in the price would subsidise the cost of stockpiling.

DISARRAY

The 3½ hour meeting broke up in disarray yesterday as merchants failed to reach agreement on how to react to the proposed price cut. Some dealers wanted to negotiate with the steel producers to salvage a reasonable agreement for the year from March.

But others flatly refused to consider a cut in price, arguing that no other sector of the steel industry had been asked to make similar sacrifices.

COMMITTEE

A committee was appointed to investigate the legal implications of the agreement and what steps should be taken.

Several observers felt the events of the day signalled the collapse of the scrap-steel monopoly and that several small dealers would be forced out of business.

20m 23/9/24
Labour Correspondent

Second Brits union leader charged with intimidation

A SECOND worker leader who was fired by a Brits company B and S Engineering after a strike has been charged under the Intimidation Act.

The arrest of a union shop steward at the plant, Mr Ernest Lutswela followed the arrest of Mr Jacob Magahakwe, chairman of the Metal and Allied Workers Union, late last week.

Both have been freed and

must appear in the Brits Regional Court on October 11. The arrests follow a strike at the company on September 14 over the dismissal of a worker.

On the same day B and S fired all 1 000 workers and said they could reapply for their jobs.

According to the charges against the two men they are alleged to have intimidated two workers on September 13.

Metal supply 189 to exceed demand 'for some time'

By JOHN MULCAHY

THE extent of spare metal production capacity now on standby in the world indicates that it will be some time before demand for metals again exceeds supply.

Mr A J Leroy, managing director of Palabora Mining Company, said yesterday metal producers had to gear up to improve efficiency and reduce costs

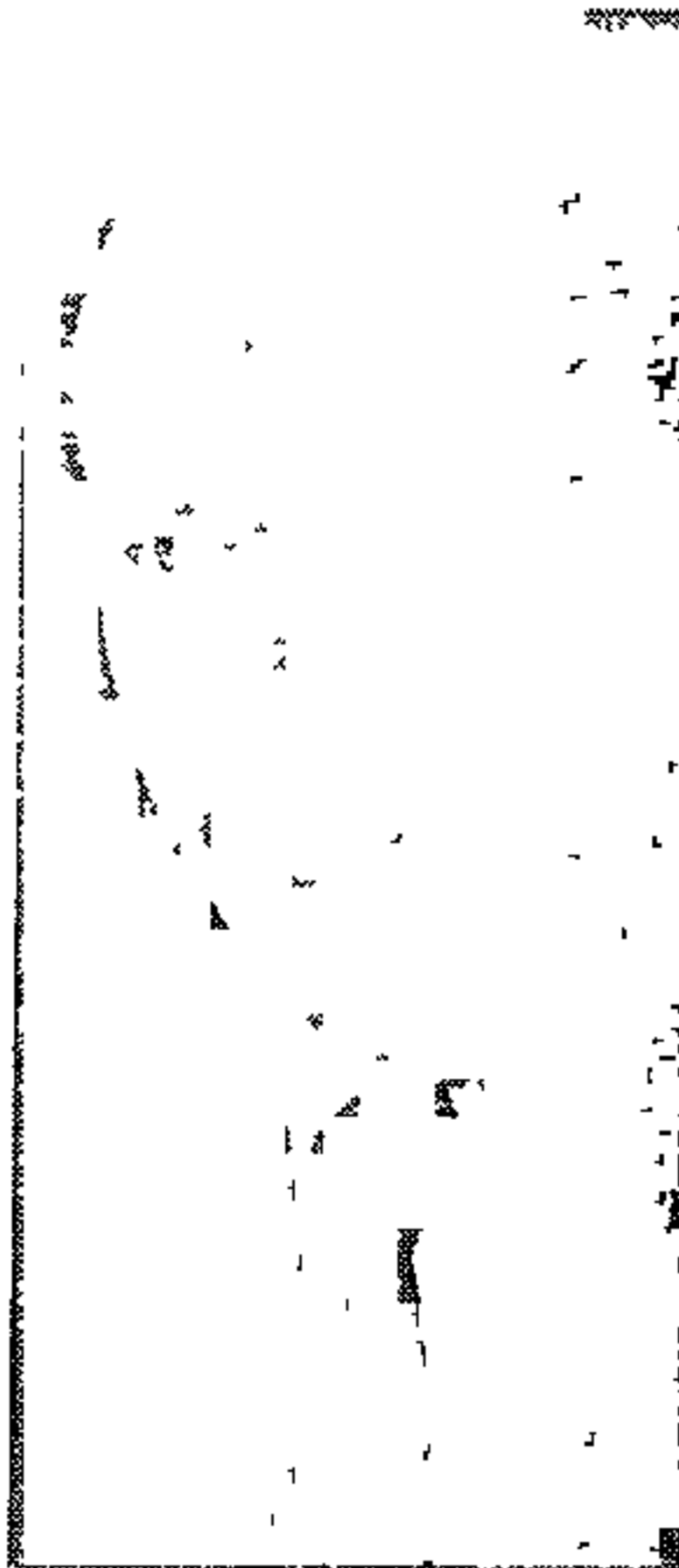
Addressing the "Open Cast 82" symposium at the Electra Mining exhibition in Johannesburg, Mr Leroy said "mines in general, and base metal mines in particular, are experiencing the most difficult times they have seen in half a century. Demand is low, prices are depressed and costs are high

"Each year, for the past three of four years, various market analysts have fearlessly predicted that better times are just around the corner. I hope they are finally right, but I'm not at all sure they are — at least not for the immediate future."

High inflation and interest rates had caused record escalations in materials, labour and energy costs, and had been major contributing factors in increasing the cost of mining during the period of low demand and price

Yesterday's programme was on the subject of maintenance of open cast mining equipment, under the auspices of the SA Institute of Mechanical Engineers, and Mr Leroy said the maintenance function presented an area of significant potential for cost effectiveness

● Maintenance represents a



Mr A J Leroy

major element of mining costs — at Palabora it accounts for 37% of mining expenditure

● Maintenance interacts directly with the other components of mining costs because of its direct influence on equipment availability and efficiency

● Maintenance represents, in its own right, a substantial investment in plant, equipment and human resources

Maintenance was no longer a simple matter of holding large stocks of spare parts and materials, said Mr Leroy, but had of necessity become a highly managed and sophisticated business

Palabora, the second biggest open cast metal operation in the world, mines more than 100-million tons of

ore and waste a year, using a fleet of 75 150-ton capacity diesel electric haul trucks

The trucks have a replacement value of about R100-million, and the cost of drills, shovels, dozers, cranes, service vehicles and other mobile mine equipment takes Palabora's capital investment to about R200-million

Mr Leroy said Palabora's capital expenditure for new and replacement equipment averaged more than R10-million a year and investment in parts accounted for another R15-million

The direct cost of maintenance labour and spares for mining equipment at Palabora, excluding fuel and tyres, was about R33-million, equivalent to 33c a ton of rock mined, or 37% of mining costs

To produce a single ton of copper Palabora drilled, blasted, loaded and hauled about 900 tons of rock, and this produced less than £900, or less than R2 a ton of rock, which also had to cover the cost of milling, smelting, refining and continuous copper rod casting

These figures highlighted the fine balance that had to be maintained between the cost of maintenance and the cost of mining to achieve the optimum operating performance

Mr Leroy concluded that the pressures of high cost and low demand would probably remain for some time, open cast mines would become deeper, grades lower and stripping ratios higher, mining equipment would in future be bigger, more sophisticated and more expensive and the maintenance function would become more complex and its management more vital to mine performance

NAVY PLAN COULD SAVE SHIPBUILDERS

76/9/82

254

189

S. Vilme

Industry entering worst slump since the war

By STAN MAHER

THE Navy's plans to build South African - designed warships could rescue the country's shipbuilding industry and repair industry, which is entering its worst period since World War 2,

industry spokesmen said in Durban yesterday

Mr Pieter van der Waal managing director of Elgin Brown and Hamer said the plans announced by Vice Admiral Ronnie Edwards retiring Chief of the Navy on Friday, were "most welcome"

Admiral Edwards said shipbuilding centre such

as Durban could be in for a boom. He disclosed plans to build corvettes to replace the Navy's aging frigates, as well as more submarines

The corvettes would be the first fully South African designed warships

"It will provide badly-needed work," Mr van der Waal said "At the moment the indus-

try is in a bad shape both for building ships and repairing them

"There are no ships coming in and no freight it's not just happening in South Africa. In Europe, shipyards are closing down. Even Japan is suffering. The Koreans are building ships for a third of what the Japanese can offer"

Mr Dick Brass, execu-

tive director of Dorbyl, said the ship repair industry was entering its worst period since World War 2. The construction side of the industry also faced a bleak future

Mr Brass has declined to comment on the reason for the ship's refusal to take to the water. He said he would make a statement in a week's time.

A letter-writer to The Natal Mercury has claimed that men who were laid off after working on the Voortrekker had welded her fast to the slipway rails

The writer, who signed himself "ex-welder", claimed the welders had also welded on a V-section in which the Voortrekker had become wedged

DRAMATIC SEA RESCUE

A 16-YEAR-OLD boy and his father last night braved gale-force winds, pounding seas, and razor-sharp rocks to swim to a stricken yacht with a rope and help take her crew of five ashore

The R40 000 yacht, Tamarin, belonging to Dr John Battersby of Hout Bay, was taking part in the Dulux double Cape Race. It ran onto a reef 150 m offshore

Mike Tannett said he and his family were looking out for the race yachts at about 10pm last night when they saw a flare fired

They drove down, assessed the situation, and

returned with wetsuits and diving gear

"My son Mickey and I swam out to the yacht, but the wind was howling so much that when we got to them they couldn't hear us nor we them. Eventually they threw a rope and we tied it to ours

"Then one of the crew — all were wearing oilskins and lifejackets — jumped overboard and we helped him back half way where my wife, Lynda was waiting to take over"

One by one the crew jumped and were helped ashore — Sapa

g 'in sin' no sin

Landmark ruling by Australian state court

a tax driver to live with him for six months from June 1 1978

The agreement provided for them to live as joint tenants in a house they had bought for R57 000

The case concerned the validity of the contract, which was struck before the couple began living together to regulate the splitting up of their interests in the house

The couple eventually split up and Miss Seidler wanted the contract struck out

Her advocate argued that the contract could

not be enforced because it was against public policy since it was based on a "sexually immoral purpose or is of a kind having a tendency to promote sexual immorality"

That argument was based on a principle established in 1774 when the House of Lords ruled that "the law of England prohibits every thing which is *contra bonos mores*" (against good morals)

Mr Justice Hutley, in giving judgment said the monogamous marriage for life ran counter to such powerful passions in men and

women that only strong legal and social sanctions could maintain it. He said that the recognition of de facto relationships by the State and Commonwealth (of Australia) occurring on a substantial scale and over a wide spectrum of legal relationships requires in my opinion, that judicial condemnations of such relationships as immoral, be disregarded

"Whatever may be the moralist's stand, judges can hardly characterise as immoral what legislation recognises"

In pointing out that court machinery should be tested gradually in this field, the judge said "The courts should not become alchemists transmitting the ashes of dead passion into gold"

The Star Bureau
NEW YORK — Durban's shipbuilding industry has notched up a spectacular success with the building of an ice-breaking fishing trawler — the first to be built outside the northern hemisphere where these vessels operate — that could bring lucrative new contracts to Natal's shipbuilding companies

The vessel, the Penvsmart, was built by the Durban firm Dorbyl Marine earlier this year for the Newfoundland firm of John Penry and Sons, in the face of worldwide competition.

The vessel reached its home port of Ramea, Newfoundland, only 28 days after leaving Durban

A few weeks later after trials the vessel headed for the open sea off Newfoundland and Labrador for its first working voyage.

SA ship

notches up

(122)
a plus

"The results were spectacular," said the president of John Penry Mr Spencer Lake

"Given the state of the world's economy and its effect on the world's fishing industry we are not yet in a position to place new orders in Durban."

"But there is no doubt we will do so when the time is propitious" said Mr Spencer

"But more important from a South African point of view is the fact that our competitors are as impressed as we are with South Africa's performance in this field"

When smoking leaves a man's home

By Stuart Flitton

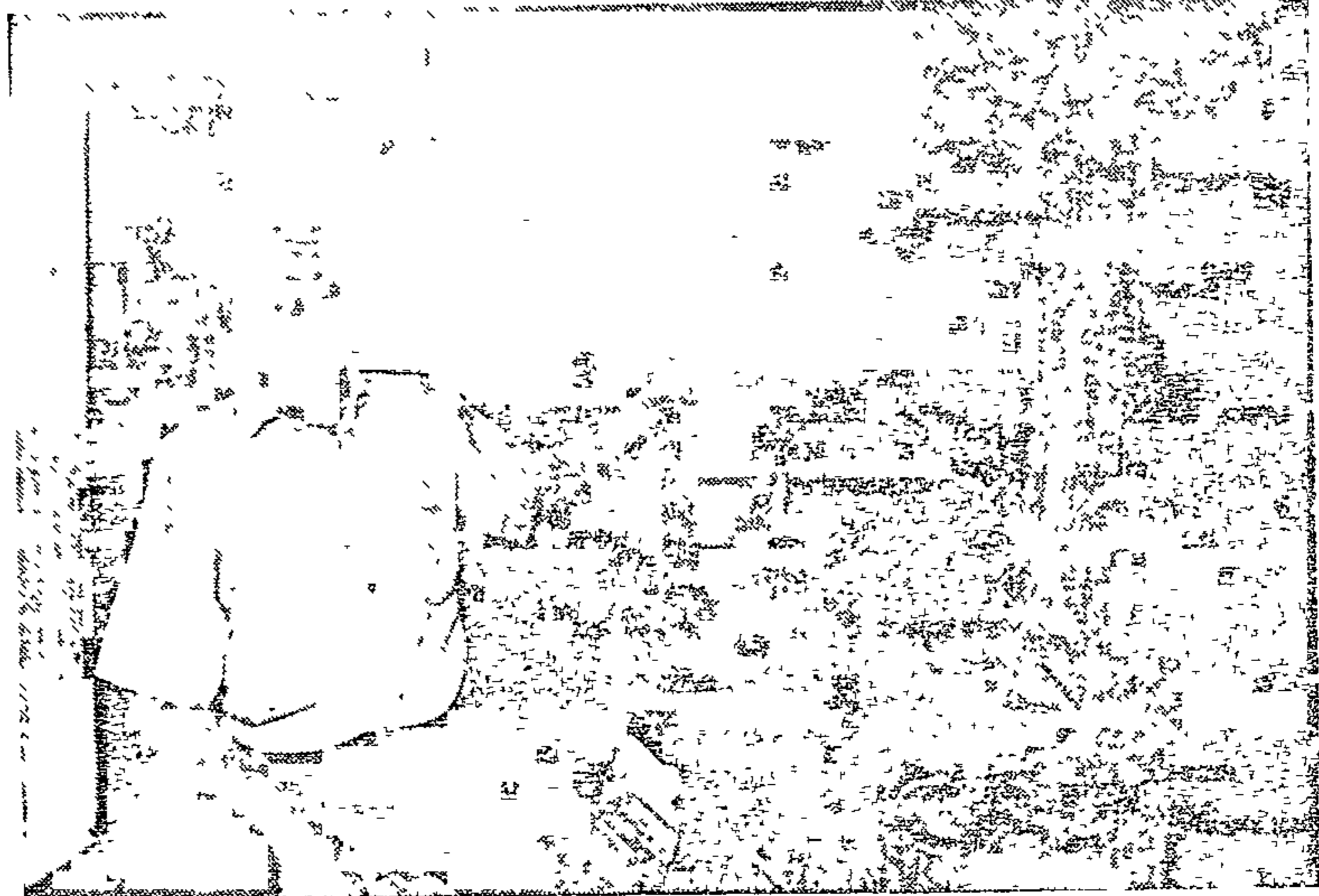
Every time 95 year old paraplegic Mrs Susie Fletcher lights her coal stove it fills her home in Fairview Johannesburg with thick acrid smoke

Mrs Fletcher has lived in the Department of Community Development house with her 64-year-old son, Bobby, for two years.

Two weeks ago the stove which is the Fletchers' only means of cooking and heating water, started belching smoke

Mrs Fletcher telephoned the local city councillor, Mr John Fossett, who said he tried repeatedly, but without success, to contact the Department of Community Development

Finding the house



Mr Bobby Fletcher and the smoking stove.

and chimney were cleaned several

our eyes were watering

last day" she said pointing at the

matter to the chairman of the city

RDM 29/9/86

Cloth workers gain support

Labour Correspondent

SHOP stewards at Barlow Rand metal companies on the Witwatersrand are to support workers at Barlow's textile company Veldspun International, whose firing after a strike sparked a campaign against the firm

The support was announced in a message to the Veldspun workers' union from the Barlow Rand shop stewards' council of the Transvaal branch of the Metal and Allied Workers Union

The dispute follows the firing of more than 1 000 staff who struck in protest at retrenchments, leading to a union and student campaign accusing Barlow Rand of violating its

employment code

The company has said that the union approved the retrenchments and has violated its recognition agreement with Veldspun

The shop stewards' council represents workers in all Barlow Rand Transvaal factories organised by Mawu

The message of the shop stewards says "We have learnt with shock of the intransigence shown by the management of Veldspun and of Barlow Rand in your dispute. We wish to pledge our solidarity with you because your cause is also ours. We also wish to assure you of our support. As you know, there is no struggle without casualties, so do not be discouraged."

Iscor ~~200~~
drops 189

pension
Mercury
'freeze'
30/9/82
clause

Labour Reporter

ISCOR has decided to drop its pension fund's 'freeze' clause and will pay out discharged employees' contributions from the beginning of next year, the group's personnel manager, Mr C J M Prinsloo, said yesterday.

Pension 'freeze' clauses, which prevent workers withdrawing their contributions before they reach retirement age, have been attacked by independent trade unions since the wave of strikes last year which forced the Government to back down on a move to legislate pension preservation.

And Iscor's pension fund has come under fire for the past year from the Natal-based Black Allied Workers' Union over its preservation clause.

Bawu's general secretary, Mr B E Khumalo, said more than 500 discharged employees were still waiting to be paid out their money — including three that had since died.

Board decided

Mr Khumalo said they had received a letter from Iscor earlier this year suggesting that company representatives meet the union to discuss their 'future relationship' but 'we are not going to talk until these workers have been refunded their contributions'.

Mr Prinsloo said yesterday that the decision to drop the preservation clause, taken at a recent board meeting, followed approaches made by Iscor employees, 'not only through trade unions but also through existing liaison committees'.

He said the board's decision had also been influenced by the present economic climate where 'cash in hand would tide a retrenched worker over his period of unemployment'.

Although employees would now be paid out their pension contributions at the termination of service, Mr Prinsloo said, attempts would be made to persuade them to leave their money in the fund with a view to a better sum paid out at retirement.

Details of how the contributions would repaid had not yet been worked out.

No cash relief for jobless metal workers

By STEVEN FRIEDMAN
Labour Correspondent

SKILLED and semi-skilled metal workers who are out of work because of the state of the economy have found they cannot claim unemployment money from the metal industries — because of an agreement made some years ago between their unions and employers

The agreement, which could prompt a white and coloured worker backlash as unemployment mounts, means money paid into the giant metal industries provident fund by workers can only be paid out when they die or retire — not, as in some industries when they lose their jobs

And yesterday four metal workers who have lost their jobs claimed their families were "starving" because they could not find jobs or claim money from the fund

They claimed they were not consulted by their union, the SA Boilermakers' Society when the agreement was made and compared their position to that of furniture workers who they said were getting unemployment pay from their union. They said "hundreds" of workers were in the same position

But a union spokesman said the men "have their facts wrong"

In several industries unions and employers have set up funds which enable workers to claim money when they are unemployed

But as a result of requests by established unions, the Metal Industries' Life and Provident Fund, to which workers in higher job categories belong, does not allow workers to withdraw contributions until they retire or die

The same provision also applied to the Metal Industries Group Pension Fund, which applies to workers in the lower categories

But in the wake of last year's pensions unrest employers agreed to allow workers who have left the industry for six months, to claim their money

If these workers lose their jobs they can claim from the Unemployment Insurance Fund for the first six months

But workers in the top job grades cannot withdraw their money because of established union requests that the money be "frozen" until retirement

Yesterday the four men, who asked not to be named said they lost their jobs a few months ago and could not find new ones despite asking at factories almost daily. Three are welders and one is a machine operator

They said the union had been unable to find them jobs and, concerning unemployment relief had told them "that we can only get our money when we die or turn 65"

One man said he did not qualify for UIF benefits because he had earned more than R1 000 a month, two said they had had difficulty claiming from the UIF and the fourth had not applied

They said they had between five and 17 years' experience in the industry

A spokesman for the Boilermakers Society said yesterday the men had "got the wrong end of the stick"

He said the union had little trouble placing retrenched members in jobs and denied there were "hundreds" of workers who could not find work. "There is no need for members to starve — the union can find them jobs," he said

Razor accused tells of mystery killer

Court Reporter

A MIDDLE-AGED welder accused of cutting the throat of his 28-year-old mistress with a razor blade told a Supreme Court judge yesterday the murder had been committed by another unidentified man

Mr William Joseph Clulow, 56, of 603 Flemming Hall, Koch Street, Joubert Park, told Mr Justice K van Dijkhorst in the Rand Supreme Court Mrs Elizabeth Ann Perry had been murdered while he was in the toilet

Mr Clulow pleaded not guilty to the murder charge

He said he and Mrs Perry had begun living together last December — a week after he met her

"I was very fond of her. I don't know whether she was in love with me. She cared for me and looked after me. We had no cause for jealousy"

On May 8 Mr Clulow, Mrs Perry and some other men had been drinking in a neigh-

bouring block of flats. He returned to his own flat, followed by Mrs Perry, where they both lay on the bed, fully dressed

Mr Clulow said he went to the toilet and returned about 10 minutes later. Someone hit him over the head as he entered the room

He went down on all fours. When he looked up he saw Mrs Perry's naked body on the floor with blood gushing from her throat, he said. He tried to stop the bleeding but went to get help when he did not succeed

Mr Herbert Browne testified that he found Mr Clulow and Mrs Perry on the floor of their flat. Mr Clulow had one leg over her body

He presumed they were having intercourse but as he turned to leave, he saw blood on Mrs Perry's head. Mr Browne said he grabbed an ashtray and hit Mr Clulow over the head. Judgment will be given today

Road deaths soar in the Peninsula

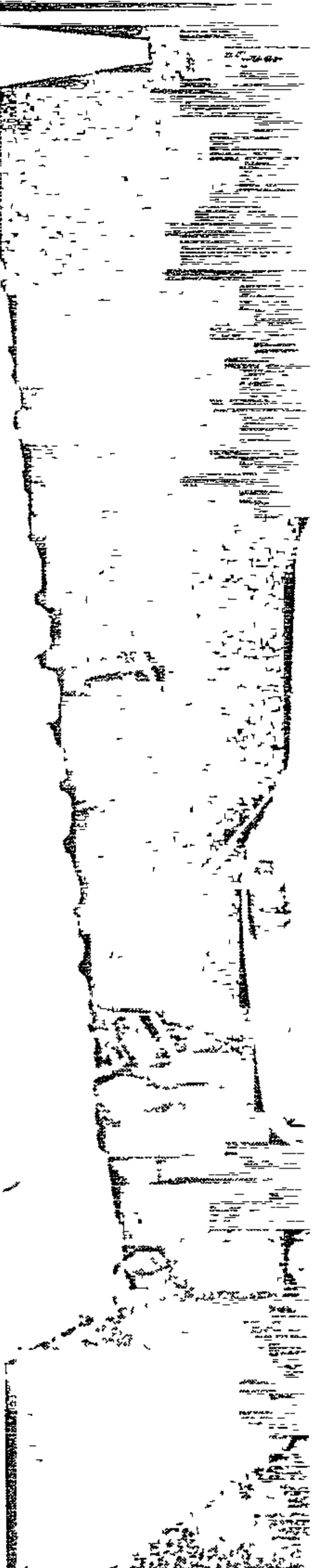
CAPE TOWN — The road traffic death toll in the Cape Peninsula rose by a startling 160% between 1980 and 1981, the Cape's Medical Officer of Health, Dr R J Coogan, said in his annual report released yesterday

The number of accidental deaths rose from 323 in 1980 to 636 in 1981, and this rise was largely because of the increase in road traffic deaths — 365 in 1981 compared to 140 in 1980

Railway accidents claimed the lives of 62 people in 1981 compared to 46 in 1980

More people died of poisoning (10), burns (32), drowning (38) and falls (74) than the previous year. The only decrease in accident deaths were those from electrocution and asphyxia

There were 43 suicides in Cape Town in 1981 compared to 49 in 1980 — Sapa



Knight in shining bee-arm whose car was invaded

More than

Mail Reporter

A JOHANNESBURG woman booted her bonnet yesterday — in fact there were about 8 000 bees, not only on the bonnet of her car, but in the car

"The bees were constantly flying in and out through the open windows of the car and it looked as though they were making a hive," a distressed Mrs Morwood of Bellevue said yesterday

Mrs Morwood said when she

STEELMAKING

Usco breakthrough

Union Steel Corporation (Usco) is pioneering a new steel-making technology by building the world's first direct reduction (DR) sponge iron plant to run on coal-based gas

Capital costs/ton produced are a fraction of those for other DR facilities currently being built in SA. Iscor is spending R150m on a new 600 000 t/year plant, and Scaw R33m on a 80 000 t/year model

ENTHOVEN

In last week's *FM* (*Business* September 24) it was stated that Robert Enthoven Jardine had a 40% interest in Cape Lines (CL). However, it is the Enthoven family and not the Robert Enthoven Jardine Group that is involved with the line. The Robert Enthoven Jardine Group is a firm of independent insurance brokers with no links whatever with CL.

The Usco project, which will cost R25m-R30m and produce 250 000 t/year of sponge iron, strengthens SA's position as a world leader in steel technology. The DR plant will be the first of its kind in the world to use a plasma arc process. And, another first, it will run on by-product gas. The required carbon monoxide, methane and hydrogen will come from Sasol.

Although the principle of plasma processes has been known since the turn of the century, very few have been operated commercially. Scientists are only beginning to grasp its dramatic potential.

"There are no unacceptable risks involved," says Usco MD Jan de Waal. "We are taking this step by step and are not committing ourselves to any big capital outlays until we know it will work."

Iscor can also take credit for its bold advances in DR. Its unit will be the biggest DR plant in the world, and represents a breakthrough in the scaling-up of this comparatively new process.

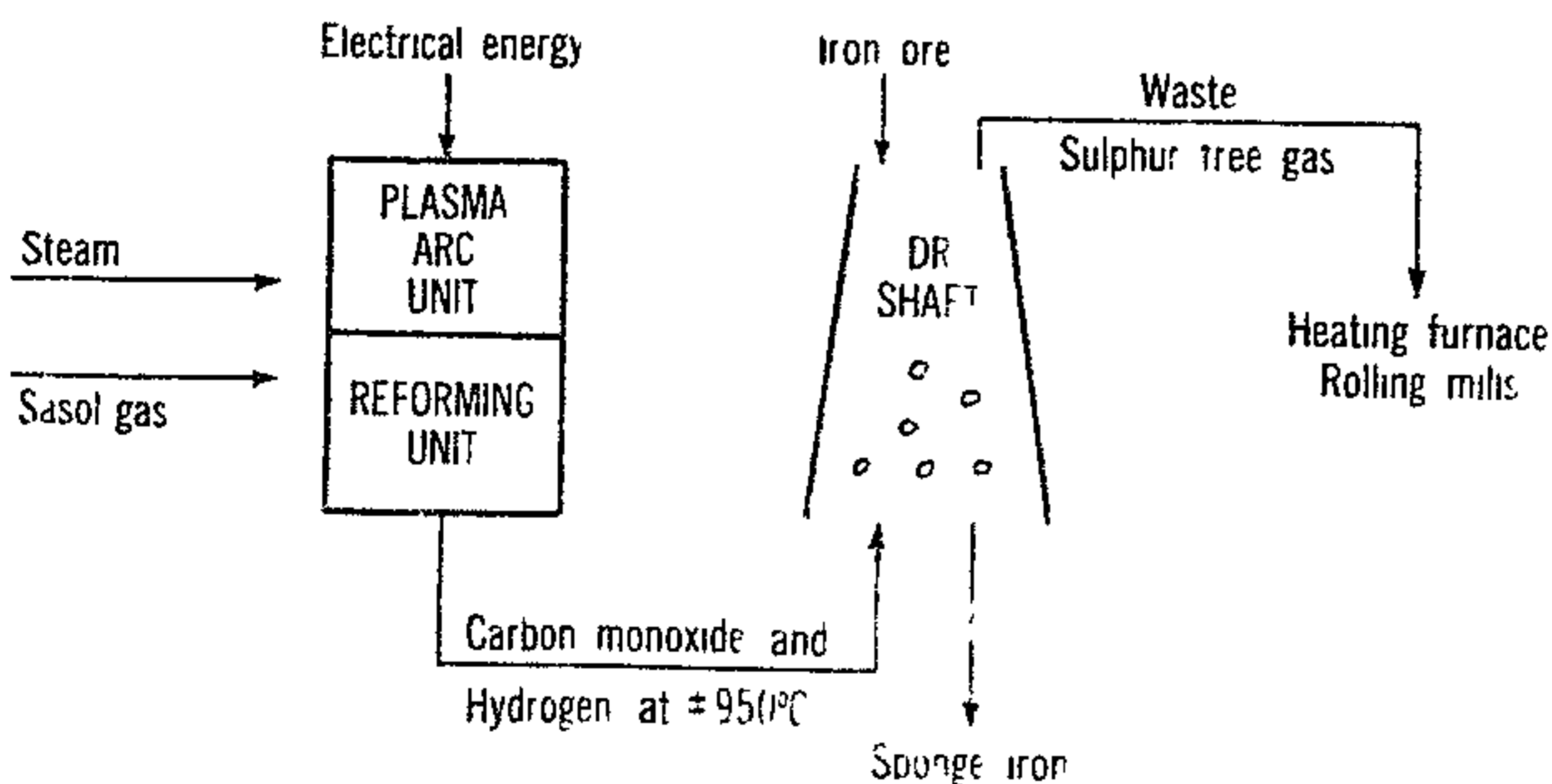
Middelburg Steel & Alloys is erecting a ferrochrome plasma smelter which will be the first commercial application of this process in SA.

Local steel producers have been forced into the DR process because the country has a shortage of scrap steel (in normal markets) which forms a large proportion of the raw metal required in the conventional process. Usco's plant will mean about an 80% drop in its present scrap consumption.

The process will contribute also to a future easing of the local coking coal shortage. Although SA has steam coal in abundance, it has limited supplies of coking coal. Traditionally, coking coal is used with iron ore to produce iron in the blast furnace process, the iron is then converted to steel.

spheric pollution. There are other, longer-term, benefits which De Waal prefers not to disclose at this stage.

SPONGE IRON PRODUCTION IN USCO'S DR UNIT



The DR process directly converts iron ore into sponge iron which has a comparable chemical composition to steel.

De Waal says engineering and construction work has started at the Vereeniging works where the plant will come on stream by the end of 1984.

Fluor SA is overall contractor for the project, and about 75% of the work will go to local suppliers.

The plant consists of a 60 m-high vertical shaft and a plasma arc facility which converts steam and Sasol gas into carbon monoxide and hydrogen gas at a temperature of

950°C. Lumps of iron ore are fed into the top of the shaft and the gas enters at the bottom. By a chemical reaction the gas removes the oxygen from the iron ore to leave behind porous sponge iron.

Overseas plants differ in that they use relatively inexpensive methane gas (not freely available in SA) in a catalytic steam reforming process. However Usco's plasma arc process is less complex and promises lower capital and running costs.

Other DR furnaces announced locally by Iscor, Dunsward and Scaw are based on the Lurgi or Krupp processes which use a ro-

tating horizontal kiln. Sponge iron is produced by mixing iron ore and coal in the kiln at high temperatures.

The plasma arc technology is based on know-how developed in West Germany by Chemische Werke Huels which has operated 8 MW plasma arc gas reforming units in its chemical works since 1938.

After Huels had carried out tests on a unit using gas of similar composition as the gas from Sasol, Usco contracted Huels to design and erect the plasma arc reforming unit for its furnace.

Huels's plasma arc unit is the largest operating commercially. To avoid scaling up problems Usco will use five 8 MW units similar to those operating in West Germany.

The first is being erected in Germany where it will be tested. When it is working smoothly it will be shipped to SA. The next four units will then be constructed on site.

Apart from cost advantages, productivity could be improved because the extremely high temperatures produced in the plasma arc route should lead to high electrical and chemical efficiencies, says De Waal.

The waste gases from the DR unit will replace high sulphur producer gas used by Usco for heating purposes in the steelworks. This will have a further beneficial effect on the cost of Usco's steel while contributing to lower levels of atmo-

Rom 1/16/82

Rise in steel price deals a further blow to economy

By GERALD REILLY
Pretoria Bureau

THE price of steel, which is to be raised from today, will affect the entire economy creating new pressures on a wide variety of prices

The price rise sources said would be lower than the inflation rate — about 10% — and follows a 5% price adjustment earlier this year

Local consumers are being made to pay more for steel because recessionary conditions on world markets have virtually closed them to Iscor steel

The main impact will be on the cost of building and on prices of cars and household appliances

Barclays Bank chief economist Dr Johan Cloete, said steel was basic to the entire economy and the price rise would have "a multiplier" effect on a wide range of products

What Iscor was losing on the international

market it was apparently trying to make up on the local market

The senior economist at the economic research bureau at the University of Stellenbosch, Dr O D J Stuart said the price rise would be passed on to consumers

It would affect the building industry, the motor vehicle industry and the household appliances industry especially "white" goods such as refrigerators and stoves

A senior steel industry executive said South Africa "could hardly even give away its steel on overseas markets"

Iscor is expected to announce a substantial loss in its annual report due to be released towards the end of October

The Progressive Federal Party's finance spokesman Mr Harry Schwarz said because the international market was virtually closed to South African steel local consumers were being made to pay more to compensate

"The Government and the country is caught up in a price spiral which if something is not done fast, will get out of hand"

Zambia's ruling party takes over papers

Mail Africa Bureau

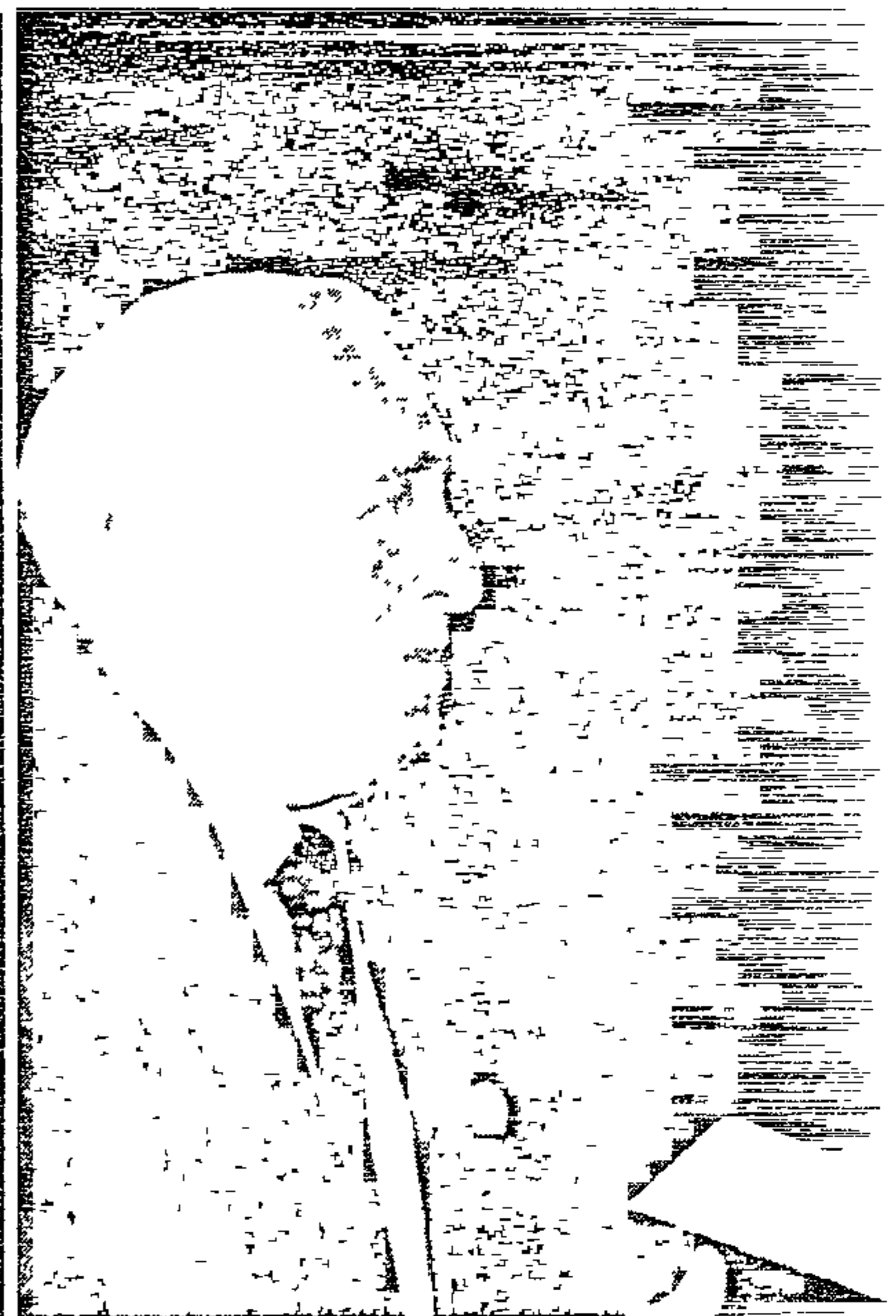
LUSAKA — Zambia's ruling United National Independence Party (UNIP) takes over the Lonrho-owned Times of Zambia and Sunday Times of Zambia today, it was announced by the party yesterday

A spokesman said all employees would be retained at all levels with no changes in their present working conditions "The party is confident that these employees will continue to discharge their duties conscientiously

"The party is conscious of

the newspapers' large readership and is committed to continue to serve the newspaper readers efficiently"

The take-over will be effected under the auspices of the Zambia National Holdings the wholly owned party company



The creation of a chair of pharmacy at the University with a R100 000 donation from the South African received by the Vice-Chancellor of Wits, Professor chairman, Mr B A Jacobson Wits is already running Technikon, and so far there are already 228 registered the end of next year

Ripper's home may

London Bureau

LONDON — Victims of the Yorkshire Ripper, Peter Sutcliffe are preparing to institute bankruptcy proceedings against him

Solicitors acting for his victims — awarded thousands of rands in damages by the courts — are to seek a court registrar's order for the sale of Sutcliffe's R70 000 Bradford home. It is his only asset

The action is being taken in an attempt to force Sutcliffe, who killed 13 women to release his half share in the house

The house is presently occupied by Sutcliffe's wife, Sonia

"If she intends forced to stay against Peter the sale of the Bill Tate, who mother of the Jayne, 16

"We will press her intentions house" Mrs Mel by the courts in survived R Long and Miss received a cent

Prices 7-Day Low!



Baby Soft
2 Ply Toilet Rolls **R1,09**
4 Rolls of 350 Sheets

Kelloggs
All Bran Flakes **75c**
300 g

Pot O'Gold

Prince gets honour after Falklands

London Bureau

LONDON — Prince Andrew has been given command of his own Sea King helicopter after completing 400 flying hours, more than 200 of them during the Falklands conflict

Fellow pilots in 820 Squadron described the prince's elevation from second pilot to first pilot as "well deserved"

He earned congratulations from his commanding officer, Lieutenant Commander

missions flown by 820 Squadron from the carrier HMS Invincible

Prince Andrew, 22 will be captain of his own Sea King when he returns from leave on October 18. The squadron is expected to rejoin Invincible

The prince, who has signed on for 12 years, has already risen from midshipman to sub-lieutenant. His cool acceptance of both routine and dangerous missions during the Falklands conflict has

An increase in the price of cars, fridges, stoves and property was predicted today with the announcement of an average 145 percent increase in the price of steel

The announcement was made by Mr F P Kotzee, chairman of the South African Rolled Steel Producers' Co-ordinating Council

It is estimated the steel price increase will add R29 to the cost of a small car, R41 to a medium-sized car, R6 to a fridge and R5 to a stove

2004 Steel Star

189 price 11/10/82

gets a 'spring'

The cost of an average three-bedroom house could go up by R160, says a statement by Mr Kotzee

But a spokesman for the Sigma Motor Corporation said if there were an impact on the

price of cars it would take a while to filter through to the buyer

"We don't respond to these price increases with panic pricing," he said

"Whether the entire increase will be passed on to the buyer — part of it, or even none of it — will depend on many factors, including competition

"In the highly competitive circumstances in the market today the consumer is getting the best deal yet because manufacturers

To Page 3, Col 8

UPK TINKS 1/10/82 (189) (189) (189)

Steel repercussions

Own Correspondent

PRETORIA — The price of steel, to be raised from today, will surge through the entire economy, creating new pressures on a wide variety of prices

The price rise, sources said, would be lower than the inflation rate — about 10 percent. Today's increase follows a five percent adjustment earlier this year.

The main impact will be on the cost of building

and on prices of cars and household appliances

Barclays Bank's chief economist, Dr Johan Cloete, said steel was basic to the economy and the price rise would have a "multiplier" effect on products

BUSINESS BRIEF

Gold (close)	\$396,50
FT index (close)	578,10
RDM 100	681,20

Handwritten scribble (1)

What a launch! Durban yard moves into the big time...

189 **DORBYL**

BREAKS

S. *future*
THE ICE

3/10/82 **WITH**

TRAWLER

By Ramsay Milne

NEW YORK: Durban's shipbuilding industry has notched up a spectacular success with the building of an ice-breaking trawler — the first to be built outside the icy Northern Hemisphere where these vessels operate — that could bring lucrative new contracts to Natal's shipbuilding companies.

The vessel, the Pennysmart, was built by the Durban firm Dorbyl Marine for the Newfoundland firm of John Penny and Sons, against worldwide competition.

Home port

The vessel reached its home port of Ramea, Newfoundland, only 28 days after leaving Durban, two days ahead of its schedule for the long voyage from the southerly latitudes.

A few weeks later, after carrying out trials to test the efficiency of Pennysmart's fishing equipment, the vessel headed for the open seas off Newfoundland and Labrador for its first "working voyage".

"The results were spectacular," said the President of John Penny, Spencer Lake.

Mr Lake, who announced at the Durban launching of the vessel that if Pennysmart's performance at sea measured up to expectations, his company would consider placing further orders for five similar vessels with Dorbyl, added: "There is no doubt about Pennysmart's quality. She is every bit as good as we expected her to be.

"She returned from her maiden working voyage off the coast of Labrador with her holds crammed with fish — a highly profitable voyage.

New orders

"Given the state of the world's economy and its effect on the world's fishing industry, we are not yet in a position to place new orders in Durban. But there is no doubt that we will do so when the time is propitious.

"But more important from a South African point of view is the fact that our competitors, who have always turned to Dutch and Japanese shipbuilding yards for their vessels, are as impressed as we are with South Africa's performance in this field.

"Along with future orders by us, they could make a significant contribution to the growth of Natal's shipbuilding industry."

Now, fasteners

S Times 3/10/82
189

IMPORTS of a wide range of fasteners, worth an estimated R60-million at retail level, are seriously threatening the viability of the South African fastener industry, according to Mr D Royston, chairman of the largest producer, National Bolts

And, because of this threat, his company last week made application to the Board of Trade and Industry for import protection over the vast range of imported industrial fasteners

At the same time, the industry as a whole made a similar application through the Fastener Manufacturers Association

Mr Royston points out that a gross over-supply position has developed and that protection is required to prevent dumping and protect the industry's considerable investment in manufacturing facilities

He adds that if the application is successful it will grant a measure of relief, but the extent of the excess production capacity in the industry is likely to pose serious problems in the medium term, coming as it does when the economy is in a strong downward trend

This could result in many of the more than 40 local producers closing their plants and switching to imports, with a resultant loss of jobs

By Don Robertson

This year alone National Bolts has reduced its labour force by about 15%

Mr Royston estimates that the imported product, which can be landed in South Africa at below the cost of the local raw material, makes up about 30% of sales, worth about R190-million a year

For these reasons, he believes the industry, which he describes as strategic, is justified in its efforts to protect its investment and employment

National Bolts is taking other steps to improve its longer-term potential. These include the planned acquisition of a group of fastener distributors, which fall under the banner of the Hi-Tensile Bolt supply company, and the rationalisation of its product range

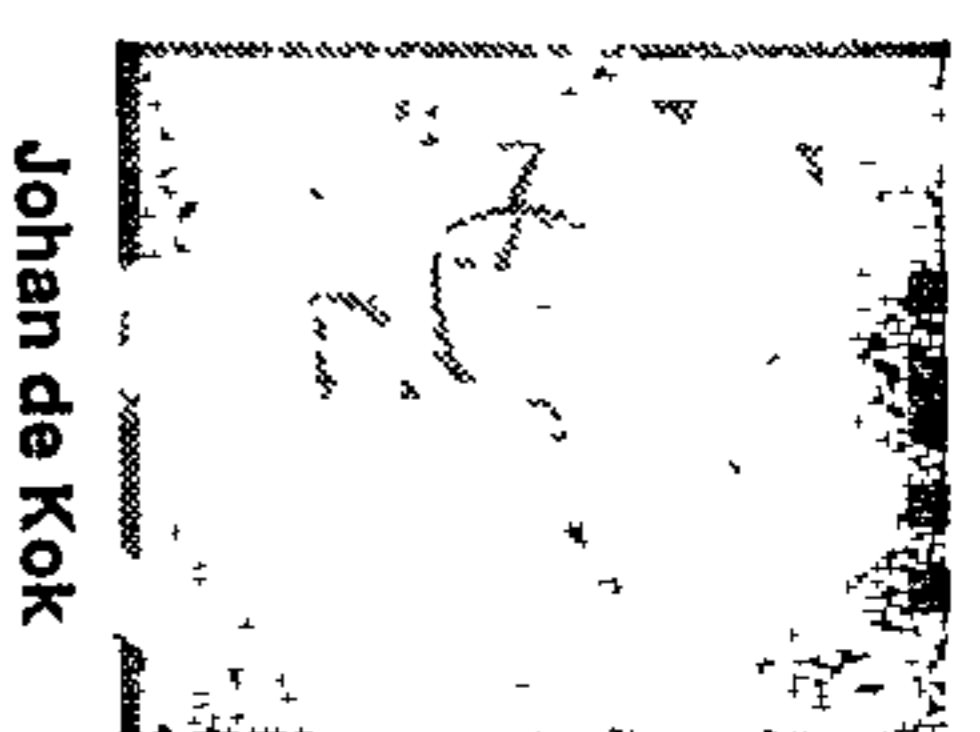
There are at present more than 30 000 items on the market. It is also possible that some production facilities will be reorganised

National Bolts currently has about 34% of the market, which together with the three other large producers, Industrial Fastener Manufacturers, Cut Steel and Transvaal Pressed, provide about 85% of the market

THE DE KOK DYNAMO IS ON THE MOVE AGAIN, COOKING UP MORE BIG BUSINESS PLANS...

MAN OF IRON

S. Tinkler 3/10/82



Johan de Kok

By MIKE PEIRSON, Finance Editor

THE man who built a giant R47 million-a-year iron foundry empire in the past 12 years from virtually nothing is starting up all over again

Jahan De Kok, the dynamic chief executive of Apex Industries until a month ago, and a dedicated pioneer of South Africa's new industrial revolution into the decentralised areas, is facing a new business challenge

After moving his entire Apex foundry operation from Vereeniging to Isithebe a year ago - every nut bolt brick and furnace - he found the vast logistical exercise had put so much of a strain on his cash flow situation that he had no alternative but to find a buyer.

His cash flow was made more critical by the fact that the Government was slow in paying the concessions that ac-

cumulated as a result of the move, and at one time there was as much as R18 million outstanding.

Fortunately for future developers in decentralised areas I think the Government has now solved the problems that were causing the delays. We were something of a guinea pig in this operation and suffered the consequences," De Kok told me this week.

Fortunately, too, he was able to find a willing buyer earlier this year with the ready cash available to keep the operation going. It went to Vickers, Lenning who bought the operation for a bargain price of R8 million - a bargain bearing in mind that from a R28 000 investment 12 years ago, De Kok had boosted the company's annual turnover to R47 million and increased the original work force of 28 to 2 300

De Kok who retained 15 percent of the Apex equity and stayed on as chief executive until the end of August then bought back from the new owners for a total investment of R500 000, the non-ferrous foundry and renamed it the Kwa-Zulu Ferrous and Non Ferrous Foundries

There are 60 employees now and this will be increased to 180 as the orders begin to pour in

And with De Kok's contacts both here and overseas this should not take long to happen

Already he is aiming for a large slice of the market in iron African cooking pots. The market not surprisingly is enormous and is worth about R25 million a year in South Africa and the surrounding territories. At the moment a great

number are imported from Taiwan

We did a market survey which came up with some shocking results said De Kok. We found only two local suppliers and they were in many instances up to 10 months behind on deliveries.

"We hope to pick up 25 percent of the market as a result and have just sewn up a deal with Ferrus who will take our entire production of cooking pots. This is worth R300 000 a month and represents the manufacture of some 600 pots a day. They sell for anything from R5 80 to R77 depending on the size

I was told as a young man, when my father first opened a foundry in the Transvaal. 'Make something that the black man can use and you are bound to succeed'.

"It looks as though that

advice was correct. Going from sophisticated operations with Apex such as supplying gas-holders to Sasol to making cooking pots may seem something of a comedown. But it's a very lucrative market for which we can produce in the traditional hand-made manner at prices that are competitive."

This is not the only product De Kok will be dealing with. Many of the orders he gets, which his own foundry cannot handle, he will pass on to Apex and other foundries acting as an agent for overseas export potential

The day before I spoke to him he had concluded a R550 000 deal for 50 000 bearing blocks for rail cars in the United States. He is also specialising in high chrome grinding

balls for the cement industry, both locally and in the US, and has many other product manufacture ideas up his sleeve

He is leaving for a month's trip to Portugal and the United States and is hoping to return with a fat order book

"Within the next three years I visualise a total annual turnover from my foundry of about R6 to R7 million from which we would make 10 percent," he explained

"This kind of business is ideal for Isithebe (where there is a new factory going up every six weeks) because it is labour intensive. We will be creating 120 new jobs

I want to prove to industrialists here that South Africa is going the wrong way - with too much mechanisation. Our future (and we must accept this to survive) lies in creating as many new

jobs for the black labour force as possible, obviously with labour intensive operations

"There seems no point in transferring factories from existing areas these days - although I admit I was one of those who did it. And I don't regret it, despite the difficulties it created.

"But the new decentralised areas should be reserved for brand new factories which are going to create new jobs, otherwise the exercise is pointless."

Why did he leave his job as chief executive at Apex?

Much as I respect the guys who are now doing the job there and I was treated very well by them, I just like to do things my own way," he replied.

Doing it his way in the past has always paid off. Need I say more.....?

2/10/12
Claims
are not
true
union
leader

By STEVEN FRIEDMAN
Labour Correspondent

THE general secretary of the SA Boilermakers Society, Mr Ike van der Watt, yesterday rejected claims that his union had agreed to the rules of the giant metal industries provident fund without consulting its members

He also rejected claims that there was widespread dissatisfaction with the rules among union members

He was reacting to claims from a group of unemployed members of his union — the biggest in the country — who have found that the fund's rules only allow them to withdraw money when they retire or die and not when they are jobless

They said they were not consulted about these rules, which were supported by all established metal unions, and that they had no money to support their families. They also claimed that the union had been unable to find them jobs

Mr Van der Watt said yesterday the fund's rules had been discussed at numerous branch meetings of the union. He said the workers who criticised the union's decision on this issue had not attended any of these meetings

"We have 54 000 members and we obviously can't consult each one on every issue. But branch meetings provide every member with a chance to make his voice heard in the union and the provident fund has been discussed at the meetings

"We encourage members to attend their branch meetings, but if they don't bother, they will obviously lose their chance to influence union policy

His union had not experienced widespread dissatisfaction from members with the provident fund. "Obviously in a union this size you can't please everyone, but the vast majority of our members appear to be happy with the rules." On claims that the union could not find workers jobs, he said that, despite the growing recession in the metal industries, the union was still able to place most of its members in the upper categories in jobs

He also queried the men's claims that they had had problems claiming Unemployment Insurance

"If they qualify and have really been laid off and have not resigned, they should have no problem," he said

1982

CT, 4/10/82

Industrial espionage warning

Crime Reporter

THE procurement company involved in setting up the west coast firm Atlantis Diesel Engines has warned its employees to be prepared for attempts at bribery and industrial espionage

The warning comes in the wake of an attempt by an employee of one of the company's suppliers to obtain information about a tender after the supplier had lost out on a deal

The warning, sent out in the form of a memo from the procurement manager of the company, Finasco, also comes after reports in a British newspaper of a multi-million bribery scandal in Europe aimed at securing deals with Ford and British Leyland

Copies of the reports were attached to the memo which also reached Atlantis Diesel Engines (ADE) employees

Finasco was responsible for the procurement of production facilities for ADE. Dr A Patterson, managing director of Finasco, said yesterday that ADE was only one of the companies it was involved with

He said the memo had been sent out by Mr T Illman, the company's procurement manager. A copy had been sent to a director of ADE

The memo stated that the articles from the Brit-

ish newspaper related to a "bribery scandal which involves companies which are well-known to us"

Mr Illman said it was initially intended that the memo be distributed among procurement personnel only, but it had been later decided to distribute it on a wider scale

He said in the memo "One of our suppliers who recently lost out on a particular job has had one of his staff approach somebody in our accounts department with an offer of a 'backhander' if he will reveal what the successful competitor's price was"

Mr Illman warned that the company might approach the police for assistance in dealing with bribery attempts and advised employees not to disclose prices of supplies and to report attempts to obtain such information

Dr Patterson said yesterday that the incident involving the accounts department had not been reported to the police. He said the amount involved was "not substantial" but that it was "indicative" of the present situation

He said the company bought goods of substantial value from various suppliers and that many contracts were for large amounts

Fastener trade cuts work force

189 Industrial Week 4/10/22

By Priscilla Whyte

DUE to the present economic climate the R180-million a year fastener industry has had to resort to widespread retrenchment

Graham Pearson, MD of Pearson Manufacturing and vice-chairman of the South African Fastener Manufacturers Association (Safma) said "We have reduced our labour force by 25%
"Personnel have been

pensioned off and if any body leaves or is fired they are not replaced"

Pearson said that if excess manpower is kept the manufacturer could land himself in troubled water

John Bryant, MD of National Bolts, told Industrial Week "In the July-August period 10% of the staff at the National Bolts Parys plant were retrenched "

Manufacturers disag-

ree about whether there is over capacity in the fastener industry

Stewart Place, chairman of Safma said "I would estimate the over capacity to be 50% of what the market requires "

But Leon Theron, marketing manager of Industrial Fastener Manufacturers (IMF) said "We are satisfied with our level of plant utilisation "

Pearson argued "It is not only overcapacity, but the market is shrinking "

Bryant said imports from the Far East are increasing

"These countries are enjoying government subsidies for steel and are producing fasteners at crazy costs"

Theron said "IFM imports two types of fasteners not available here

"The other items that we import are manufactured by our competitors and they refuse to sell them to use because of their restrictive marketing practices "

Place said another application for import control is being prepared by Safma for the Board of Trade and Industries

Theron divulged "We certainly have not made representation and do not intend making representation for import control "

Lay-offs sweep East Rand industry

189
7/25/82
6/10/82

By Erik Larsen and Sarah Pennell, East Rand Bureau

Retrenchment, an indicator of a slumping economy, is sweeping the East Rand.

During the past few months, more than 1 700 people are known to have been laid off on the East Rand.

Most of these were unskilled workers in the steel industry, although many companies report retrenchments across the board, affecting even senior management.

These statistics do not provide a comprehensive picture of retrenchment in the region.

But the figures, obtained from the Metal and Allied Workers' Union (Mawu) and some big companies which have laid off workers, are symptomatic of a trend. Many smaller businesses too are feeling the pinch.

It is difficult to obtain an overview of retrenchment as employer federations usually do not require such details from their members.

More than 21 East Rand companies are known to have laid off workers within the past three months. Management at these companies have blamed the move on the downturn in the economy. Retrenchments range

from 500 workers at a large Benoni foundry to four employees at a panel-beating company.

Predictions are that redundancy will increase as the economic position worsens.

To protect workers who are being laid off the Metal and Allied Workers' Union (Mawu) has drawn up guidelines on retrenchment.

But these guidelines have not been widely accepted by companies and many workers are finding themselves destitute and without the prospect of re-employment.

Bodies such as Seifsa and the Federated Chamber of Industries also provide affiliated employers with guidelines on retrenchment.

Industry sources believe there is no foreseeable end to the recession and this will mean employers will have to continue to retrench workers or seek other cost-saving measures.

Spanish steel plant for Ciskei

ARGUS
7/10/82
189

DURBAN — Spanish steel products giant Magefesa has chosen to establish its first foreign factory in Southern Africa.

Magefesa is the biggest producer of stainless steel products in Europe

The move has been prompted by fierce competition and rapid growth in the South African appliances market, a battle which has intensified since discount giants Game and Dion came to grips on the Reef

Magefesa's sales director, Mr Jose Belausteguigoitia, said in an interview in Durban that a new R10-million factory employing more than 200 people would be opened in Ciskei next year

PARTNERSHIP

The factory, established in partnership with the South African IPM group, which serves as Magefesa's marketing agents, will produce those Magefesa cutlery and appliance products which have a high labour cost content

Mr Belausteguigoitia said Magefesa with its 11 huge Spanish factories exported to more than 90 countries on five continents

Its move into the South African market in 1979 had been rewarded by "very rapid" growth

Exports had grown from 100 000 US dollars in that year to \$2,2-million last year

HIGH TARIFFS

High South African protective tariffs, shipping and labour problems and the geographic location of South Africa had led to the investment decision

At present South Africa is Magefesa's ninth biggest customer

The group produces 40 000 pieces of enamelware and 120 000 items in stainless steel a day

Its wide range of products from steam-irons to waterless cooking utensils puts it in competition on the local market with companies like Defy, General Electric and Teltron

But it does sell some of its products under local brand names to a number of its competitors

Mr Belausteguigoitia, with the group's chairman, Mr Victor Pico, was in Durban to inspect a new R750 000 exhibition kitchen one of eight being opened by IPM throughout the country

Dealers in scrap metal hit

(189) ROM Mail Reporter 7/10/82

DEALERS in the R140-million a year scrap metal business took a 15% knock yesterday — despite the 10% increase in the consumer price of steel

The main buyer for their scrap metal, Ferrous Scrap Distributors, has reduced prices by 15%. Ferrous Scrap controls 95% of scrap metal which is recycled and supplied to Iscor and major manufacturers

The general manager of Ferrous Scrap Mr P van Andel said yesterday the company was making reduced payments because of the economic downturn

He said the Iron and Steel Corporation (Iscor) had been forced to take on 70 000 tons of scrap metal a month in an attempt to honour contracts with scrap metal dealers. Formerly it used 20 000 tons a month

Turmoil over scrap metal price cuts

189

Stan
7/10/82

By Stan Kennedy

Some scrap metal merchants stand to lose up to R2 million in the next few months following the unilateral decision by Ferrous Scrap Distributors to slash the market price of scrap by 15 percent.

The 15 percent reduction went into ef-

fect yesterday amid calls from members of the Metal Merchants' Association (MMA) for legal action to maintain their individual contracts with Ferrous Scrap Distributors.

Each of the 30 members have a separate contract with FSD to supply their total stock of scrap. All the contracts expire on March 31 next year and the decision has thrown the metal merchants into a crisis which if not resolved, will lead to hundreds of workers being fired.

Mr Henry Katz of Randscrap, the country's biggest dealer, said he stood to lose about R2 million between now and the end of March.

LEGAL ACTION

"If our demands are not met, I face the prospect of being sued by dealers contracted to supply my company with scrap."

Mr Harris Druker, MMA chairman and managing director of Jeppe Metals, the second biggest dealer, said he would lose about R750 000.

"There are going to be a lot of redundancies and many small dealers, who obtain scrap for the bigger dealers from out-of-the-way places, will disappear," said Mr Druker.

Mr Druker said the association was told only 24 hours before of FSD's intention to pay the processors 15

percent less for their scrap.

FSD, the sole buyers of scrap in South Africa, distributes about 40 000 tons a year to foundries and steel works throughout the country.

Mr Druker added, "We object to the high-handed way FSD went about it. Barely out of a meeting with FSD representatives, when it was suggested members be given to the end of the month to break their contracts, we were told of their decision."

"In some instances, we will lose about 30 percent with steel turnings, of which we sell about 15 000 tons a month and which is the main item affected."

TELEGRAM

A telegram was sent immediately to FSD. It read "Members of the MMA do not accept your unilateral change in the agreement and will continue deliveries in terms of existing contracts."

Mr Druker said he was awaiting a reply before taking the matter further.

"There are legal implications regarding the arbitrary way the contracts were broken, as well as the question of loss of earnings."

He added that if prices had to go down, processors and consumers should bear the brunt to alleviate what FSD calls "this serious situation" in the steel industry.

SABS stamp of approval

Protection, the saviour of many an inefficient businessman and scourge of the consumer classes comes in many forms. As the FM has often pointed out it does not have to be through direct tariffs. One effective way of masking a protected commodity is to persuade a standards authority to impose quality controls far beyond those needed.

Take, for example, that strategic device without which we could not live if there were a trade boycott: the common or garden tap or faucet as the Americans are pleased to call it. Who in GATT would swallow a tariff on taps? Yet if we need to protect the local tap manufacturers in case we are boycotted, all we have to do is call up

the SA Bureau of Standard (SABS) and with only a few people knowing we have tap specifications that are tantamount to protection.

An SABS committee met on March 30 this year, under the chairmanship of William Geyer, to consider for amendment specifications for a number of plumbing supplies which include taps, valves and copper tube fittings.

The official justification for the investigation is the problem of de-zincification in water pipes. The committee aims to discuss and set requirements for appropriate resistance to de-zincification: a build up of zinc residue that clogs pipes. If the regulations that are currently being discussed are im-

plemented all taps and mixers will be required to have a 63% copper content.

As many of the taps that are currently being imported do not meet the proposed requirements the regulation will have the effect of excluding overseas manufactures from the local market.

While this is obviously not specifically given as one of the motivations for the new specifications, the spin-offs are clearly recognised both by the local tap manufacturers and the SABS committee members. This emerges from the minutes of the meeting. They mention that "cheap imports were flooding the market and (the local authorities concerned) had no way of controlling their use, other than by "calling "



Shiny new taps ... do they have to be so good?

suitable specification. One manufacturer, Nu World Industries, however, was more candid. According to these minutes it asked the bureau to "control (presumably through specifications) cheap tap imports."

Its request did not fall on deaf ears. The chairman said that it was under consideration, the difficulty was policing the operation.

A committee member also noted that with the advent of mass construction of cheaper houses there would be an even greater demand for cheaper imported taps.

Local importers of plumbing fittings are understandably outraged by the possibility of protectionist specifications being implemented. Many of their lines could go to the wall.

One importer argues that as few Europe-

an manufacturers produce taps to 63% copper, the SABS committee is implying that taps and mixers that are accepted world-wide are in this country of inferior quality.

He also points out that de-zincification is not a national problem. It is confined to the East London/Cape Town area. If this is the case he argues why should a national law be passed if only certain areas are affected? Why should the consumers who will be burdened with higher prices suffer because of regional problems? Rather the regional plumbing industry should manufacture equipment to meet the needs of the local community or the relevant waterboards should purify the water.

A SABS spokesman agrees that the problem is confined to the East London/Cape Town areas as specifically stated in the

minutes of the meeting. He says however that it is too costly for the water authorities to purify the water. He also notes that the water is softer in this area and that this is considered to be beneficial by water consumers.

On the question of specifying specifically for regional conditions he says that the bureau is reluctant to recommend two sets of specifications as it can lead to confusion. Therefore specifications must be across the board.

He also concedes that de-zincification does not pose a significant problem in tap as the flow of water washes out any zinc build up. This is not the case in piping where blockage can cause severe problems that may require alteration later.

The importer claims that according to metallurgists, a higher copper content will make the material softer and in the case of tap-spindles they will wear far quicker. This will mean that tap users will have to buy spares more often. Of course for local manufacturers, this means more business. The SABS spokesman admits that the cost to consumers may be greater if the recommendations are implemented but argues that costs would be lower than a purification of the area's water system.

Apparently one waterboard has already jumped the gun on the 63% copper specification. Yet it is applying the standard only to imported taps. It has passed some local taps that laboratory tests have shown do not meet the 63% copper level.

One does not, of course want to be carried away by the pleadings made to an SABS committee. If there is any advantage in bureaucracy, it gives men of common-sense and goodwill time to reassess such requests for specifications as this one. Hopefully it will in due course be rejected.

But the point is how much other protection is gained through this back door.

Merchants in trouble

189

FM 8/10/82



Steel merchants squeezed by high interest rates and plummeting demand, have launched an unprecedented drive to reduce stockpiles currently worth more than R150m

Steel valued at more than R75m will have to be pushed into the market in the next few months if merchants are to reach their target of cutting stocks, estimated at 350 000 t, from 13 weeks to about six weeks supply

For the first time in decades, they are fighting a price war

Nols Olivier, divisional general manager steel marketing of Iscor, which produces about 75% of SA steel requirements, says the need to de-stock is so great among merchants that the average 14,5% steel price increase effective last Friday will take several months to filter through to many end-users

Eric Samson, chairman of the biggest merchant, Macsteel, and president of 22-member SA Association of Steel Stockholders, says "I have never seen such a dramatic fall in the market in my 25 years. Nor have I see such cut-throat discounting among merchants. This is a buyer's market with end users getting the benefit"

Brian Fairlie, a merchant dealing in special steels, adds that the market collapsed after record months up to April

"There is chaos in the market," he says

"We hear of net mark-ups of only 5% or 6% in the commercial sector which normally has mark-ups on cost of 15% to 16%

Iscor, however, denies accusations from some quarters that steel producers are dumping on the domestic market in competition with merchants because they cannot meet their export targets in soft overseas markets

Olivier says that Iscor holds stocks of 500 000 t of disposable semis, built up in the past 18 months, for sale to mills overseas in anticipation of improved offshore demand. He says these stocks will be sold to mills abroad on "profitable" contracts with buyers in the US, the Far East and the Middle East

Far from being caught flat-footed by the plunging domestic market, Olivier claims that Iscor forecast the slump and accordingly adjusted production. Other steel producers do not appear to have been as farsighted, and are now taking drastic measures

Total Iscor sales in the year to June 1982 were 5,279 Mt, up 3,9% on the 5,083 Mt sold in the previous 12 months. Local sales fell by 4,6% from the highest ever level of 3,859 Mt in 1981 to 3,68 Mt in the year to June 1982

Export tonnages jumped 30,4% from 1,224 Mt to 1,596 Mt. Largely because of the 22,5% effective devaluation of the rand, Iscor's exports earned foreign exchange of

R470m compared with R334m last year despite a 14% decline in dollar prices achieved

However, Iscor forecasts a dramatic decline in domestic demand in the year to June 1983. "Our prognosis was more negative than most," says Olivier. So far we have been proved accurate"

Iscor forecasts that its 1983 financial year domestic sales will be 16% down on last year's 3,1 Mt. Fall-offs as high as 20%-25% are expected from such sectors as the motor and construction industries (see graphic). The Railways' severe budget pruning has already caused a slide of 40%, from 164 000 t to 100 000 t, for heavy rails in the past 12 months

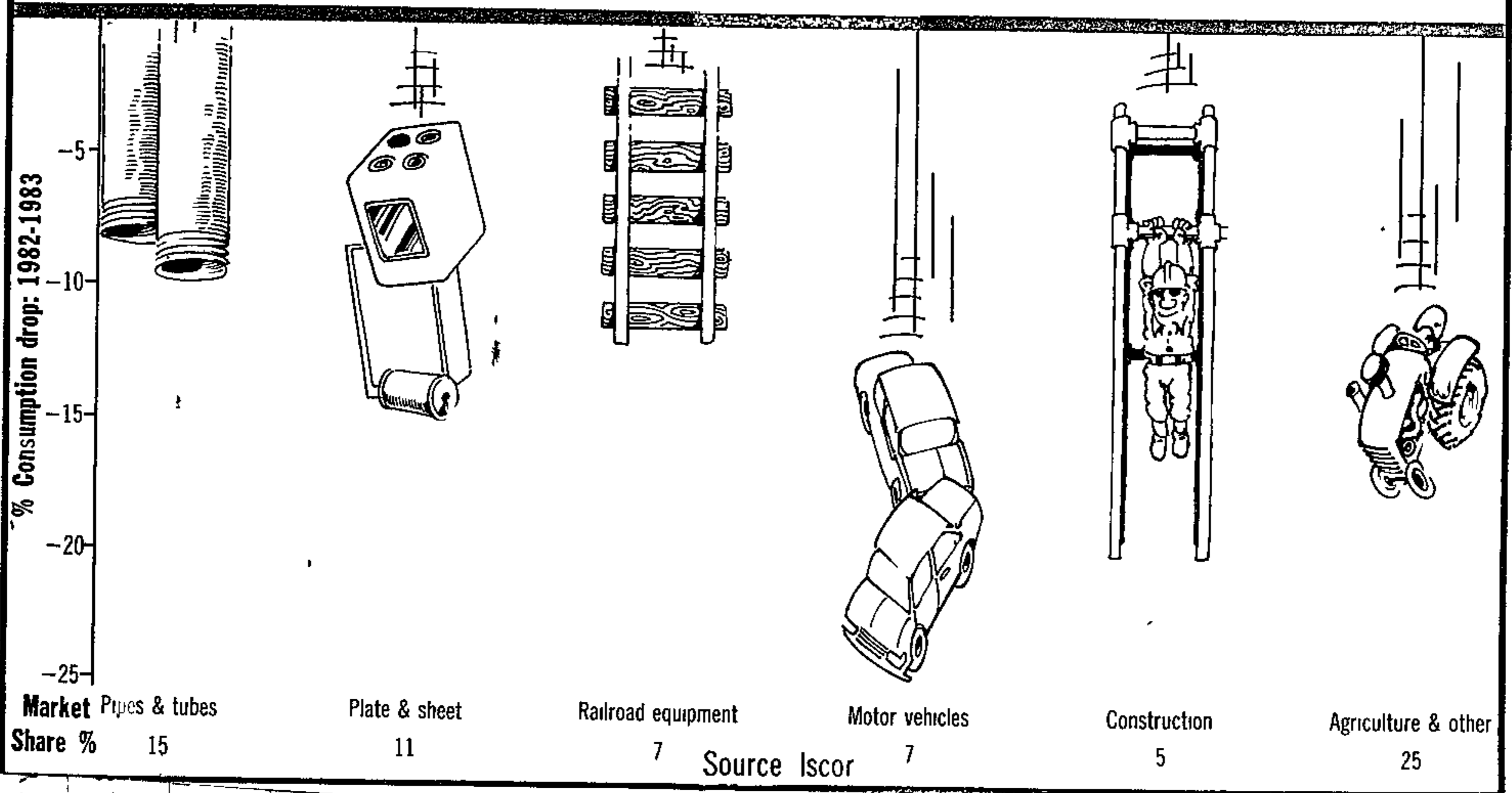
Iscor's exports should rise about 4% to 1,632 Mt. This should give total sales of only 4,7 Mt, down by 10,7% on 1982

Iscor expects its plant utilisation to be about 70% in 1983. This is significantly better than most overseas producers. Mills in Japan are at well below 70% utilisation, in Europe at 50%-60% and in the US at 39%

Olivier says fluctuations in steel demand consistently lead cycles in general economic activity by about nine months. But the pace of turnaround is generally quicker and sharper than changes in the economic growth rate

In 1980, when the gnp growth rate was 8%, local demand for steel rose 25%, gnp

STEEL: DEMAND DECLINES



FACULTY DEPT: COURSE
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NON-FERROUS METALS

Bust before boom

Despite an expected 25%-30% drop in demand for copper and brass products this year McKechnie Brothers is going ahead with a R22m expansion programme

To help safeguard this investment it is requesting significant increases in tariffs on imported copper and brass products

The R75m/year McKechnie group is the country's sole producer of rolled copper and brass and a leading producer of extruded copper-based products

The tariff requested averages 25% on rolled products. McKechnie already enjoys protection of 15% on rolled and 15% on extruded products

Rising levels of imports at 'near dumping' prices have made the higher tariff necessary, says McKechnie's MD Peter Murrrough. He notes that imports of copper-based rolled products rose by 30% in 1982

Imports have already caused retrenchments, he says. Last year's labour complement of 1 450 is down by 250, of which 60 were retrenchments caused directly by loss of sales due to imports

In line with the drop in steel demand (see "Steel merchants in trouble") copper and brass sales have slumped dramatically. Murrrough describes the slide as "the worst I've seen in a market of any type in SA"

Average prices of SA-produced copper-based products are from 12% to 30% higher than imports

McKechnie's rolling mill is large by world standards. But it loses economies of scale because it produces large varieties of products. "We have had as many as 1 000 different specification orders in the mill at a time," Murrrough says. "No producer in Europe makes more than 400 types"

He adds "Higher prices are among the costs of local manufacture. As compensation we employ people, develop skills and give the country self-sufficiency in strategic industries"

Two major elements of the expansion will enable McKechnie to meet the entire SA demand for rolled and extruded metal in the next three to five years. One is a R2m continuous casting machine to produce 5 000 t/year of rolled brass strip

The second is a R6m extrusion press to produce brass rod, section and hollow bar at a rate of 12 000 t/year

SA demand for copper and brass is growing by about 4% a year. Consumption is about 3,5 kg of copper/capita, against about 10 kg per capita in Western industrial countries

"We expect local consumption to reach this level, but the rate of increase will depend on disposable income growth among the black population," says Murrrough

He says McKechnie aims to maintain exports at about 20% of total sales. The company's view is that overseas demand could pick-up in first-half 1983

SA forced to cut EEC steel sales

189
Staw 8/10/82

By David Bamber
Financial Correspondent

LONDON — The South African steel industry has come under pressure — and agreed —

to cut back its exports to EEC countries.

Following job losses of nearly 250 000 people in countries belonging to the European Economic Community and the prospect of a further 70 000 redundancies, EEC steel producers have demanded that action be taken to protect their livelihood.

Some countries, outside the EEC have taken advantage of their competitiveness and broken agreements established with the community.

RETALIATION

It is believed that action has already been taken against these countries but officials in the industry were reluctant to elaborate.

A spokesman for Iscor in London refused to discuss the matter.

"We are not going to tell our competitors how much we sell to the world," he said.

But sources at the EEC said there had been a worrying increase in South Africa's exports to the community in the first half of this year.

They said South Africa had significantly reduced its steel exports to the EEC from 237 000 tons in 1979 to 192 000 in 1980 and 157 000 tons last year.

While complete details for the first six months of 1982 were not available, indications were that South Africa's exports were on-

the increase again, they said.

This would appear to be borne out by details supplied by the British steel industry which reflect that South Africa's exports of steel to the UK in the first half of this year were nearly 75 percent of the full total for 1980 and almost three times those of last year.

It is possible that the increase over last year may not be accurate owing to the civil servants' strike in Britain for most of the period but it is unlikely that South Africa would have come under the spotlight so strongly if there had not been a significant increase in its exports.

Furthermore, sources in both Europe and Britain said South Africa had voluntarily agreed to cut back its exports in the short-term.

Such a step would not be taken unless there was some pressure for a reduction and this would not have been called for if South Africa's steel exports had been continuing along the downward trend set over the past three years.

Star 11/10/82

SA arms
in major
breakthrough

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ATHENS — South Africa's fast developing arms industry exploded on the world market today when Armscor launched its foreign sales drive at a major international exhibition in Athens.

It is the first time South Africa's military hardware, some of which Armscor claims is the best in the world had been displayed publicly abroad.

Armscor chiefs are even more delighted that it is at such a prestige world showcase.

JUBILANT

"For South Africa and Armscor this is a tremendous breakthrough," declared a jubilant Armscor chairman, Commandant Piet Marais.

The week-long Defence (Defence) Expo-82, which has attracted more than 260 leading arms producers worldwide, was organised by the Greek Institute of Industrial Exhibitions in co-operation with the country's Defence Ministry.

Commandant Marais said "It is something of a dream come true because I never thought it would be possible for us to exhibit in a Nato or European Economic

Community country like Greece

"The arms embargo against South Africa was started by communist orchestration but the fact that the Nato and Western countries played along with it wasn't very pleasant.

"Now to come back to one of these countries and be accepted is to me a very satisfying and happy position."

Armscor received its invitation to the exhibition only about a fortnight ago but personnel worked around the clock and under great secrecy to mount one of the most prominent and extensive exhibits.

The clampdown against advance publicity was ordered by Armscor chiefs who were determined not to allow the anti-South African lobby a chance of wrecking the international breakthrough.

They note that there are no rules against their exhibiting abroad. The UN arms embargo operates only against arms sales to South Africa. — Sapa —

Seifsa warned ON RECESSION, worker unrest

Star 11/10/82

189
1982

By Stan Kennedy

The economy is entering a potentially serious recessionary phase and most sectors of the metal industries are being affected, the Steel and Engineering Industries Federation (Seifsa) was told today

Mr J E D Bramwell, retiring president of Seifsa, told the federation's annual meeting in Johannesburg large numbers of workers were being retrenched and the competitiveness of the metal and engineering industries was being reduced locally and overseas, despite the declining value of the rand

He said the federation's member industries, as a major sector of the economy, were essential for the well-being of the country as a whole.

MAJOR PART

The annual gross output of the metal and engineering industries was R11 000 million, or a third of the country's total manufacturing output.

Seifsa industries employed more than 500 000 people or a third of the total manpower in all manufacturing activity, and new capital investment over the past five years was R2 600 million

In 1981 output of steel ingots was 8.8 million tons, down 0.9 percent on the peak level of 1980. Pig-iron production at 7.4 million tons was marginally up on 1980, while the export-intensive ferro-alloy industries, at 1.4 million tons,



Mr P E Strelcher, MD of SA Manganese Amcor, is the new president of Seifsa.

were slightly below the 1980 level

Foundry output for all types of metal cast was 677 000 tons, matching the previous year's levels

Mr Bramwell said discussions had continued during the year with trade unions not party to the Industrial Council

DISTRUST

Misconceptions and a serious degree of distrust among black workers of the industrial council system had become apparent.

"While this was to be expected because of their exclusion from this forum since its inception, the solution to their concerns lies in a better understanding of collective bargaining in the council and not a resort to shop floor wage negotiations

"The goal of improved standards of liv-

ing can only be achieved by improving the productivity of the industry through raising worker skills," he said

"To seek to achieve this by raising wages to unrealistic levels will merely add to the inflation problem"

DEMANDS

The year had seen continuing industrial unrest.

He said the Industrial Council was establishing mechanisms to handle the tensions.

The skilled worker shortage had been a major restraint on the industry's progress for many years and was a contributory factor in inflation he said.

Steps were now being taken to overcome the problem with the removal of barriers based on colour

More than 5 600 apprentice contracts were approved at regional level last year and the target for 1982 was 5 500.

The new president of Seifsa is Mr P E Strelcher, managing director of SA Manganese Amcor. Vice-presidents are Mr J W Nelson, Mr F P Kotzee and Mr J E D Bramwell

RDW: 12/10/82
SA in ON

market
with a
big bang

ATHENS — South Africa burst dramatically onto the multi-million rand world arms market yesterday when Armscor launched its foreign sales drive at a major international exhibition in Athens.

And jubilant Armscor chiefs had even more to celebrate after they got through the first day of the week-long Defendory (defence) Expo 82, without any sign of political pressures wrecking their international breakthrough.

"This has been a great day for not only Armscor, but South Africa," said a smiling Armscor chairman, Com-mandant Piet Marais. "We have enjoyed great co-operation and assistance. In just the first day our products — many of which we rank among the best in the world — have attracted great and favourable attention."

A light veil of secrecy was drawn over South Africa's participation in Defendory Expo 82 until just minutes before the official opening.

Armscor is pushing its latest and most potent artillery development, the G-6, which is a G-5 mounted on a six-wheeled vehicle and capable of great mobility. It has been dubbed South Africa's "super weapon."

Other products for the world market include the Ratel infantry fighting vehicle, sophisticated communications equipment, missiles and 127mm artillery rockets based on the Russian Stain Organs — Sapa



The 4 000-ton Russian Balzam class spy ship photographed off the South African coastline by South African Air Force planes on its way from Luanda to the Mozambique Channel. Its speed capability enables it to reconnoitre and monitor fairly fast-moving ships of other navies

SADF shadows Soviet spy ship in trip round Cape

By DON MARSHALL
Pretoria Bureau Chief

SOUTH African warships and planes last week shadowed a Russian spy ship of the Balzam class as it made its way from Luanda, via the Cape, toward the Mozambique Channel.

South African Defence Force headquarters announced in Pretoria last night that there were no incidents during the ship's voyage, though it had at times come within as close as 50 nautical miles from the South African coast.

"The ship put in at Luanda and is apparently on its way, via Mozambique, to the Indian Ocean where it will join the Soviet squadron of the Russian navy which is deployed there," a defence force spokesman said.

The chief of the SADF, General Constand Visser, said the incident "illustrates again Russia's undesirable interest in southern Africa."

The Russian ship, an electronic warfare vessel with ultra-modern spying equipment on board, was shadowed by missile-equipped fast patrol boats and Shackleton aircraft from Maritime Patrol.

The ship left South African waters yesterday and was last observed steaming towards the Mozambique channel.

According to information released by the SADF, the size of the Balzam class ships, 4 000 tons, gives it a capability to carry out "blue water" missions of a fairly long duration. And its speed capability enables it to reconnoitre and monitor fairly fast-moving ships of other navies.

One of South Africa's missile strike craft — the Mighty Midget — shadows the Russian vessel. They are highly sophisticated and have tremendous fire power.

Unions to consider proposals today

12/10/84
Labour Correspondent

THE giant Steel and Engineering Industries Federation has endorsed proposals aimed at making important changes to the metal industrial council — the country's biggest

Details will be put to unions on the council at a meeting today

They include one enabling metal firms to draw up agreements with unions on the shop floor on issues like shop steward recognition and to lodge these with the council — a key departure from previous practise on the council

News of the proposals was announced yesterday in the

presidential address at SESA's annual general meeting by outgoing president Mr Bill Bramwell

Mr Bramwell said there was "a serious level of distrust among black workers of the council system" and it was important for the council to show all workers it could provide both protection and effective procedures for the resolution of their problems

With this in mind the parties to the council were 'structuring a procedural agreement aimed at establishing effective mechanisms for handling the tensions that have characterised industrial relations over the past year"

RDM 12/10/82

Slowdown in SA metal industry

189
12/8

Financial Reporter

MOST sectors of the metal industries were being affected by adverse trading conditions said Mr J E D Bramwell, president of the SA Steel and Engineering Industries Federation, yesterday

A major exception was the sector involved in the continuing expansion programme in power generation he told the federation's 39th annual meeting in Johannesburg

Although buoyant conditions of the previous two years had extended into 1982 for some sectors of Seifsa the South African economy was entering a potentially serious recessionary phase

In 1981 output of steel ingots was 8 800 000 tons down 0,9% on the peak level of 1980 Pig-iron production at 7 400 000 tons was marginally up on 1980, and the export-intensive ferroalloy industries output of 1 400 000 tons was slightly under the 1980 figure

Foundry output for last year for all types of metal was 677 000 tons matching 1980 production

Mr Bramwell said the major Western economies had made real progress in reducing inflation, there were signs that interest rates were coming down and the energy crisis appeared to have passed, albeit temporarily

In contrast, South Africa had made no real progress in reducing inflation High inflation at a time when the economy was in recession had all the makings of serious difficulties

Although many employers had tried to keep redundancies low, significant numbers of employees were being retrenched

Inflation was tending to reduce the competitiveness of South African industries internally and overseas in spite of the declining rand A major initiative was required if progress was to be made in cutting the inflation rate

The annual gross output of the Seifsa group of industries now R11 000-million, constituted a third of total manufacturing output in SA Its well being was essential for SA



Mr P E Strecher, managing director of SA Manganese Amcor, was elected president of Seifsa yesterday

Sowetan 12/10/82

Row erupts over stop orders

THE metal and Allied Workers' Union (Mawu) yesterday accused the National Industrial Council for Engineering of prohibiting the union from obtaining stop order facilities in factories where it has membership.

Mawu's statement read "The union has

pointed out that it regards with distaste the arbitrary use by the council of its right to prohibit unco-operative unions from obtaining what is a basic right of trade unions around the world

"This arbitrary power is being used by a group representing a minority of workers in the industry to try bringing Mawu into line

"It is however only resulting in increased antagonism from Mawu members towards the industrial council and Seifsa. Union members feel Seifsa has clearly

decided to work with old pliable unions against the progressive unions

"To overcome the problem Mawu is making application to the Minister of Manpower for compulsory stop order facilities in order to overrule the industrial council ban. The application is being made in respect of a subsidiary of a multi-national company on the East Rand"

The SOWETAN could yesterday not obtain comment from the National Industrial Council for Engineering



Labour Reporter

The case against two Brits workers who were charged under the Intimidation Act after a strike at an engineering firm last month, has been postponed to November 8

Mr Ernest Lutswela and Mr Jacob Magahakwe, officials of the Metal and Allied Workers Union were arrested for their part in the strike at the B and S Engineering firm in Brits on September 14

They are out on bail after appearing in the Brits Regional Court on Monday

They were accused of intimidating fellow workers a day before the strike which resulted in 1 000 workers being dismissed over a

Star 13/10/82
**Two on
bail in
case over
strike**

dispute concerning re-
trenchments

A union spokesman said yesterday "Many workers are still out and production is suffering as a result. We have sent a letter to the industrial council regarding management's actions over the retrenchments"

A spokesman for B and S said the firm had not met Mawu earlier because the union had not proved it was representative of the workforce

GENERAL NEWS

Union makes plea on stop-order ban

13/10/82

129

Labour Reporter
The Fosatu-affiliated Metal and Allied Workers Union will apply to the Minister of Manpower to overrule an industrial council decision which bars it from obtaining stop-order payments. Mawu says it hopes the Minister will provide for compulsory stop-order deductions from

its members in spite of the council ban. The national industrial council for the engineering industry imposed the ban in March this year. Mawu said it was seeking ministerial action to help it at an East Rand firm where it had a majority membership.

The ban was an arbitrary measure supported by only a small minority group in the industry to "try to bring Mawu into line," the union said. Mawu said it had brought the matter to the attention of the Steel Engineering Indus-

tries Federation of SA (Seifsa). The head of Seifsa, Mr Sam van Coller, said the federation was discussing the stop-order issue with parties to the industrial council. The facility provides funds to the union as employers deduct dues from union members' pay.

SAI EE REPORTER

Murray 13/10/82

SHIPPING

Andy von Glehn

Slump hits workers in shipping industry

RIGHT Hard-hit artisans look to new horizons



AT LEAST 250 breadwinners have lost their jobs in the last three weeks, during what is one of the worst slumps to have hit the local shipbuilding and repair industry

Boilermakers, welders and riggers are looking for capital projects upcountry, to which they can migrate as an oil rig nears completion in a shipyard that has no new orders to work on

And artisans at the ship-repair yard of Elgin Brown & Hamer, who have been reduced in number to about two dozen, spend their four-day working weeks playing cards, dozing and fishing from the vacant repair quays

About two weeks ago Sandock Austral laid off 152 workers, 21 of whom had been occupied in their repair section and the rest in the shipbuilding and general engineering departments

Elgin Brown & Hamer had by that time already whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of Sep-

tember. Maining workers were told that as business was so slack, they would have to work a four-day week — or more accurately, stand-by four days a week

In spite of this gloomy picture, the industry may now be through the worst and may look forward to slightly brighter days — if one is to make anything of the better dry dock bookings for the month

Dry dock master, Mr Cocky Hansen, took fewer bookings for the Prince Edward graving dock in September than ever before during the 14 years he has been in charge

While he advance-booked 30 vessels for September last year, only four shipowners made reservations for last month

There were 10 bookings for this month, which he says is reasonable and similar to bookings in May, but two have already been cancelled

'I think we hit the bottom in September and may be making a comeback now,' Mr Hansen

but he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month

Tariffs

The coming of the depression had been sharp, sudden and severe, said Mr Dick Jenkins, chairman of the Shipbuilders and Ship-repairers' Association of Durban

The association is extremely concerned about the state of the industry and is likely this month to press the Railways to reconsider recently adjusted tariffs, which repairers say are discouraging shipowners from bringing their vessels here

He said his association did not pool information about the redundancies in the industry

There had been no redundancies at Dorbyl Marine, where he is ship-repair manager, as surplus workers could be absorbed by the

800 workers, may be in trouble if they don't win a new order within the next four months

'I'm not wildly enthusiastic about how things are going,' said an executive member of the board of Murray and Roberts the yard's holding company

'The market is flat as a pancake and there are many hungry yards looking for orders. But being contractors at heart we never say die'

One month from now the yard hopes to launch one of two rigs in the yard and it will have to reduce its staff. More workers would be taken on to complete the remaining rig before February

'There is a difference between reduction and redundancy,' he said 'If there are no new orders then there will be redundancies'

For the artisan in the industry one day's notice is an accepted fact of life although certainly not a pleasing prospect

Said one 'Long before a job is due to be completed, a few friend

Slump hits winners

in shipping industry

RIGHT. Hard-hit artisans look to new horizons.



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Elgin Brown & Hamer had by that time already whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of September, shortly before a major refitting job on the gas carrier Thorheide was completed

A day later the re-

maining workers were told that as business was so slack, they would have to work a four-day week — or more accurately, stand-by four days a week

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'I think we hit the bottom in September and may be making a comeback now,' Mr Hansen predicts

In March he docked 12 vessels, in June 10, July eight, and August seven.

but he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month

Tariffs

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There had been no redundancies at Dorbyl Marine, where he is ship-repair manager, as surplus workers could be absorbed by the shipyard

Oil rig builders Amardah Shipyards, who not long ago employed between 700 and

800 workers, may be in trouble if they don't win a new order within the next four months

'I'm not wildly enthusiastic about how things are going,' said an executive member of the board of Murray and Roberts, the yard's holding company

'The market is flat as a pancake and there are many hungry yards looking for orders. But being contractors at heart we never say die.'

One month from now the yard hopes to launch one of two rigs in the yard and it will have to reduce its staff. More workers would be taken on to complete the remaining rig before February

'There is a difference between reduction and redundancy, he said. If there are no new orders then there will be redundancies.'

For the artisan in the industry one day's notice is an accepted fact of life, although certainly not a pleasing prospect

Said one. 'Long before a job is due to be completed, a few friends look out for projects elsewhere, and when the time comes we all jump into a car and head off'

SCRAP STEEL

Row over prices

FM 15/10/82

189

The current glut of scrap steel could lead to legal action between scrap metal merchants and the steel producers who buy from them

The Ferrous Scrap Distributors (FSD), which buys 95% of scrap supplied to steel producers, precipitated the row this month when it announced it was reducing by an average of 15% the basic price for scrap paid to merchants

Scrap Merchants Association (SMA) chairman Harry Druker claims this unilateral decision contravenes the supply agreement between the SMA and the FSD. He has threatened court action and plans to discuss the matter with Minister of Trade and Industries, Dr Dawie de Villiers

What makes merchants more bitter is that the decision to cut their prices comes at the same time as a 14.5% rise in the controlled price of steel made largely from this scrap. Until now they have received increases in step with the increases in the steel prices

Druker claims that merchants' average processing costs rose 20% this year and that the lower prices would definitely cause retrenchments and possibly bankruptcies in the business

Harry Katz, director of Rand Scrap, the biggest ferrous scrap dealer, says "My company stands to lose R2m between now and March because of the cut. We could also be sued by our own suppliers who are contracted to supply us with scrap"

FSD GM Peter van Anandel does not comment on the threatened legal action by scrap merchants but says, "The price of scrap should be what the scrap processors can afford to pay"

The SMA, on the other hand, maintains that the supply contract stipulates the price should remain at the current level until the agreement at present in force expires in March

In terms of the supply agreement, the FSD "undertakes to buy at ruling basic prices all steel scrap available at all times" Van Anandel points out that the scrap purchases by the FSD are running at 10% ahead of last year's despite the drop in demand from steel producers. Total purchases for the year should be about 1.5 Mt

Van Anandel says the price reduction was unavoidable because stockpiles of scrap are 15%-20% higher than normal while consumption by processors will fall sharply in the coming year

However, Van Anandel says that merchants could yet be asked to slow their deliveries of scrap between now and the end of January. This would, in effect, be a short-term reduction in purchases by the FSD



Scrap steel . . . pondering the glut

"Merchants should realise that price fluctuations are common overseas," he says "In a free market they would probably get half the current price"

Scrap is usually in short supply. But faced with plummeting demand for steel, all producers are expected to pare output sharply. Iscor, which supplies about 75% of steel consumed in SA, forecasts a 16.1% decline in sales next year (Business October 8)

Van Anandel says producers can no longer cope with growing mountains of scrap stocks. Dunsward normally takes 18 000 t-19 000 t/month and has cut back to about 4 000 t/month. Union Steel (Usco) has cut back from 20 000 t/month to 15 000 t/month. Scaw from 20 000 t to 10 000 t/month, Southern Cross from 4 000 t to nothing, Cisco from 6 000 t to nothing

Van Anandel notes that in the year to June Usco bought 268 000 t of scrap but produced only 192 000 t of steel, leaving surplus scrap of 76 000 t

Foundries, which take some 14% of the FSD's scrap, have cut consumption to 24 000 t below last year's purchases

Iscor has shouldered the burden of buying up scrap. The FSD reports that Iscor trebled its monthly intake to 70 000 t/month. Much of the resulting sur-

plus is being stockpiled at Pretoria where it will be used only when new direct reduction plants come on stream in 1986

The Competition Board announced in August that it is to investigate possible restrictive practices in the scrap industry. It could recommend a freeing of the market

Whatever the outcome, the FSD favours a new type of agreement which takes greater account of market forces

"We are unlikely to commit ourselves to taking all available scrap in future," says Van Anandel "A mechanism should allow lower prices in a surplus and higher prices in times of shortage"

Van Anandel says scrap should again be in short supply from 1984

Druker agrees. Says he "We are convinced that the shortage will be as bad as ever by the end of 1984. Then we will be in a position to dictate terms and we will never forget what the FSD has done"

"Three years ago the SMA boycotted the FSD when they refused to give us a fair price. That day is likely to come again"

Outline of what was presented to the Government next year as a basis for new legislation

One of the main differences between the proposed new legislation and existing provisions he said was that the allowance would be made for conscientious objection based on the religious views of the individual rather than on the views of the church to which he belonged

SPECIAL BOARD

Any religious conscientious objector would have the right to apply for CO status. Mr Binne said the objector would have to prove his bona fides to a specially constituted board

It was proposed that there be three categories of objector: non-combatant non-militarists within the SADF who would serve for 1-1.2 times as long as the normal serviceman and non-militarists outside the SADF who would serve for twice as long

The third group would be provided for by the Department of Manpower

"Political conscientious objectors, said Mr Binne, would fall outside the ambit of the proposed provisions. They would be tried by civil authorities

it's a ginger flavour!

It all seems pointless. There is probably more damage done than goods stolen. There have been no arrests

8/23/10/2
SKF has
laid off 80

(189)

East Rand Bureau

A large Boksburg bearing company, SKF has retrenched more than 80 workers during the past few months.

Mr Len Maynard, the company's personnel manager, said the redundancies were not a result of the general economic downturn but because of a slow phasing-out of certain unprofitable lines.

The workers involved in producing these items were no longer required.

Retrenchment was likely to continue as more unprofitable items were discontinued.

nom 74/10/82

Union in bid to curb jobs lay-offs

By STEVEN FRIEDMAN
Labour Correspondent

SHOP stewards of the Metal and Allied Workers Union (MAWU), representing 29 000 workers at 71 East and West Rand factories, have decided to demand joint negotiations with their employers on a procedure to protect workers threatened by retrenchments

MAWU said in a statement that a meeting of its Witwatersrand shop stewards council had decided to seek a meeting on October 30 with all employers at plants where MAWU has members and to ask that negotiations take place jointly

It said the meeting had bitterly attacked employers for laying off "thousands" of workers while continuing to make "very large" profits and claimed

that firms were ignoring a retrenchment procedure suggested by MAWU

It said the drought — which prevented migrant workers families growing food — and the West Rand Administration Board's refusal to allow contract workers to take new jobs had made it more difficult for retrenched black metal workers' families to survive

About 70% of the union's members on the Rand are contract workers

Employers could not be reached for comment yesterday, but this week the outgoing president of the Steel and Engineering Industries Federation, Mr Bill Bramwell, said metal employers had tried to keep retrenchments to a minimum

MAWU said thousands of metal workers had been retrenched "and con-

demned to starvation', but that engineering companies who had announced year-end or interim results had "still been able to show very large profits"

It said the meeting had rejected the argument that these profits were needed to create more jobs. It accused most metal companies of investing "heavily" in new machinery which would 'make even more workers redundant'

Workers said while three large companies had paid workers redundancy pay, other major companies had paid none at all

Most employers were refusing to try "short-time" working instead of retrenchments because they said this would increase overheads and cause skilled workers to leave them, MAWU said

ROM 15/10/82

Metal council calls the tune

(189)

Labour Correspondent

TRADE unions in the metal industries can only receive stop order facilities from employers if the metal industrial council believes the union may be prepared to join the council

This is revealed in a document setting out the council's procedure for stop order applications on behalf of unions who have not joined the council, the biggest in the country

It was handed to Fosatu's Metal and Allied Workers' Union yesterday by an industrial council representative at a meeting requested by the union

The union wished to discuss its difficulties in obtaining stop orders — deductions of union dues through employers — from metal companies

No employer may grant stop order facilities to a union in the metal industries

without the council's permission

Earlier this week, the union — which has like several other emerging unions, not joined the council — said it was appealing to the Minister of Manpower, Mr Fanie Botha against a council decision barring it from obtaining stop orders

A Mawu spokesman said yesterday the union told the council it would hand the document to its national executive for a response

According to the document, stop order facilities will be granted if the council's executive is satisfied that "the union concerned has indicated its intention to become a member of the council"

If this is not so, the executive must believe "that there is a possibility that it may become a member of the council at some point in the future"

Case of unionist for A.G.'s decision

RDM Oct. 1982

Labour Correspondent

RIOTOUS Assemblies Act charges against a leading trade unionist, Mr Taffy Adler, of Fosatu's National Automobile and Allied Workers Union, were withdrawn in the Germiston Magistrate's Court yesterday

Police told lawyers representing Mr Adler that they would now refer the case to the Attorney-General for a final decision

The case stems from the arrest of Mr Adler outside the Elandsfontein factory of Leyland (SA) recently while he was holding discussions with NAAWU members at the plant

Police charged that he had been holding an open-air meeting without first obtaining official permission. Fosatu said if the law was applied in cases where unionists held meetings outside factories it would make trade union work "almost impossible"

Two Metal and Allied Workers Union worker leaders, fired from the Brits factory B and S Engineering, after a strike on September 14, appeared in the Brits Regional Court this week charged under the Intimidation Act. Their case was remanded to November 8

Lawyers are watching the case closely as it will give an indication of how widely the courts interpret the recently-introduced Act. Some legal sources fear the police may use the Act to curb a wide range of union activities

The strike at B and S followed the dismissal of a worker and led to the firing of the company's 1 000-strong work force on September 14

MAWU said this week that at least 300 B and S workers were still "out" and the plant was unable to meet production targets

The company, however, says that production is back to normal and most of the workers are ex-strikers

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ARMS BAZAAR

FM 15/10/82

Armcor's export sales drive is unlikely to suffer even if it is forced to withdraw from the Defendex Expo in Athens this week as the press and most potential customers have already appraised the goods on offer.

Speaking from Athens Armcor chairman commandant Piet Marais says "We have been flooded by the international technical press who could not believe we were capable of producing equipment of such sophistication.

The G5 artillery piece is the centrepiece of the SA exhibit but Marais points out that its accessory equipment is as impressive as the gun itself.

"The radar and computer systems were developed and produced in SA" he says "and of particular interest is the unique Doppler radar device which measures muzzle velocity and barrel wear.

Other Armcor hardware on sale includes communications equipment a range of ammunition the Samul truck in several variants the Ratel infantry fighting vehicle Valkyrie 127 mm artillery rockets and Kukri air-to-air heat-seeking missiles.

The exhibition was mounted by a private organisation with the assistance of the Greek defence force. It has 260 exhibitors from 14 Western countries and is open to selected members of the press and invited delegates from 40 countries.

Marais says that by having Armcor as an exhibitor, Greece is not



Armcor's Marais ... selling in Greece

'overstepping any rules' of the arms embargo against SA.

"But we will leave if pressure is exerted on the Greek government to make us pack up and go" he says "We do not expect to write any orders here but have made valuable initial contacts.

"We have shown that, in the five years of the arms embargo, we can produce a weapon no-one else has."

WEAPONS

South African weapons shown at Defendory Expo '82 in Athens marked the beginning of a determined sales drive by Armscor. Among items on show was the G5 artillery piece — said to be the most developed system of its kind in the world.

By Andrew Walker

South Africa's "sales list," of home-grown arms, which it hopes to sell worldwide, has been revealed at an international arms exhibition in Athens.

South Africa's participation in the Defendory defence Expo '82 in Athens marks the beginning of a determined sales drive announced last month by Armscor.

Armscor is aiming to break into the world weaponry market in a big way. Prime sales targets are South America, the Middle East, the Far East and some African states.

Armscor has made it clear arms will not be sold to communist or anti-South African countries.

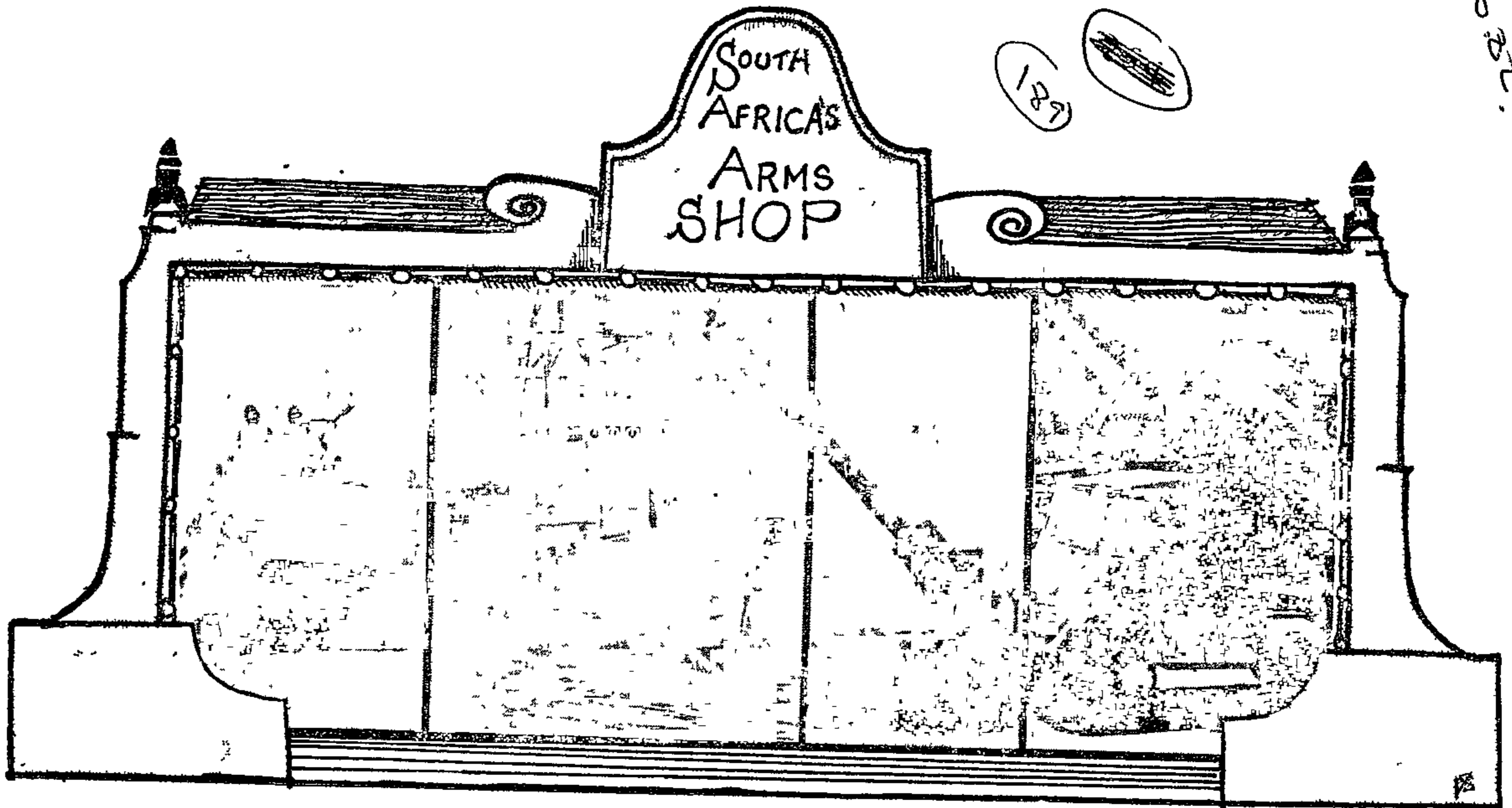
At the moment SA arms sales bring in about R10 million a year.

But in its drive to take a far bigger share of the world arms market, the tag "combat tested" is being used to help South Africa sell its arms, according to a White Paper on Defence and Armaments Supply tabled at the last session of Parliament.

Reports from Greece say SA arms on offer at the international weaponry exhibition include

● The G5 — South

South Africa takes aim at the world's arms market



Africa's "supergun" — and its mobile version, the G6.

The G5 is a 155 mm artillery piece which is said to have a firing capacity of about 40 km. Armscor says it is among the best of its kind.

The G6 is a highly mobile version of the huge G5, featuring the 155 mm cannon mounted on a six-wheel armoured vehicle.

It can fire the whole range of Nato 155 mm ammunition.

VEHICLE

The Minister of Defence, General Magnus Malan, has described the G6 — which can travel at up to 90 km/h on good roads and up to 30 km/h across country — as being the most developed system of its kind in the world.

● The Ratel armoured infantry fighting vehicle.

This weapon, said to have been used very successfully against Swapo, enables troops to go into battle without getting out of their vehicles. Its main armament is a 20 mm gun.

The highly mobile Ratel also carries a machine-gun, and has gun slots in the sides

to allow the section of seven soldiers it carries to open fire from behind their armoured plating.

● Sophisticated communications equipment.

South Africa is already marketing radios which have a frequency-hopping ability to add security to transmissions.

● The 127 mm artillery rocket system, based on the Russian

Stalin Organ which South African troops used in Angola against the Cubans.

Mounted on trucks, the "South African Organ" is made up of 24 rocket tubes which can unleash devastating fire-power.

Apart from these weapons on show in Athens, Armscor has announced it will attempt to sell warships

With only one frigate in service, the South African Navy's main surface strike-power comes from the locally built missile strike craft.

The seven missile craft in service are armed with potent Skerpioen sea-skimming missiles and are similar to the Israeli Saar IV class. They are also made in South Africa.

Under test, one of the missiles blasted a hole the size of a double-decker bus in the obsolete destroyer Jan van Riebeeck.

They are highly manoeuvrable, are armed with six missiles as well as 20 mm cannon and 14.7 mm machine guns, and are relatively cheap.

They are being built in Durban.

Apart from the arms on display in Athens, South Africa is also capable of supplying a wide range of other armaments.

These range from mine detectors and mines to small arms and all types of ammunition, from the latest 5.56 mm R4 rifle bullets to the 155 mm cannon shells.

Sim 5 19.10.82

Financial Reporter

DENVER Metal Works, Johannesburg-based member of the Anglo Vaal group, has become the first company in the southern hemisphere to perfect the continuous casting of aluminium bronze in solid, hollow and shaped configurations

It is said that only four companies in the Western world have produced this alloy successfully using a continuous cast process

Denver has received an order from the United States

The alloy is considered difficult to manufacture and many foundries are reluctant to produce it even by normal sand or chilled cast processes

Major problems encountered include porosity, shrinkage and inadequate feed — factors which can produce

Denver casting 'first' (189)

difficulties with pressure tightness, surface finish, poor mechanical properties and machinability

Consistent feed of molten metal by the continuous cast

process eliminates these problems

Aluminium bronze is a tough alloy with good resistance to wear, abrasion and acid corrosion. It is used mainly in the marine and mining industries for bushes, bearings, gears, wear plates, liners, keys and shoes

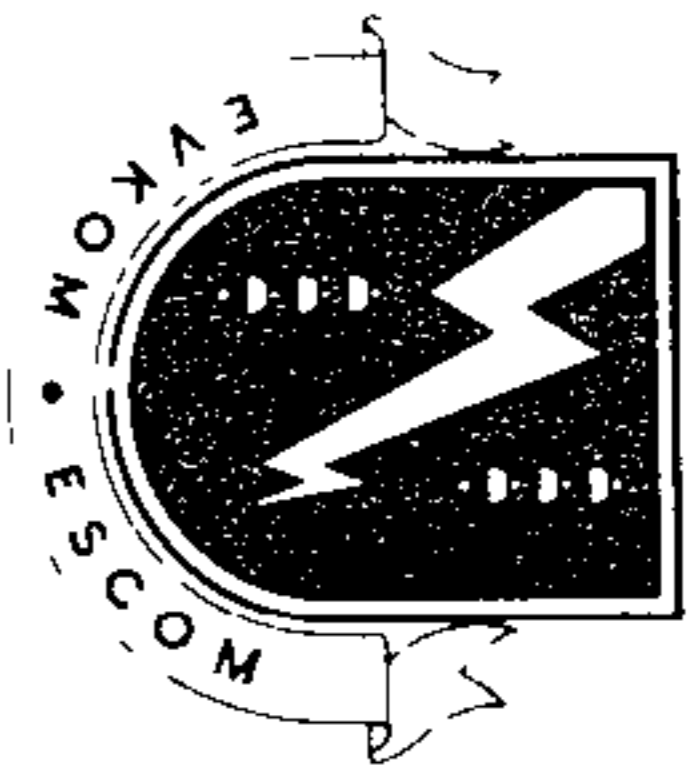
Denver, an exporter of bronze, believes the alloy is set to make an impact on export markets. Currently manufactured at the company's plant in Denver, the metal will soon be produced at its plant nearing completion in Boksburg North

NEWS

Incl. Week

19/10/82

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WORLD METALS EXPORTS

SHOCKED at Escom's 16,3% average electricity rates increase, hard-hit metal industries will have to fork out tens of millions of rands to avoid loosing their competitiveness on the wilting international metals market.

Labelling the price hike as "excessive" some metal companies' spokesmen assured Industrial Week that they planned to challenge Escom to justify this increase

They have no alternative but to absorb the extra costs in order to remain competitive overseas

Iscor expects the higher electricity rate to add R14,4-million to its current annual bill of R90-million

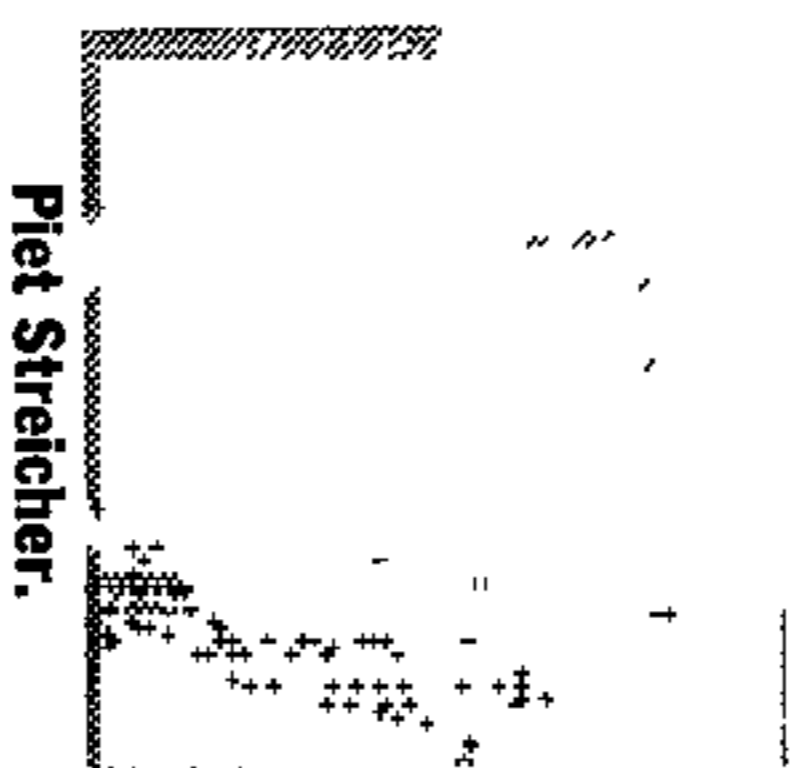
"But this will not

necessarily raise our steel prices again — the price has just gone up and we made provision for extra electricity costs", revealed an Iscor spokesman

Southern Cross Steel director Des Winship hoped his company could absorb the increases, but with difficulties because electricity comprises 20% of costs in the alloy business, and would cost the company an additional R4,3-million a year

"Our alloys are all for the depressed export

market, so we will not be able to pass any increase if we want to remain competitive"



Piet Streicher.

Southern Cross was "most surprised" at the

By Hugh Poulter

extent of the increase which was not in line with what Escom had done in recent years

"This increase is unacceptable, we don't believe Escom can justify it"

"With the assured support of other companies we will, through the Ferro Alloys Producers Association (FAPA) ask Escom to justify it" said Winship

John Hall MD of Middeburg Steel and Alloys, and vice-chairman of the FAPA said the increase came as "quite a shock"

"Obviously for the ferro alloy industry which is operating under tough

market conditions this is not going to help our competitiveness and we view it with grave concern"

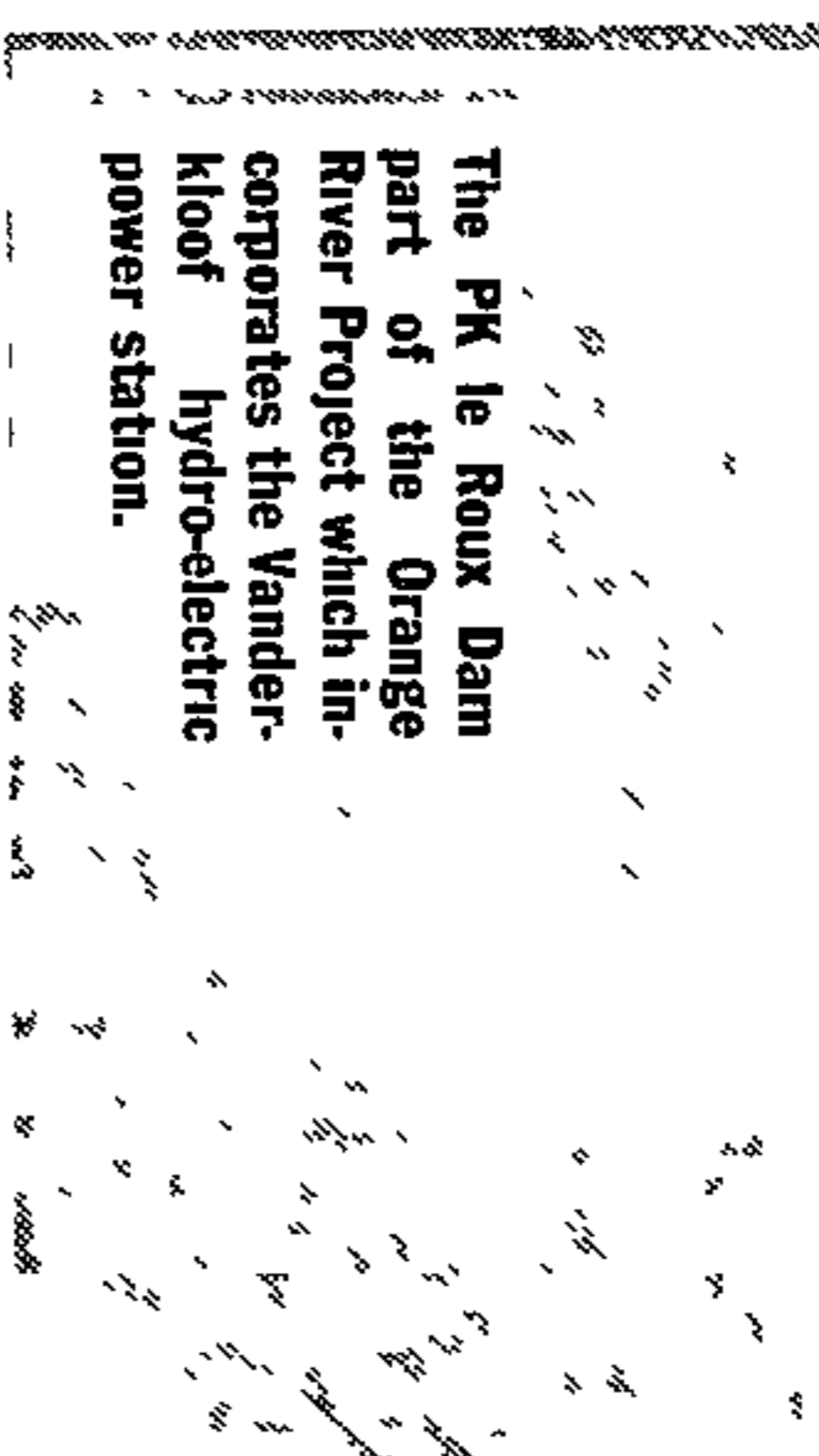
Hall said his company had not yet contemplated discussing the matter with Escom, but FAPA is considering what action can be taken

Economy

Escom is a law unto itself, it obviously realises what the increase could do to the economy"

Piet Streicher, chairman of FAPA and the newly elected president of the Steel and Engineer-

The Pk le Roux Dam part of the Orange River Project which incorporates the Vanderkloof hydro-electric power station.



ing Industries Federation of SA (Serfas) sees no possibility that alloy and steel companies could pass on the increased electricity costs to such depressed world markets

"We will have to absorb the increase in some cases electricity comprises up to 50% of our total costs

"This price rise is at least twice that of European countries and Japan and consequently our advantage on the world market is being eroded" said Streicher

"We will let Escom know of our reaction, but in all fairness we were warned before the increase and power production is capital intensive

"I don't think it is fair to entirely blame Escom but rather the whole economic situation in SA"

The Chamber of Mines

reported that the electricity increase will cost the mining industry an extra R64 million a year

The increase could not have been more badly timed said a spokesman

Escom attributes the massive increase to the drastic rise in interest rates which has had a profound effect on loan servicing costs, for about a third of its costs are incurred through debt servicing

Decline

The 30% decline in the value of the rand against the dollar was given as another reason for the increase as well as the additional costs needed for extra security protection of its installations

From 1978 to 1982 the price of Escom generated power had risen at an average rate of 12% a year

Mawu men held

By SELLO RABOTHATA ~~14/11/12~~
Sowetan 20/10/12

THREE METAL and Allied Workers' Union (Mawu) shop stewards have been arrested for allegedly intimidating workers at Litemaster products, in Wadeville near Germiston

According to the union's spokesman the three were arrested at the factory with the "co-operation of the company's management". He identified two of the shop stewards as Mr Gibson Xaba and Mr Phineas Maduna. He however could not say who the third was.

He said: "The three appeared in court on Monday after spending the whole weekend in police cells. Their case was postponed to November 4 and we bailed them out at R300 each. Mawu condemns their arrest as Litemaster is one of the companies with whom we have recognition and this move has come as a shock."

"We also condemn this action since management arranged for transport to take the complainants to the police station to lay charges against our members. They also let the police arrest workers on factory premises. We detest this kind of action."

Workers in court on intimidation charge

By STEVEN FRIEDMAN
Mail Reporter

THREE Metal and Allied Workers Union shop stewards at a Wadeville company, Litemaster, have appeared in Germiston Magistrate's Court charged under the new Intimidation Act

The charges follow allegations that they tried to "intimidate" fellow-workers into joining Mawu. It is the first time the Act has been used against unionists where a strike has not occurred

According to a union organiser, Mr Moses Mayekiso, workers had claimed that the company — which recognises Mawu — had helped police to prosecute the three. But this was denied yesterday by the managing director, Mr John

Houston
Mr Mayekiso said the men were arrested on Friday after a group of workers complained that the three threatened them with violence if they did not join Mawu. They appeared in court on Monday and were released on R300 bail each

Mr Mayekiso said workers had accused management of co-operating with police, because the workers who complained were allegedly transported to a police station in a company car

But Mr Houston said yesterday he knew of only two claims of intimidation at the plant, both of which were still being investigated by management

He denied that management had helped police bring charges and said he

knew "nothing" about the company transporting the workers

Mr Houston said one complaint had been made by a rival metal union, Cusa's Steel, Engineering and Allied Workers Union. But the union general secretary, Mrs Jane Hlongwane, denied this

Mr Houston released a statement by Mr Richard Ntuli, the chairman of Litemaster's shop stewards committee, in which he confirmed that he and Mr Mayekiso had warned workers against "intimidating" non-unionised workers and members of other unions at a meeting on Monday night

But Mr Ntuli's statement says he had cautioned against intimidation, "despite the fact that no proof of it actually having taken place exists"

Weather Mail

THE Weather Bureau's forecast for today —
TRANSVAAL — Mainly cloudy and cool with scattered showers

FREE STATE and CAPE south of the Orange — Fine and warm over Gordonia, otherwise partly cloudy and mild to warm with isolated thundershowers, except over the eastern Free State where it will be cloudy and mild with scattered showers

CAPE south of the Orange — Partly cloudy and warm, but cloudy and cooler over the south with occasional rain on the south coast, but there will be scattered showers over the south and east Karoo as well as over the eastern Cape

NATAL — Cloudy and mild with isolated showers or thundershowers

SOUTH WEST AFRICA — Fine and warm to hot, but partly cloudy over the east

Temperatures are Celsius maximums expected for each city

Grand Daily Mail
Weather Station

YESTERDAY
Tuesday
October 19, 1982

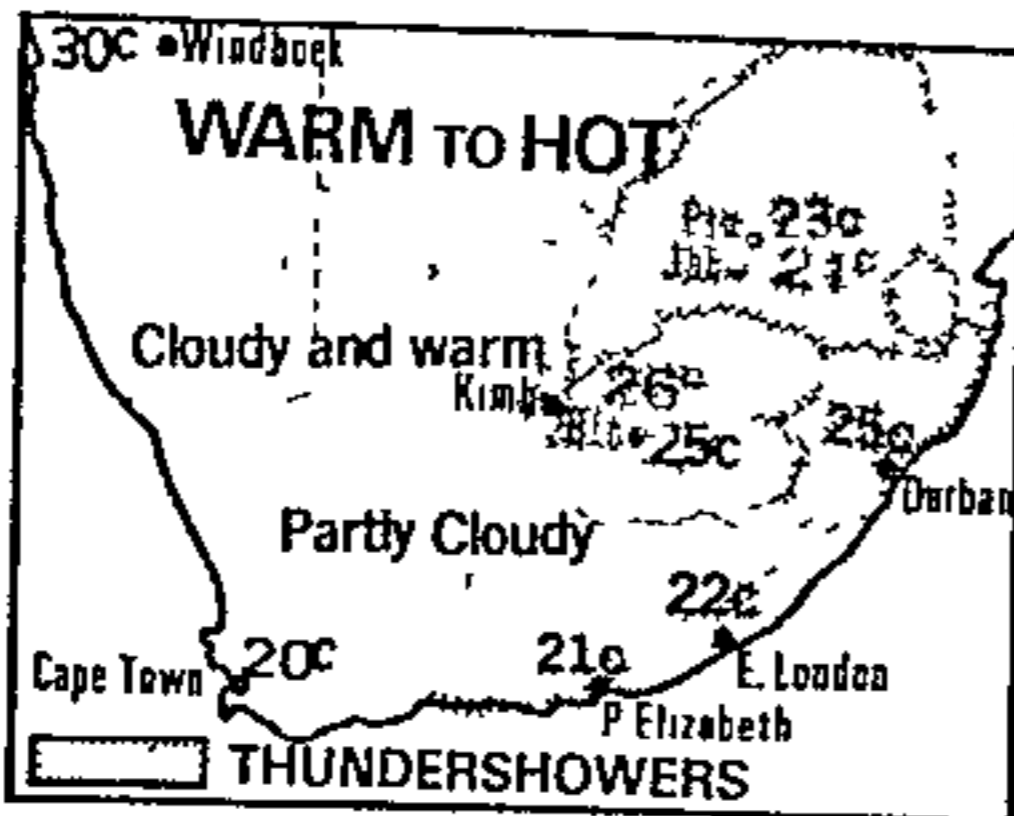
Temperatures:
09h00 14h00 21h00
16°C 20°C 15°C

Humidity:
70% 60% 80%

Max temp 21°C
Min temp 14°C

Rain 24 hours to 20h00:
Nil

Sunset today 18h17
Sunrise tomorrow
05h30



SOUTH AFRICA YESTERDAY

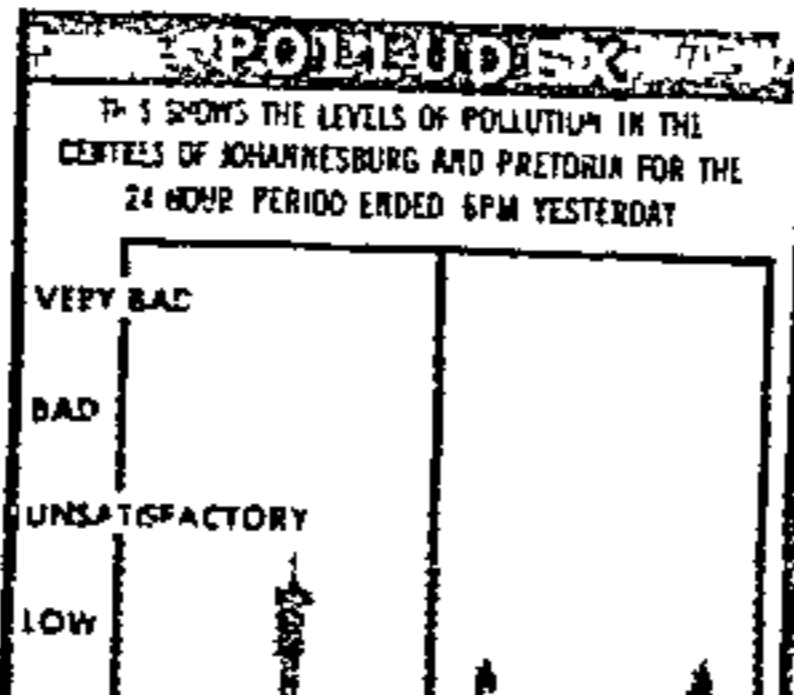
Temperatures at 14h00

City	°C	City	°C	City	°C
Bloemfontein	23	Jan Smuts	20	Potchefstroom	23
Cape Town	20	Nelspruit	25	Pretoria	22
Durban	25	Pietersburg	18	Skukuza	29
East London	20	Port Elizabeth	22	Standerton	13

SOUTH AFRICA. Hottest at 14h00 Cape Province 29°C Coldest at 08h00 Sutherland 5°C
TRANSVAAL Hottest at 14h00 Transvaal 29°C Coldest at 08h00 Standerton and Piet Retief 12°C

THE WORLD YESTERDAY

City	Min °C	Max °C	Weather
Amsterdam	9	15	Cloudy
Athens	16	25	Clear
Berlin	7	12	Rain
Brussels	8	18	Clear
Buenos Aires	9	21	Sunny
Chicago	8	22	Rain
Hong Kong	24	30	Clear
Jerusalem	15	23	Cloudy
Lisbon	12	18	Cloudy
London	10	16	Clear
Los Angeles	7	23	Clear
Madrid	12	16	Rain
Miami	19	25	Rain
Montreal	0	10	Cloudy
Moscow	-5	4	...



Court hears of row over Falklands war

HARARE — An Argentine businessman Mr Orlando Salvador Mendez denied court charges on Monday that he tried to kill two members of the British Military Advisory and Training team (BEMAT) during a row over the Falklands war

Mendez, 32, is charged with attempting to murder Sergeant Keith Lamb and Staff Sergeant Anthony Lancaster after a row outside a Harare nightclub on May 29. Sgt Lancaster told the magistrate about a car chase through Harare during which shots were fired at the soldiers' car and Sgt Lancaster was wounded

When the British troops left the nightclub they bought

a newspaper which reported British advances on Port Stanley in the Falklands

Sgt Lancaster said they were approached by Mr Mendez who asked why they were happy with the progress of the war

A row developed and the two soldiers decided to leave

The defence lawyer, Mr John Traicos, said the two Britons had started the argument and Mr Mendez had been insulted

Mr Mendez pursued the soldiers intending to stop them so the argument could be resolved, he said

Mr Mendez admitted firing two shots in the air out of the car window, Mr Traicos said. The trial continues — UPI

R59m loan for Nigeria

WASHINGTON — The US Export-Import Bank announced yesterday that Nigeria was borrowing R59-million to help finance R78-million in US equipment for two dams and water distribution facilities in the Ifesa and Epe townships — Sapa-AP

POLITICAL comment in this issue by Benjamin Pogrand Bernardi Wessels newsbills by Mike Stent headlines and sub-editing by Chris Smith cartoons by Tony Grogan Dave Gaskill all of 171 115 at Johannesburg

Dead man is identified

A MAN who died in the No 1 Military Hospital, Voortrekkerhoogte, after being shot in the head, has been identified as Rifleman Jan Hendrik Stander, 20, of No 2, Villa Lucia, Wonderboom, Pretoria

Rifleman Stander died in the hospital on Monday after being found with a bullet wound in the head in his flat at the weekend

Police took possession of a firearm and foul play is not suspected — Sapa

MATTER OF FACT

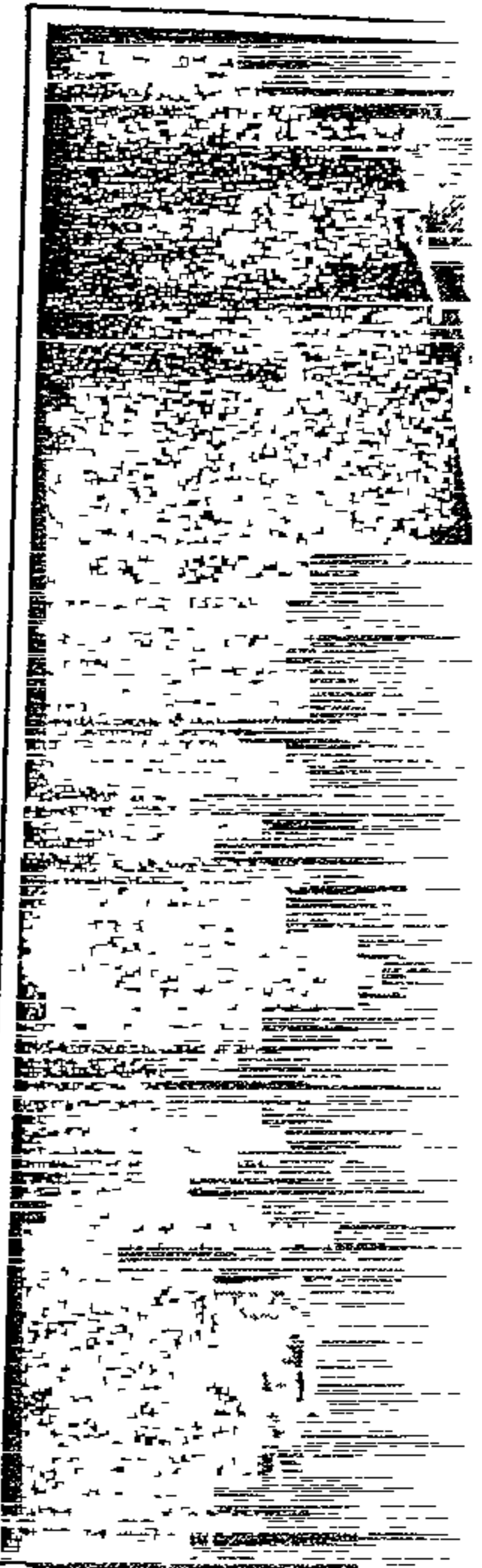
TO CORRECT specific errors of fact write to the Editor at PO Box 1138, Johannesburg, or telephone the Editor's secretary at 710 2500 between 9am and 5pm on weekdays

Doctor sent to jail

Mail Reporter

A JOHANNESBURG Regional Court magistrate yesterday ordered a suspended sentence previously imposed on a medical practitioner be brought into effect

Dr Morris Gnesin, 63, of Greenside East in Johannesburg appeared before Mr I J J Luther in February 1979. Dr Gnesin was convicted on five counts of procuring abortions and was fined R1 000 on each count plus 45 months of which 25 months were suspended for...



General J C Lemmer, MC, a Rousseau, right, chairman of the proposed monument to or in the execution of their

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Agricultural mercury 20/10/82 manufacturers

retrenching staff

Labour Reporter
MANUFACTURERS of agricultural equipment have been hard hit by the crisis in the agricultural industry and a number of factories have laid off workers

Over the past year International Harvester at Pietermaritzburg has cut back its workforce from about 500 to 170 workers

Major manufacturer Fedmech Farm and Construction Machinery, with plants at Vereeniging and Potgietersrus, said it had laid off 'quite a significant number of workers'

Natal Agricultural Union's secretary Alwyn Bisschoff said farmers looking back at two years of drought in Natal were having to look very hard at whether they should replace equipment

One major Northern Natal farmer, he said, had suggested that farmers begin to look at the possibility of sharing heavy equipment

Mr Pieter van Rooyen, general manager of the Natalse Landbou, said they had had to cancel R3 000 000-worth of orders for agricultural equipment because of the loss of the expected bumper crop

In yesterday's statement released by International Harvester announcing its latest retrenchments of about 100 workers, the plant manager, Mr R Haining, said market conditions had been 'hampered' by drought in the agricultural industry

This had necessitated

'unavoidable' reduction in production levels, he said

The statement added that 'naturally' when there was a favourable change in the market, 'we will select recruits from those employees who have been retrenched'

Fedmech's managing director, Dr L B Knoll, said yesterday the company had foreseen the downturn in the economy 'a long time ago' and had instituted a programme of not replacing staff when they leave

But, he said, the company still had had to retrench employees

nom 21/10/82 (189) (252)

Malan points finger at Press

THE Minister of Defence, Mr Magnus Malan, last night intimated that reports in the South African media could have led to Armscor being ordered to withdraw from the recent international arms exhibition in Athens on the sixth and last day.

Mr Malan told a private house meeting in his Modderfontein constituency that neither the South African embassy nor Armscor were aware of the Greek government's plans to boot out South Africa, but two days before it actually happened,

certain South African newspapers had speculated about the possibility.

"If one draws the conclusion that it was because of public pressure (openbare druk), the second question is where did the Argus Group newspapers two days before the suspension, get their reports about the possibility of it happening? Did the publicity they gave to such speculation, by means of enquiries directed at the Greek Government and follow-up reports, not cause this kind of pressure," Mr Malan asked

"At the time of the reports by the newspapers, neither the South African Embassy nor any official of Armscor — nor the show organisers evidently — were aware of such plans by the Greek Government.

"In fact, members of the Greek Government, including deputy Ministers visited the show the day before the speculation in South Africa, and at that time, there was no talk (sprake) of a suspension," he said — Sapa

(Report by Ray Faure of 512 Barclays Bank Building Church Square Pretoria)

10% of workers at Uitenhage firm laid off

By SANDRA SMITH

ABOUT 85 workers, or 10% of the workforce at the Hella (SA) lighting equipment company in Uitenhage, were retrenched today.

Hella's marketing manager, Mr J Ryan, said the step was necessary because of the economic slowdown and because Hella had been affected by the short-time being worked by many of its major customers.

A three-day week had been considered, but Hella's varied manufacturing process made this impossible. The company was at present working a four-day week.

The local secretary of the Federation of SA Trade Unions (Fosatu) in Uitenhage, Mr M Sam, said that workers who had been retrenched had complained about severance pay.

They claimed to have been given only last and this week's wages. They were entitled to next week's pay as notice pay.

Mr Sam said Fosatu would try to discuss the matter with Hella.

Mr Ryan said the workers had been paid off in accordance with an industrial agreement, and none had complained.

● The Goodyear Tyre Company, which this year retrenched 109 workers, has given the National Automobile and Allied Workers Union (Naawu) an assurance that those who lost their jobs will be given a rehiring preference when vacancies arise.

Those workers who were interested should contact the company, a Naawu spokesman said.

27/10/82
85 workers retrenched (1470A)

PORT ELIZABETH

About 85 workers — 10 percent of the workforce — at the Hella (SA) Lighting Equipment Company in Uitenhage, were retrenched today.

Hella's marketing manager, Mr J Ryan, said the step had been necessary because of the economic slowdown and because the company had been affected by the short-time worked by many of its

major customers. The local secretary of the Federation of South African Trade Unions in Uitenhage, Mr M. Sam, said, that retrenched workers had complained about severance pay.

They claimed to have given only two weeks' wages and that they were entitled to three

Mr Sam said Fosatu would try to discuss the matter with the company

Mr Ryan said the workers had been paid off in accordance with an industrial agreement. None had complained.

The Goodyear Tyre Company, which this year retrenched 109 workers, has given the National Automobile and Allied Workers' Union an assurance that those who lost their jobs would be given re-hiring preference when vacancies arose — Sapa

4 more charged under new Act

Labour Correspondent

FOUR more members of the Metal and Allied Workers Union at the Wadeville company Litemaster appeared in the Germiston Magistrate's Court yesterday on Intimidation Act charges and were released on R300 bail each

Three union shop stewards at the plant appeared in the court earlier this week under the same charges and were also granted R300 bail They were arrested after claims by a group of workers that they were "intimidated" by the men in an attempt to persuade them to join MAWU

And MAWU's Germiston shop stewards' council met last night to discuss the implications of the new Intimidation Act

"The union fears that the Act is designed to hamper union activities and that the authorities want to use it increasingly against union members This will be discussed at the meeting," said a union organiser Mr Moses Mayekiso

He added that Litemaster workers will meet on Sunday to discuss the arrests at the plant

According to Mr Mayekiso, the four workers were arrested at their homes on Wednesday morning and held at Elsburg police station

It is understood that the management at Litemaster held a meeting on Wednesday with union shop stewards, workers who had alleged intimidation and workers who were accused of it in an attempt to defuse the simmering row at the plant

The company recognises MAWU at the plant

All seven Litemaster workers arrested are to appear in court again on November 4 Their arrests mean the union has now paid out R2 100 in bail money

POLITICAL comment in this issue by Benjamin Pogrand newsbills by Mike Stent headlines and sub-editing by Paul Holroyd cartoons by Dave Gaskill and Tony Grogan all of 171 Main Street Johannesburg

189 KOM 22/10/82

Setback for plan to curb lay-offs

By STEVEN FRIEDMAN
Labour Correspondent

PLANS by unions for a meeting between employers and worker leaders at 71 metal plants in the Witwatersrand to discuss safeguards for workers against lay-offs received a set-back yesterday when the Steel and Engineering Industries Federation said it would advise its members against attending.

The plan was launched by the Metal and Allied Workers Union (MAWU) of the Federation of SA Trade Unions.

The union has claimed that many employers in the metal industry were retrenching

workers without consulting majority unions and that many employers were laying off workers simply to cut costs.

MAWU has drawn up its own proposed retrenchment procedure and announced it was inviting employers at 71 factories, where it has members, to a meeting to negotiate an agreed procedure to safeguard workers against "unnecessary" retrenchments.

But yesterday, the director of Seifsa, Mr Sam van Coller, said Seifsa did not believe that "a meeting like this is the right direction retrench-

ment negotiations should go"

He said Seifsa believed that "substantive" retrenchment issues such as how much redundancy pay workers should get was an industry-wide matter and should be negotiated at the metal industrial council only.

But "procedural" issues such as whether companies should work short time instead of retrenching should be worked out between management and unions at company level "because of the inevitable difference between the situation of each company".

The planned meeting thus

runs counter to both criteria — firstly because it is planned outside the council and secondly because it seeks to draw up industry-wide procedures which Seifsa believes unions should take up separately with individual companies.

Metal firms are not forced to abide by this policy, but Mr Van Coller said firms who approached Seifsa for guidance would be given advice in accordance with this view.

However, a MAWU spokesman said yesterday the union was going ahead with plans for the meeting and had written to each of the companies.

FM 22/10/82

LABOUR RELATIONS

Casting for trust

Important changes to industrial relations practices in SA's giant metals industries are being contemplated in a renewed effort to make these practices more acceptable to black workers and emerging unions

In his annual address earlier this month, Bill Bramwell, outgoing president of the Steel and Engineering Industries Federation of SA (Seifsa), pointed to a serious level of distrust of the industrial council system among black workers

Reiterating Seifsa's support for the system, he said it would be important to the industrial council for the industries to demonstrate that it can provide effective protection and procedures for the resolution of all workers' problems. He said parties to the council were in the process of establishing effective mechanisms for handling the labour tensions which had prevailed during the past year.

It is understood that these include changes which will allow employers to sign limited recognition agreements with unions on the shop floor, and efforts to speed up the industrial council's dispute-settling procedures.

A decision on changes is expected in November, and some observers believe they will be approved, despite the reservations of some established unions. The changes do, however, fall short of the demand by emerging unions, such as the Metal and Allied Workers' union, for wage negotiations at plant level. It remains to be seen whether these unions perceive the changes as part of a sincere effort to accommodate their needs.

The post was then taken over by President, the Rev Willie Kaba, who has reverted to a single portfolio

STW 22/10/82

(189)

Mawu signs key agreement

Labour Reporter

The Metal and Allied Workers' Union has signed a recognition agreement with a Natal subsidiary of the Smith Industries group

The agreement at the Automotive Southern African Pinetown plant was the result of two years' negotiations between the parties and will enable the union to negotiate wages and working conditions outside the industrial council

The agreement also provides for grievance and settlement of dispute procedures

Mawu's Natal branch secretary, Mr Geoff Schreiner, said the union had concluded about 200 such agreements and its membership stood at over 30 000

"The significance of this agreement will be tested in its practical application at shop floor level," Mr Schreiner said

up to aid diabetics

STW 22/10/82

(89)

pert educational advice

A spokesman for Diabeticare said there was a tremendous need for these services as diabetes was an expensive condition which could cost a diabetic more than R100 a month in medication.

There are an estimated 250 000 diabetics in South Africa Mem-

bership will cost an average of R100 a year

Diabetes is the third biggest killer in the Western world, followed by heart disease and cancer

Anyone wishing to become a member should phone 29-6851/2 or 37-6940

Directors of the organisation are all doctors working in the field of diabetes



MENT ABOARD YOUR SHIP

The Atlas is 16 000 tons And is the pride of the Epirotike Fleet. With three swimming pools, 5 cocktail bars, shops, hairdresser, gym, skeet shooting, library, video TV in every outside cabin. 4 gourmet meals a day and tons of deck space where one can tan, feel the sea breeze and watch the sun rise and

23/10/82
**7 Mawu men
now on bail**

Labour Reporter

Another four members of the Metal and Allied Workers Union were released on R300 bail each after an appearance at the Germiston Magistrates Court on Thursday on charges under the Intimidation Act

Three Mawu shop stewards also appeared in court on Monday under similar charges and were released on R300 bail each

All seven are employees at Litemaster Products in Wadeville and are accused of having tried to force other employees to join the union

The case against all seven was postponed until November 4.

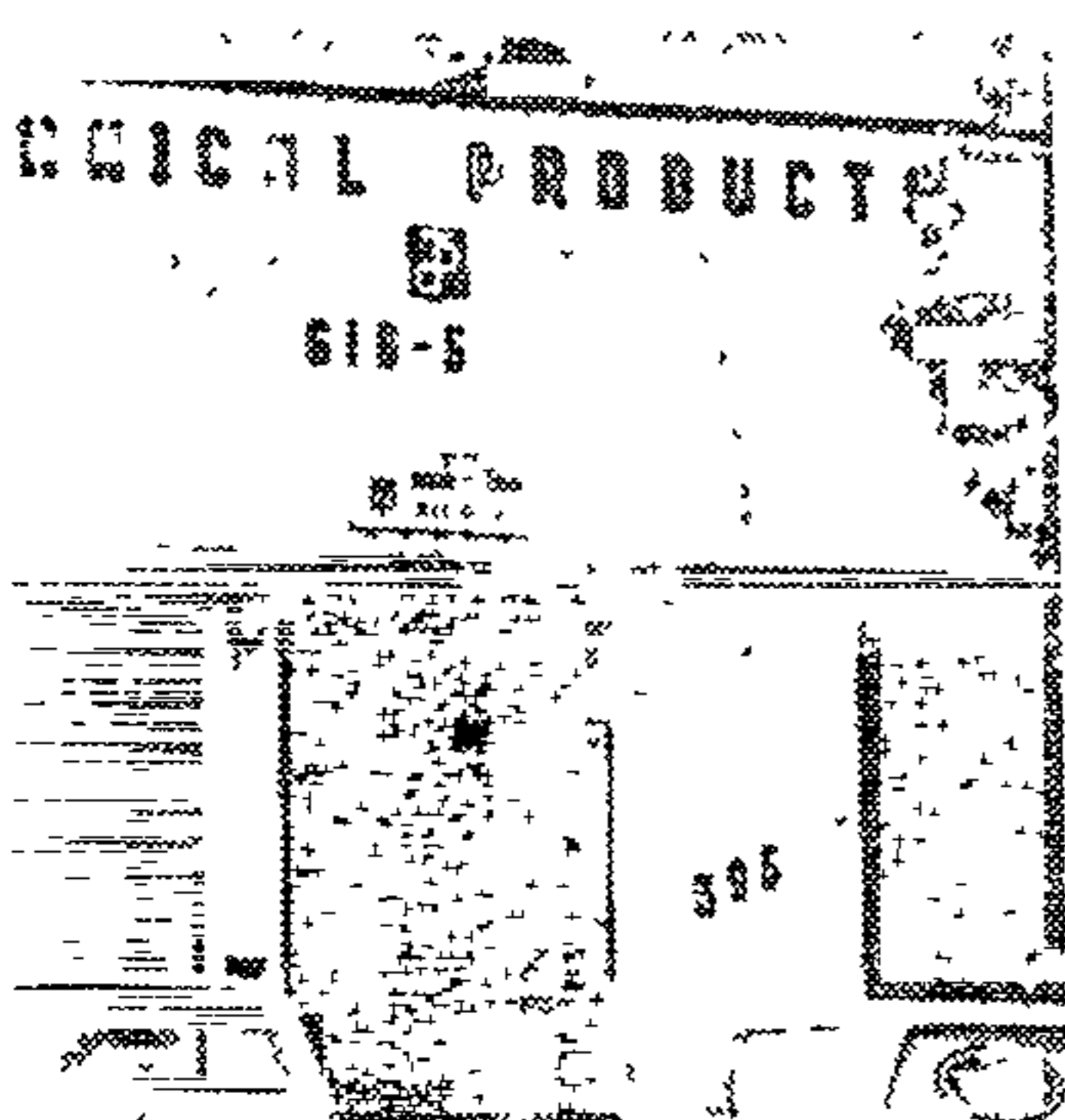
NT FOR MILLION RAND BUSINESS

smuggling

S. Tribune
24/10/82

28
189

connection



This insignificant little office is a large international arms smuggling operation featured in an arms smuggling case in London this week.



Mr Peter Lawrie of Armsel with two of the more than 900 Colombian military rifles he was dumped with two years ago by an international arms smuggling network.

month after which Mr Stoffberg, who is in Hong Kong, threatened to sue the magazine for R1-million.

Mr Stoffberg's attorney, Leslie Marx of Johannesburg, asked the Tribune to report that his client denied allegations by the magazine that:

- His company is under scrutiny by British customs officials.
- That he had a relationship with SA's Security police.
- That he was recently in London to obtain evidence about the SA Arms Board and Armscor.
- That he ever claimed to be a colonel with SA Intelligence or that he had produced identification to support this.
- That he had ever been involved in the recruitment of mercenaries.
- And that he had been involved with SADF Maj-General Lombard in a helicopter deal with Iran.

Mr Marx said Mr Stoffberg intended suing a Johannesburg newspaper for R200 000 damages for claiming that Mr Stoffberg was a Security Police colonel.

In London, the South African Embassy has responded to the growing furor over its activities with a series of carefully couched statements

It denied outright that embassy officials had contact with Mr

TRAMO

...ll's Village Main House early one ...g in June, 1980

...usel buyer Mr ...r Lawrie opened cardboard cases and ...ered his con- ...ent as being 37- ...old used Colom- ...Army 30 06 rifles now obsolete for ...ry use and barely ...able for hunting ...ses.

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the agreement made with Barclays Bank by the shipping and finance company, Peri-Global, that put up the R100 000 credit.

The London trial attracted the attention of British Foreign Secretary Mr Francis Pym, who has ordered a full report on the proceeding which ended this week.

The court was shown an invoice, bearing the official stamp of the SA Embassy, of the factory which supplied the Armaments Board in Pretoria with spare parts for pre-war Browning and Vickers machine guns. Chief accused Leonard Hammond testified he had

been paid by the embassy on three occasions for goods supplied to Armscor via Day Technical Products

He was sentenced to nine months jail and R12 000 for breaking both British law and the 1977 United Nations arms embargo by supplying 30 shipments of arms to South Africa over a five-year period

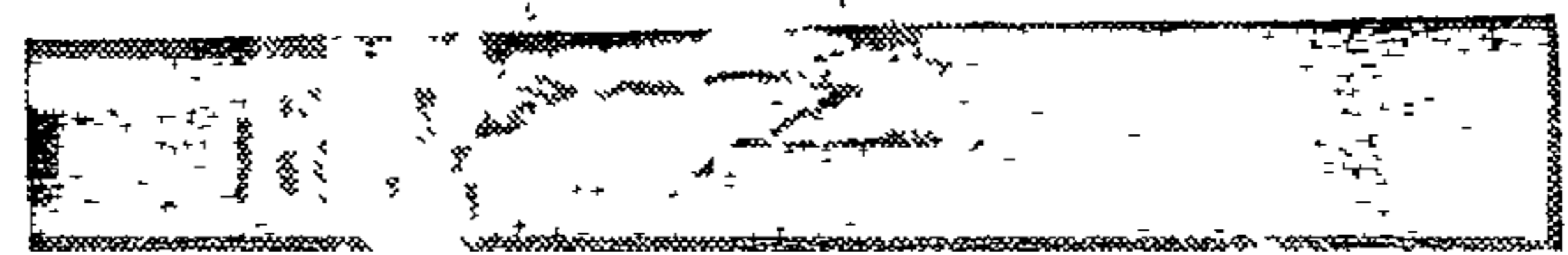
Both his accomplices were jailed. Robert Cherrett, 46, was jailed for six months and fined R10 000. Michael Aspin, 44, was jailed for three months and fined R10 000

The court was told that the men were approached by Russel

Day of Day Technical Products in 1975 about the sale of weapons to South Africa. However, no transactions took place until 1978

Mr Dirk Stoffberg, who was mentioned in the Old Bailey as "an SAP Colonel," did the direct dealing with the accused and also with Mr Lawrie. Aspin and Hammond were partners in running a London arms firm, Delta Engineering, which represents Mr Stoffberg in London.

Mr Stoffberg and an alleged associate, Major-General Wilhelm Lombard were mentioned by Private Eye magazine earlier this



TYRE FIRM FRONT FOR MILLION RAND

Arms smuggli

S. Tribune
24/10/82

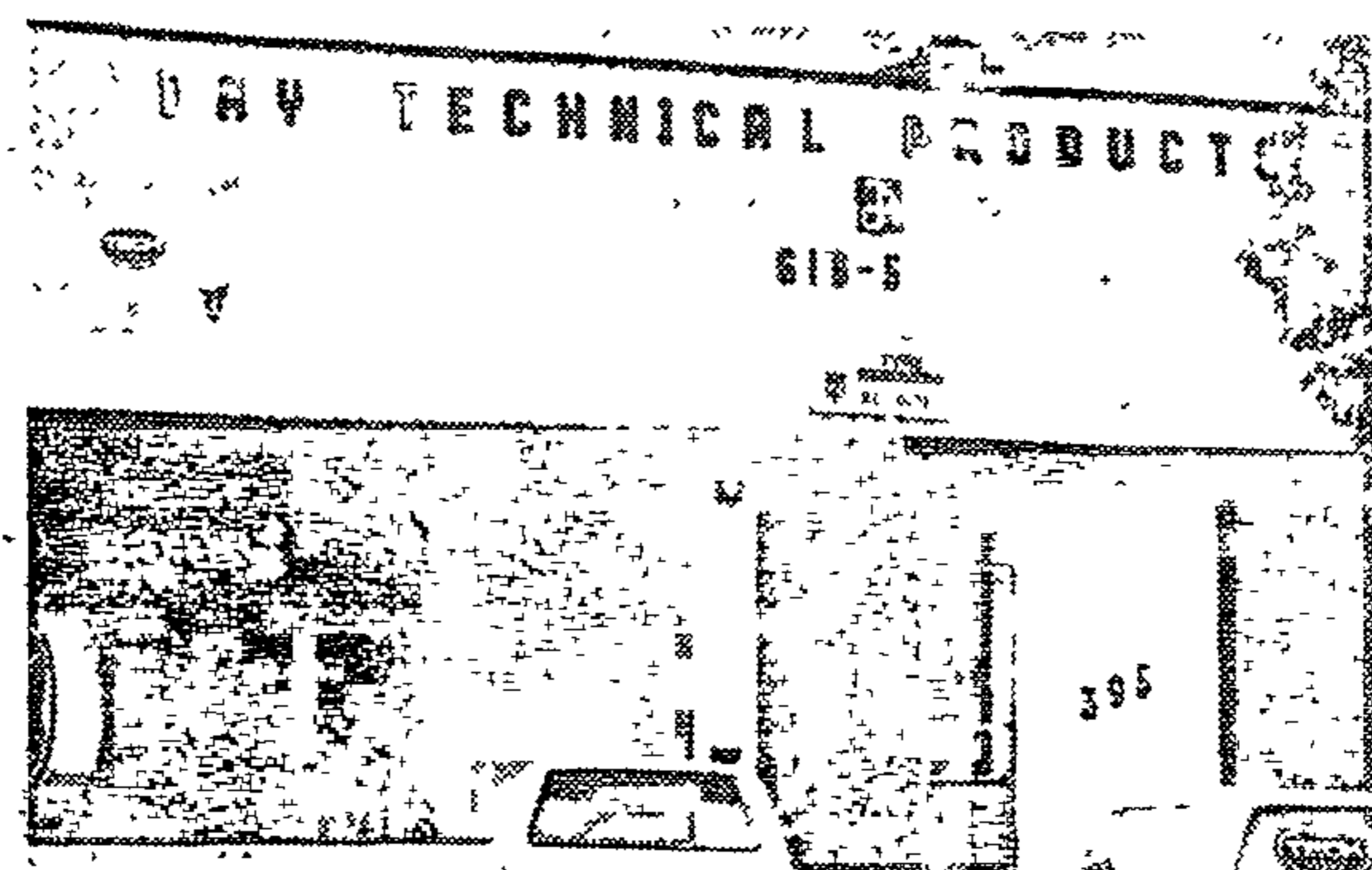
the SA connec

JOHANNESBURG: Small nondescript offices masquerading as a tyre repair company in Eastern Johannesburg are the front for a well-established multi-million rand arms smuggling business.

Day Technical Products in Jules Street, Malvern, acts as a arms procurers and middle-man between end-users, most notably it is alleged the South African Government's armaments corporation (Arm-scor).

The company played a central role in this week's case in the Old Bailey, London, when three British arms dealers were jailed for smuggling arms to South Africa. It appears that Day Technical Products later dumped 1000 FN rifles with another Johannesburg arms dealer, Armsel which says it thought it was getting the 500 new pistols and 500 new Mauser rifles it had originally ordered.

A complaint was made but the Transvaal Attorney General refused to prosecute at the time.



Day Technical Products, Malvern. This insignificant little office is the central hub around which a large international arms smuggling network operates and which featured in an arms smuggling case in London this week



Mr Peter Lawrie of Armsel more than 900 Colombian - was dumped with two years national arms smug-

By CHARLENE BELTRAMO

The case was opened, not against Day Technical Products but against Mr Dirk Stoffberg, owner of another arms firm — Firearms International — which Sunday Tribune investigations point to as having close links with Day Technical Products.

The Attorney General is now considering re-opening the docket following a second complaint to the Commercial Branch this week by Armsel.

Instead of the new pistols and Mausers ordered, 4.5 tons of rifles arrived at

Armsel's Village Main warehouse early one evening in June, 1980.

Armsel buyer Mr Peter Lawrie opened the cardboard cases and discovered his consignment as being 37-year-old used Colombian Army 30 06 rifles — now obsolete for military use and barely acceptable for hunting purposes.

Mr Lawrie is now involved in litigation as a result of R100 000 lost when a letter of credit for the consignment was cashed four months before Armsel saw the goods — contrary to

the agreement made with Barclays Bank by the shipping and finance company, Peri-Global, that put up the R100 000 credit.

The London trial attracted the attention of British Foreign Secretary Mr Francis Pym, who has ordered a full report on the proceeding which ended this week.

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been paid by the embassy on three occasions for goods supplied to Armscor via Day Technical Products.

He was sentenced to nine months jail and R12 000 for breaking both British law and the 1977 United Nations arms embargo by supplying 30 shipments of arms to South Africa over a five-year period.

Both his accomplices were jailed. Robert Cherrett, 46, was jailed for six months and fined R10 000. Michael Aspin 44, was jailed for three months and fined R10 000.

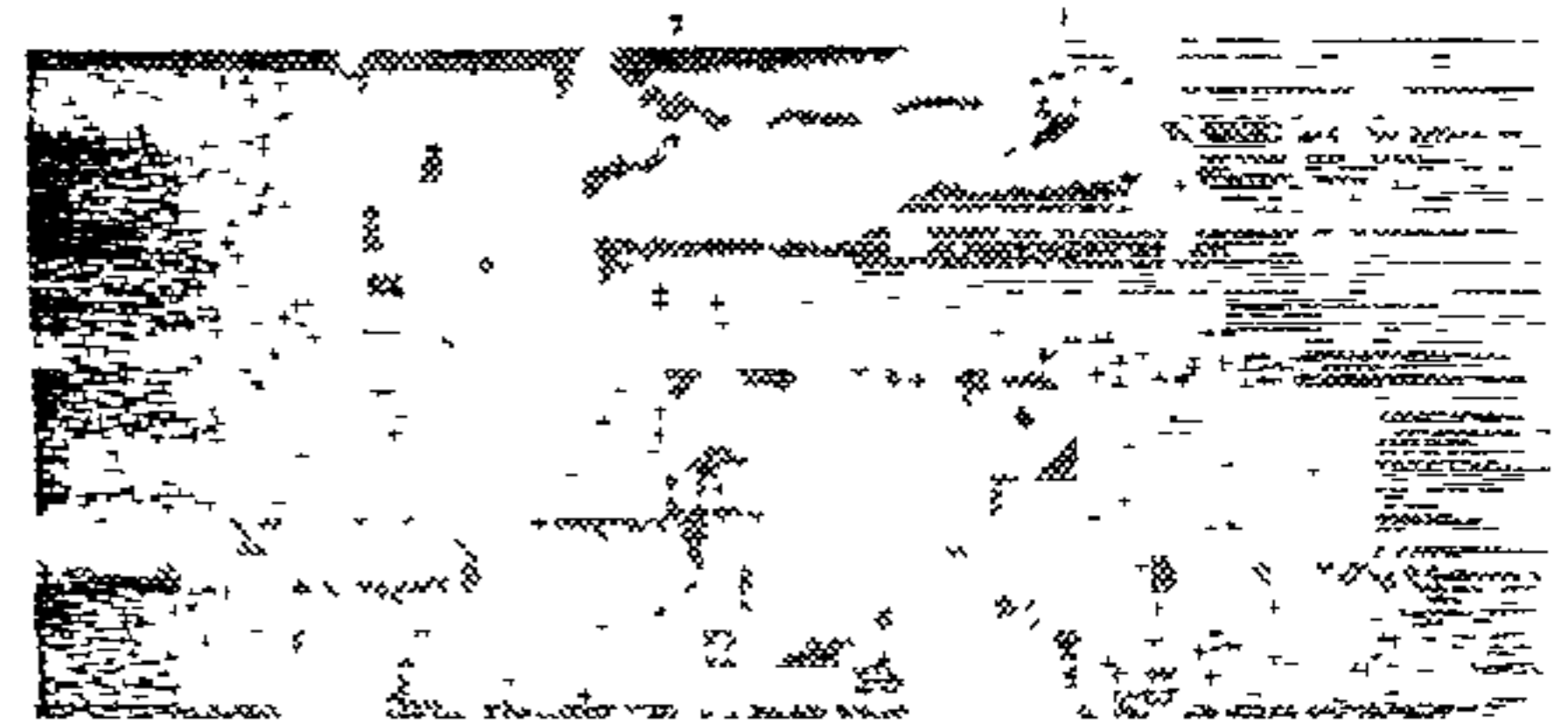
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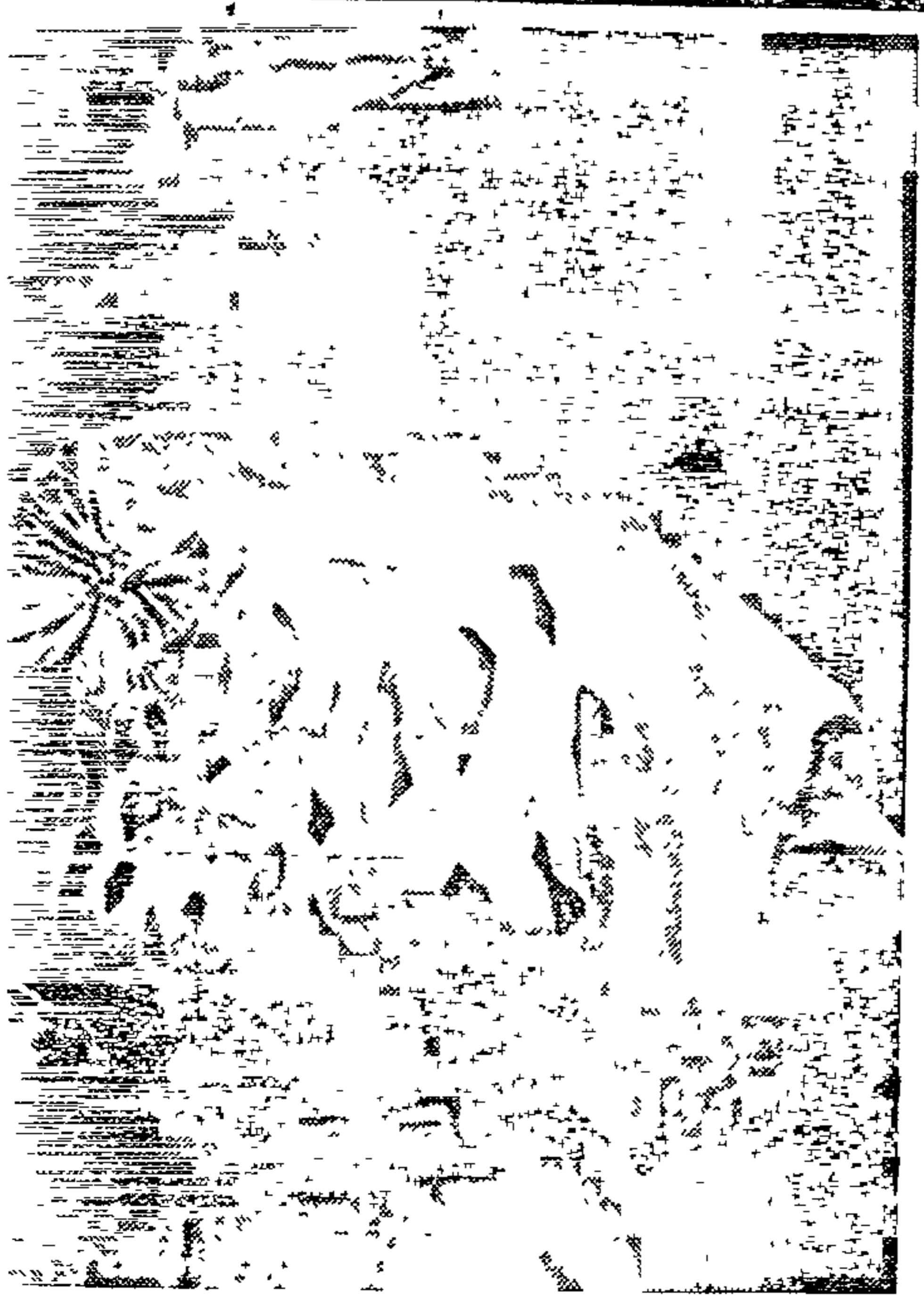
In London, the South African Embassy has responded to the growing furore over its activities with a series of carefully couched statements.

It denied outright that embassy officials had contact with Mr Dirk Stoffberg, who had been named during the Old Bailey arms trial.

It said it would need to study documents with embassy stamps on them, which had been produced during the hearing, before it was prepared to issue a denial.

The embassy was "not aware" of any contact with the three arms defendants, but was not in a position to issue a categorical denial.

The embassy refused to comment on whether an administrative official in the military section, Warrant Officer Klue, had been in contact with the men who have been interviewed recently by the anti-terrorist squad (about attacks on ANC property) on the grounds that their case was sub judice.



V

SA foundries may find export market

25/10/82

129

By Stan Kennedy

A shortage of quality castings has developed in the US and Europe, pointing to demand for South Africa's foundry products, the industry has been told.

Exports, however, would come about only if corrective action was taken against the recessionary conditions in these markets, said Mr D L van Coller, director of the Steel and Engineering Industries Federation (Seifsa).

In a survey of foundry output, he said: "Overall, the substantial capacity in the foundry industry continues under-utilised, with demand expected to weaken during 1982 in line with a declining activity of its major end-users in the automotive, heavy engineering and mining industries."

Total South African foundry output, including ingot moulds, last year was 677 000 tons — a marginal drop of 0.2 percent from the 1980 figure.

"Taking into account the start of the country's economic downturn in August last year, the output compares favourably with the best production of 736 750 tons in 1976."

Increasing inflationary pressures and a continuing shortage of certain categories of skilled and semi-skilled labour at shopfloor and high technology levels were factors which were causing concern.

The industry had also to contend with some erosion of its traditional market from competitive metal processes.

EL's loss is Durban gain

1789
D. D. ...
28/10/72

EAST LONDON — Elgin-Gately Engineering is moving its factory here to Durban next year

This was confirmed by a company director, Mr Y Uribe

Mr Uribe said the company, which is based in Durban had decided that facilities necessary for the factory's operation were better in Durban

He said the move would be undertaken in stages, "sometime next year"

He said the company was preparing a press release on the move — DDR

Heir to Ayatollah

BEIRUT — The Iranian Government is to hold elections in December for members of an assembly of experts to choose an heir to the ageing Ayatollah Ruhollah Khomeini

The heir will not assume the Ayatollah's functions upon his election, but will be considered next in line — SAPA-AP



Having a gander... an interested resident supervises the start of the rescue mission at the SPCA's Amalinda premises

Black

LUSIKISIKI — Transkei's State President yesterday called for black federal parliament as answer to the exclusion of blacks from the President's Council.

Paramount Chief Kaiser Matanzima said the federal parliament should include all the independent states and the non-independent ones as well as the urban blacks

Delivering his Independence Day speech at the Lusikisiki village sports fields, President Matanzima said "I wish to give unqualified support to the principle proposed by the Chief Minister of Lebowa, Dr Cedric Phatudi, for the formation of a federal government.

"But my own concept of this federal parliament, which should have its head offices in Thaba Nchu in the Republic of Bophuthatswana, is that it should consist of all black independent and non-independent states

towns
"This is my reaction to the exclusion of blacks from the white, Indian and coloured parliament in Cape Town.

"The black federal parliament can deal with matters of financial, foreign affairs and defence"

The President said Phatudi should summon a conference of independent states and towns' accredited leaders in Southern Africa to meet somewhere in Bophuthatswana which was central to all black states, including the urban blacks

In Umtata, the Premier, Chief Minister Matanzima said yesterday that Transkei expressed its intention to join what had normally been referred to as the 'white' states



WE CAN HELP YOU FINANCIALLY TO "GET UP STREAM" AND GET INTO BUSINESS. THE GOING MIGHT BE HARD NOW, BUT WE'LL SHOW

YOU HOW TO GET HARD, AND GET GOING. STUDY THESE POSSIBLE INVESTMENTS.

- CITY LARGE MULTI-STOREY HOTEL/OFFSALES** with biggest entertainment floor space, private home and separate semi-developed large erf, suitable for constructing block of flats, with seaview. Turnover increasing towards R800 000 p a mostly liquor. Two young experienced couples could possibly increase this to near R1 million. Depending on who you are, we could possibly arrange a full bond for the bargain purchase price LSAB (Ex Stocks) of **R475 000**. Very low rates

D Dispatch 28/10/82 (129) (14)

IDC grants R1,2m loan to King firm

KING WILLIAM'S TOWN — The Industrial Development Corporation has granted a R1,2 million loan to Triplejay Engineering here

The loan will finance extensions and a training centre for the plant

The managing director of Triplejay, Mr R Niemann, said the extensions also would generate "a lot more jobs"

The loan will finance extensions to the factory area to accommodate increased production of earth-moving and construction equipment and to enable the manufacture of 15-ton graders and 50-ton dumptrucks

Mr Niemann said he expected the extensions would be completed by March next year and turnover at the plant, which

produces 90 per cent of all Triplejay products, would increase substantially

Mr Niemann said the new industrial concessions had been "a decisive factor" in Triplejay's decision to expand the King William's Town plant "And we have a lot of confidence in the area"

"We are expanding when everyone is talking gloom, but we have done our homework well"

Triplejay Engineering currently produces 50 concrete mixers, 40 small dumpers, three graders, four rollers and two dumptrucks a month on single shift

Local content of all equipment is between 60 and 70 per cent and up to 100 per cent on some products — DDR

EAST LONDON — Deep concern has been expressed here at the decision to move the Elgin Gately Engineering foundry to Durban

The long-established East London company is moving next year to consolidate Elgin Engineering foundries in Durban — at a time when major efforts are being made to attract industry to East London

The mayor, Mr Errol Spring, and the director of the Border Metropolitan Development Corporation (Bomedco), Mr Ted Walsh, expressed "concern" and "disappointment" at the move

And the chairman of the city council's finance portfolio, Mr Donald Card, said the move may indicate a problem in the decentralisation programme which would have to be investigated

Mr Spring said he would follow up the matter, "to see if there is no way we can help keep them here

"I think this is a matter for concern," he said

Mr Walsh said he was disappointed at the move

"It would seem to indicate that problems can crop up in the decentralisation plan and I think we are going to have to discuss the matter with the Decentralisation Board to find out how we

EL foundry move causes concern

D. Dispatch 28/10/82

(189)

can attract industries to stay here," he said

Mr Card said the city could not afford to lose industry and that Elgin-Gately's move appeared to indicate problems in the decentralisation programme

"I am pretty sure a company like Elgin would have done its homework thoroughly and if they decided that to move Elgin-Gately to Durban would serve their interests more than keeping it here then there must be a shortfall in the decentralisation plan

"This is something we are going to have to look at very carefully," he said

Yesterday the Elgin group accountant and a director of the company, Mr Derek Hall, said from Durban that the present economic climate had forced the company to consolidate its foundry interests in Durban

He said the decision to move Elgin-Gately had been taken after considerable studies had been made into the n.at-

ter
"It is the kind of decision no one here relished "

Mr Hall said the company had a foundry in Durban about eight times the size of Elgin-Gately and that conditions in the steel industry had forced the company to consolidate the two foundries

"One must also realise that Elgin-Gately is 30 years old, and it would have cost us an enormous sum of money to upgrade and modernise the plant "

The move affects about 130 employees, of which 18 are salaried staff and the remainder hourly-paid workers

Mr Hall said that although the company would do all in its power to assist those affected, it would be unlikely that the hourly-paid workers would be transferred to Durban

"Obviously we would like to take as many of the staff as we can to Durban to operate the plant," he said — DOR

S Times 3110182 (129)

Iron furnaces to close

HIGHVELD Steel and Vanadium Corporation is to close two of its submerged arc iron-making furnaces because of a "significant" reduction in demand for iron, steel and vanadium.

The corporation said in a statement in Witbank yesterday that the reduced demand was a result of the overseas recession and the South African economy's downturn.

"The production programme will be reviewed towards the end of the first quarter of 1983, when the hot

strip mill is expected to be in full commercial production," the statement said.

The reduction in output would have an adverse effect on profitability and the rate of earnings for the final six months of the 18-month financial period would be lower than that achieved in the first 12 months.

The corporation could not say how much the reduction would be, but added that the results of the 18-month financial period should be satisfactory — Sapa

182
S. Express 3/16/82

Furnace closures

THE Highveld Steel and Vanadium Corporation is to close two of its submerged arc ironmaking furnaces because of "significant" reduction in demand

The corporation said in a statement in Witbank the reduced demand for iron, steel and vanadium was a result of the recession overseas and the downturn in the South African economy

"The production programme will be reviewed towards the end of the first quarter of 1983 when the hot strip mill is expected to be in full commercial production," the statement said

It added that output reduction would have an adverse effect on profitability and earnings, but did not say how much — Sapa

Fired workers demand relief

Major ruling awaited from labour court

By STEVEN FRIEDMAN
Labour Correspondent

A KEY case heard by the Industrial Court in Johannesburg yesterday will test the right of fired workers to demand temporary reinstatement from the court if they allege the sackings were unfair

Mr D R van Schalkwyk reserved judgment — but if he finds for the workers who brought it, many other employers who retrench or fire workers during a dispute may be faced with claims for interim reinstatement

The case has been brought by the Metal and Allied Workers' Union and 52 migrant members fired by an Olifantsfontein company, Stocks and Stocks, against the firm and its holding company, Stobar Reinforcing

The court yesterday heard arguments from both sides which, if upheld, would have crucial implications for labour relations

Mr M Brassey, for the companies, argued that Section 35 of the Metal Industrial Council agreement, which sets out procedures employers must observe before firing or retrenching workers, was "void for vagueness"

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers

Section 35 was hailed as a major breakthrough when it was introduced some years ago and this argument has major implications for the metal industries

The company also says it is not subject to the metal industrial council agreement

And Mr H Cheadle, for the union and the workers, submitted it was an "unfair labour practice" to "unilaterally" sack a whole work force to avoid retrenchment negotiations with a representative union

The case is one of the first to be brought to the court in terms of recent new powers

A change to Section 43 of the Labour Relations Act (LRA) allows the court to reinstate fired workers, while a dispute over an alleged "unfair labour practice" is being decided — a right once held by the Minister of Manpower

The union and workers allege they were fired without warning by the employer in an attempt to avoid negotiation over retrenchment so that the company could carry out a "disguised retrenchment" by sacking all the workers and re-hiring only some. They also say the company breached Section 35

The company denies this and alleges the workers broke their employment contract and were sacked after a go-slow action despite warnings to end it — which they deny

Mr Cheadle said the workers had a "clear right" to interim reinstatement

In terms of Section 43, an employer had to show a fired worker had been given a chance to put forward his view and, unless an employer could prove he had done this, the court should grant interim reinstatement

Mr Brassey argued that, to qualify for relief, the workers had to show that there was no other satisfactory remedy for them

They also had to establish a "clear right" to it and could not do so if there was a dispute of fact with the company, which there was

Gunman 'only wanted to frighten' his former wife

By JOUBERT MALHERBE
Pretoria Bureau

"I NEVER wanted to kill my former wife — I only wanted to frighten her," a Pretoria man told a magistrate this week when he appeared in court on a charge of attempting to murder her

Mr Abraham Joone, 28, of Zambezi Drive, Sinoville, choked with emotion when he told the magistrate he fired at his former wife last Saturday because he wanted her to experience the same anguish he suffered when she became involved with another man while he was doing operational service

Mr Joone is charged with attempting to murder his former wife, Mrs Petronella Joone

Mr Joone was granted bail of R1 000 after he told the court he would lose his job if he was detained until next week when the case is heard

The prosecutor, Mr T Dick-er, called Mrs Joone after opposing the bail application and she told the magistrate, Mr J Diener, that her ex-husband had threatened her twice since they were divorced on September 8 this year

Last Saturday he collected their child at Mrs Joone's flat to take him to a fireworks display at Loftus Versfeld that evening

That afternoon Mrs Joone went to a softball competition where she was later called and told her former husband was waiting for her in the parking lot

She was told he had fetched her because their child had been injured after falling off a pavilion

When Mrs Joone went to the car, Mr Joone allegedly threatened her with a firearm and told her to get into the car

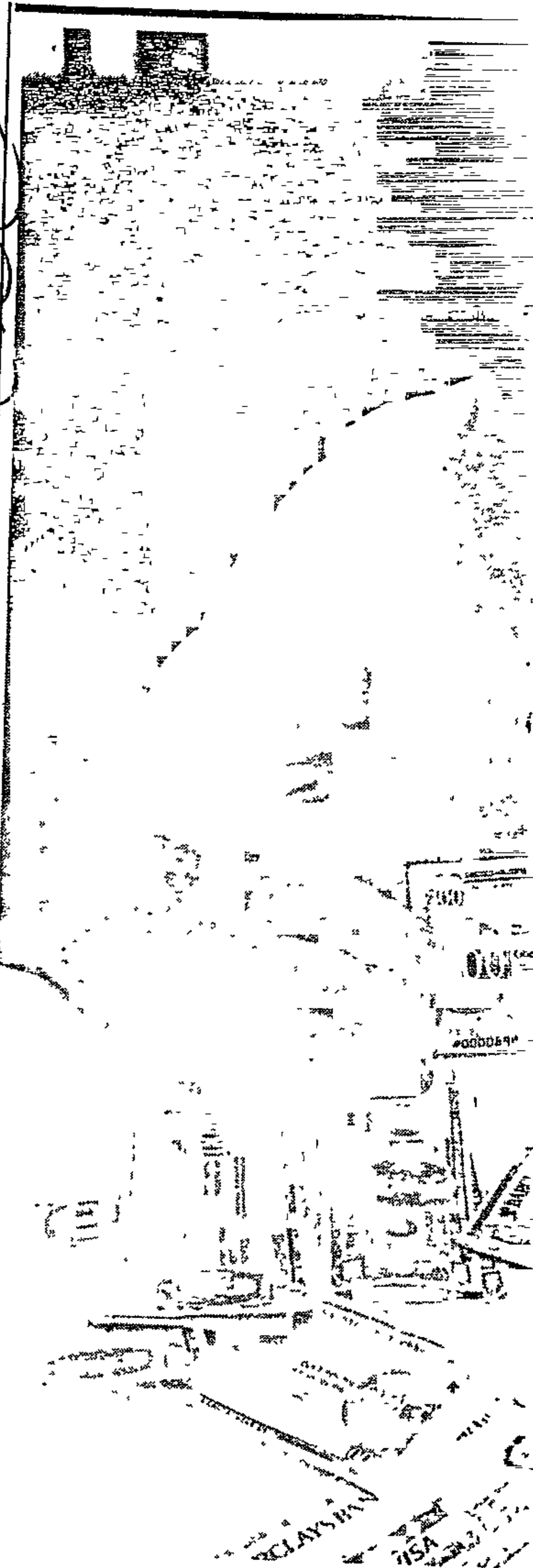
She refused and returned to the softball game, but Mr Joone allegedly followed her and fired a shot in her direction. Mrs Joone was not hit and Mr Joone was apprehended after allegedly firing another shot into the ground

He told the court he had been to the house of a relative before going to the softball competition. When he saw the pistol lying in a cupboard, he decided to use it to give his former wife "a fright"

"I did not want to kill her," Mr Joone said

His advocate, Mr B P Geach, said his client only realised the gravity of his conduct after having spent a few nights in police cells

Bail conditions were that Mr Joone refrains from interfering with State witnesses — including his former wife



Counterfeit travellers' cheques and \$100 notes. Sergeant J N Visser shows some examples and ad.



WHY don't South Africans muck in when it comes to recycling trash? Read EVE tomorrow and find out

Also in this issue is a look at a dangerous new drug, mothers and bonding, how to get your money's worth, hard sell in New York, recipes and fashion

Don't miss this exciting issue of EVE tomorrow



Coking colliery closes ahead of time

Furnace fires put out at steel giant

28/11/83
1207
1208
1209

By David Braun

The severe recession in the steel industry has given rise to further closures and cutbacks of production facilities.

Indument closed its coking coal colliery yesterday. Highveld Steel and Vanadium Corporation has taken two iron-making furnaces out of production and Iscor has cut back production by a quarter.

Highveld Steel said its cutback was a result of the significant reduction in the demand for the group's products. Two of its sub-merged arc iron-making furnaces would be taken out of operation.

REVIEW

"The production programme will be reviewed towards the end of the first quarter of 1983 when the hot strip mill is expected to be in full commercial operation," the company said.

The reduction is expected to have an adverse effect on profitability.

Indument announced today that its coking coal colliery was closed at the request of Iscor

yesterday. The colliery was originally due to close in the second quarter of 1984 but the giant iron and steel enterprise asked Indument to bring this date forward.

The directors said detailed financial arrangements associated with the closure were still being negotiated.

NO EXPORTING

"The possibility of exporting the remaining coking coal reserves has been examined but, in view of the quality of this coal, particularly in relation to its high sulphur content, this is not an economically viable alternative," said the directors.

Indument management will continue its investigation into how it can exploit these reserves and a final decision on whether to close the mine or place it on a care and maintenance basis will depend on this investigation.

Iscor announced last month that it was to cut steel production by nearly a quarter. Its new production figures would constitute from 77 percent to 80 percent of the corporation's capacity.

The managing director, Mr Floors Kotzee, said every employee would have to be prepared to make certain sacrifices to rectify the situation. Productivity would be increased and non-essential expenditure would be trimmed.

"Times are hard but not hopeless. The fact is that we have to deal with problems that South Africa and Iscor have never experienced before," he said.

FROM 11/18

May Day parades and all at Brits

MENTION the Transvaal town of Brits and labour militancy is not the first thought to come to mind

Neither is a May Day parade through the town by workers, led by a priest

But the parade happened (yes, on May Day) and Brits is becoming a centre of activity for Fosate's motor and metal unions

Now the dispute at the Brits firm B and S Engineering is set to become an issue again with about 250 workers, fired during a strike at the company, asking the Bophuthatswana Government for help

Management says the strike is over, but unionists say the 250 — who were fired more than six weeks ago — are showing a cohesion unusual even for city workers. They say they have been

meeting daily since they were sacked refusing to seek other jobs and holding out for full reinstatement

That sort of thing happens occasionally in local disputes — but in Brits?

firms have struck retrenchment deals with emerging unions and some unusual ideas have emerged, including unpaid leave for workers to preserve jobs protection for migrant workers and the like

So it can be done — with a bonus of improved labour relations

1-11-18

Wirth sets up export base

(Handwritten initials)
(Handwritten circled number 129)
(Handwritten vertical text: "Wirth")

Financial Reporter

A MINING equipment manufacturing plant which will also serve as a base for exports is to be established in South Africa next year by Wirth of Germany

Wirth's facilities will be extended into manufacturing facilities, particularly of products such as drilling equipment

"We intend using South Africa as a base outside Germany from which to export to other countries," said Mr Gerhard Mueller, Wirth's sales director

The plant will be an extension of the company's subsidiary, Transbor of Randburg, which provides after sales service and support for Wirth products

The company has been involved in operations with the Wirth boxhole borer at Anglo American mines in the Free State and the Wirth tunnel borer is boring its second tunnel in quartzite at the President Steyn mine where penetration rates of 3 m an hour have been achieved

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11/18/82
Bosses
boycott
union
meeting (189)

Labour Correspondent

ONLY one Reef metal employer ignored a request from the influential Steel and Engineering Industries Federation (Seifsa) and attended a meeting at the weekend called by the Metal and Allied Workers Union to discuss retrenchments

The union had invited 85 East and West Rand metal companies, where it has members, to negotiate with union shop stewards on safeguards for workers against retrenchment

It charges that most of the employers have not negotiated lay-offs with majority unions or offered workers a deal which could cushion their effect

It hoped employers would negotiate a binding retrenchment procedure for all the factories

However, Seifsa advised members not to attend the meeting, arguing that detailed retrenchment procedures should be negotiated by individual companies, rather than industry-wide, because of the different problems facing companies

It also argued that industry-wide issues, such as redundancy pay, should be negotiated at the Metal Industrial Council only

Yesterday, an MAWU spokesman said only one employer had attended the meeting in Katlehong township near Germiston. The union had agreed not to release the company's name

The spokesman added that shop stewards from 61 East and West Rand townships had attended and that the meeting had adopted several resolutions on retrenchment

Details of the resolutions would be released in a statement today, he added

The union had invited all 85 companies to the meeting by letter

In all 16 replied to the letter, all refusing to attend. Five have already negotiated retrenchment procedures with the union and said they therefore saw no purpose in attending

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Employers avoided talks — metal union

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union has hit out at employers in the metal industry for staying away from a meeting where union shop stewards wanted to discuss retrenchments with them — and is to press for a new meeting on the issue.

The union has also attacked retrenchment guidelines issued by the Steel and Engineering Industries Federation (Seifsa).

In a statement yesterday, MAWU confirmed that only one employer attended the meeting — held near Germiston at the weekend — although 85 had been invited.

It said shop stewards from 61 companies had attended and had passed several resolutions, including one condemning both employers and the Seifsa, which advised companies not to attend.

The union said workers had claimed that employers were "always calling for joint negotiations on matters of common interest, but were afraid to attend a meeting where they would negotiate in this way with their own employees".

MAWU said it would take up the issue again with Seifsa and press for a new retrenchment meeting on November 27, and would also go ahead with attempts to get employers to negotiate with it on safeguards for workers' jobs.

It accused employers of using the economic downturn to take a hard line and 'crack down on union. This meant that workers would take a "much harder line" with employers when the economy picked up.

Seifsa said it opposed the meeting because it believed retrenchment details should be worked out between workers and individual companies, not industry-wide.

The Seifsa guidelines urge employers to consider alternatives to retrenchment such as shorter working weeks, controlling overtime and not replacing workers who leave.

They warn that lay-offs have an "extremely serious effect on workers".

They say employers should consider the last-in-first-out principle demanded by unions but only after considering 'merit' and the need to retain skilled workers.

The guidelines also urge employers to help workers claim unemployment insurance and find new jobs. The metal industry's industrial council bound employers to rehiring retrenched workers where practicable after the economy picked up.

MAWU says the guidelines 'omit the major issues'. It says they talk of "consultation" rather than "negotiation" — "presumably workers can talk but in the end they must agree".



Jobs tumble in steel and motor plants

By Michael Chester
More than 3 600 jobs have been scrapped by major motor manufacturers as the recession slams the brakes on car and truck sales. Short-time work is widespread.

Few big motor assembly plants in Pretoria and Port Elizabeth have escaped severe production cutbacks.

The full impact of this has yet to be felt by hundreds of smaller companies which rely on feeding motor production lines with components.

In addition steel producers confirm they are forced to plan redundancies and more short-time schedules because of the nosedive in demand on overseas and domestic markets.

Highveld Steel fears more than 1 000 workers at its Witbank plants will have to be retrenched.

Mr Leslie Boyd, managing director, said talks were under way to work out precise redundancy figures. But it looked certain that more than 1 000 of the 6 800 labour force would be hit.

In addition, work

hours in the rolling mills would be cut from 20 shifts a week to 12 or 15 shifts.

The labour force at the Highveld iron-ore mine at Roosenekal in the Eastern Transvaal would also be affected in the cutbacks, Mr Boyd said.

Isacor confirms it is also slashing production from an annual 7.4 million tons to about 5.7 million tons, leaving nearly 25 percent of its capacity idle. Three of its blast furnaces at Newcastle have been closed.

Mr J P Kotzee, Isacor managing director, has launched a programme to cut down heavily on the labour force. He hopes to achieve the reductions by natural labour wastages and transfers rather than actual lay-offs.

Mr George Clark, chairman of Dunsward Iron and Steel Company, reports its working week has been trimmed back, adding "Sooner or later we shall have to think about shutting down some plants."

The stringency of labour reductions in the motor assembly plants has been underlined in a survey by

the National Association of Automobile Manufacturers of South Africa (Naamsa).

It shows the total work force has been shunk from 50 282 to 46 650 in six months. This means nearly one in 12 jobs has been axed.

"The downturn was signalled in September," said Mr Colin Adcock, president of Naamsa. "And the October sales figures — out in the next two weeks — will show the decline is worsening."

The widening impact of the recession is reflected at Barlow Rand, the biggest and most diverse industrial conglomerate in the country.

Its general engineering and construction divisions have been particularly hard hit. But a spokesman said retrenchments had been held at a minimum by reverting to short-time work where necessary.

Employers have been advised by Dr Hennie Reynders, chairman of the National Manpower Commission to look into short-time rather than retrenchment when jobs are threatened. "Job sharing could prove a highly useful alternative to job cutting when worse comes to worst."

Said Mr Arthur Grobbelaar, general secretary of the Trades Union Council of South Africa: "We haven't touched bottom yet. We fear that a number of companies will announce retrenchments next month before the Christmas holiday begins."

"It will be a nasty Christmas for a lot of workers."

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Metal firms to be sued over contracts

By STEVEN FRIEDMAN
Labour Correspondent

SCORES of Transvaal firms in the metal industry are to face claims for damages from the Metal and Allied Workers Union for retrenching black contract workers before their contracts had expired, the union said yesterday.

MAWU general secretary Mr David Sibabe said yesterday the union planned to write to employers demanding damages for over 1 000 workers. If all the claims succeeded, the cost to employers could run to thousands of rand.

He said firms who retrenched contract workers in mid-contract in future would also face actions.

The move follows the revelation, in a document circulated by the Steel and Engineering Industries Federation to employers, that employers who retrenched contract workers

before their contracts had expired could be sued by the workers.

And yesterday, a MAWU source said the union believed that many contract workers could claim damages.

He said the union had examined the Black Labour Act and had concluded that employers could only fire contract workers if the workers were guilty of offences such as insolence, dishonesty and refusal to work.

MAWU was also considering bringing claims against employers where contract workers were fired for "vague reasons such as not producing enough".

The union has already referred several cases to lawyers, instructing them to act against the employers concerned.

● Editorial Comment
— Page 6

Ferrochrome breakthrough for Middelburg

R02 31/11/82
189

By HOWARD PREECE

A WORLD-first development in ferrochrome production — with big potential financial advantages for South Africa — has been announced by Middelburg Steel & Alloys

It is claimed that the breakthrough, in furnace technology, will enable the company to double its capacity in, say, 10 years, at a cost of about only R30-million at today's prices.

The company believes that the conventional cost of such an operation could come to over R200-million

Middelburg, part of the Barlows group and one of the leading international producers of ferrochrome, says that its new technology will also boost productivity

South Africa now produces about 35% of world annual demand for ferrochrome

This means sales of around 500 000 tons because world consumption is currently about 1 500 000 tons a year

These South African sales are worth over R250-million at present ferrochrome prices

The South African industry has a capacity close to 800 000 tons but overall is understood to be working to about only 60% of that capacity

Some companies — Middelburg in particular — are, however, working to higher capacity utilisation

In general, though, the world ferrochrome industry is depressed by the international economic recession even though the demand for stainless steel has proved far more buoyant than that for standard steel

Middelburg is preparing now a big upturn in international demand for ferrochrome as the world economy picks up

It says that it is to instal a DC arc furnace at its Krugersdorp works "to contribute dramatically towards containing costs and boosting productivity"

"World-wide patents to protect the new process have been applied for"

Middelburg says "An order has been placed with Asea, the Swedish-based interna-

tional manufacturer of electrical equipment, as part of a R6-million conversion of a 20 MVA DC arc furnace that will be installed at the Krugersdorp works

"The furnace is being designed and built in Sweden as a conversion of one of the existing submerged arc furnaces at Krugersdorp

"It is planned to commission the furnace in October next year

"As a first stage the furnace will operate on chromite and coke fines producing ferrochrome"

Mr John Hall, the managing director of Middelburg, says work on the development and application of thermal plasma for ferrochrome production began four years ago and sufficient confidence has now been gained to proceed with the installation of the 20 MVA furnace with an initial capacity of 25 000 tons a year

"This will be increased to 50 000 tons a year after taking full advantage of chemical and thermal energy available

"The thermal plasma process is relatively new technology developed as a spin-off of the US space programme and Middelburg's multi-million rand commitment to additional research and development was spurred by expectations of a dramatic growth in chrome demand later this decade as the impact of chromium steels takes hold

"Middelburg's current capacity is 270 000 tons a year of charged chrome and installation of the new DC arc smelters will significantly boost production for relatively little additional capital expenditure

"By converting existing furnaces over a period of, say, 10 years Middelburg could double its existing capacity"

Mr Hall says "This latest move is in line with our commitment to staying ahead of the game

"Our group pioneered low carbon ferrochrome production in South Africa, later we developed the briquetting process to optimise the reduction of the country's low-grade fine chromite ore and more recently we launched 3CR12 corrosion resisting steel which was designed as a high volume consumer of ferrochrome"

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SAM VAN COLLER

FM 5/11/82

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Perils of two-tier bargaining



The FM spoke to Sam van Coller, director of the Steel and Engineering Industries Federation of SA (Seifsa)

FM. Metal industries employers face the difficult task of conducting a relationship not only with trade unions which are parties to the industrial council (IC) for the industries, but also with non-party unions. What is Seifsa's basic approach to this problem?

Van Coller. Firstly, we have to recognise that both groups of unions represent our employees, and because of this one wants to achieve a healthy relationship with both. Secondly, we continue to support the IC because we believe it offers the best solutions in the long term. At the same time we want to work towards that IC being representative.

When one is faced with conflicting demands, one has to avoid acting in an arbitrary manner. One must consider what is sound in terms of industrial relations, and what employers consider to be fair and equitable, even if people on the other side of the table might disagree.

A number of changes to the IC are being considered. There are reports that one of these might allow employers to grant a limited form of recognition to unions at plant level. What are the implications of this?

I must stress that the proposals have not been approved yet. We will get the party union response in November. Limited recognition is not a term we have used. What we are talking about are procedural agreements that companies may sign with trade unions — preferably all the unions in their plant. Such agreements may then be lodged with the IC for administration purposes and this would give them greater status within the IC system. They can deal with issues such as the accreditation of shop stewards, joint consultation, resolution of grievances, and discipline.

Do you think the proposed changes will have a significant effect on efforts to attract non-party unions into the IC system?

They are not intended to do that. I

think the media have placed the emphasis on the wrong area. Far more important than the proposed procedural agreements are the dispute settlement procedures. We believe that side of the draft is particularly important because our dispute settlement procedure was designed during the early days of ICs for disputes between the parties.

But disputes are now arising at company level and access to the official dispute settlement machinery has to be via the IC. As a result, even if the non-party unions do not support the IC they have found it necessary to bring certain of their disputes to it. We from our side found it very difficult to follow the old procedure for this kind of dispute, and we therefore think that it is in this area that the proposals stand to play a very constructive role.

What is your response to complaints by some union leaders that the IC for the metal industries is too large, and covers too many companies and too many workers doing a wide variety of jobs?

Certainly it is large and has a diversity of interests. But there are a number of points to bear in mind. One is that these diverse interests are often inter-linked and it would be very difficult to separate them.

Secondly, within the council a good deal of activity does take place on a decentralised basis. For example, the regional councils essentially administer the agreements. The technical committees are specific to industry sectors and are handling problems in their sectors. The negotiation of the technical schedules, the job structures, takes place on an industry sector basis.

In addition to the main agreement, we also have a number of industry sector agreements and we have a certain number of house agreements. There is much more flexibility in the system than some people make out. However, wage negotiations do, largely speaking, still take place on a centralised basis.

Why does Seifsa oppose supplementary wage negotiations at plant level?

We believe this is unwise for many reasons. Basically we do not believe you can sustain formal collective bargaining at two levels, because one of them will become irrelevant. Employers have as-

sociated with each other for collective bargaining because it is in their interests to do so. One increasingly sees signs of non-party unions realising the need to operate on a wider basis. Fosatu shop stewards' meetings on the East Rand are a manifestation of this. It is almost a natural evolutionary pattern.

Seifsa must obviously be concerned about retrenchments.

Yes, we are. Managements are having to take difficult decisions. Obviously your first priority is to ensure that your business survives. But equally one wants to ensure that management/employee relationships remain as sound as possible through such difficult times.

I think there has been a major effort by employers to avoid retrenchments, but this downturn has hit us far more dramatically than the previous one did. People in this country don't realise how serious the difficulties in the steel industry, worldwide, are. This does have an impact on us and we have to guard against our industry being so overmanned that it is not competitive. **What is your reaction to claims by some unionists that certain employers are shedding surplus labour through selective rehiring after strikes?**

While this is certainly not an approach that one wants to see encouraged, one also does not want to see workers just taking strike action. If employers were to use lockouts because they were not achieving the response from employees that they wanted, that would anger workers. One must therefore realise that workers who take precipitate industrial action are bound to get a negative response from an employer. But of course if people go on strike in a downturn they are even more vulnerable to losing their jobs.

Does training remain a priority?

Much effort is going into training in a number of areas with the co-operation of the established unions. Possibly the most important area at the moment is the establishment of industry-level apprentice training centres. The first one will face the problem of coming on stream in a recession year, when everyone is trying to cut back on training. But we are still going ahead because it is such an important project.

Steel slump hits colliery jobs

By Tony Davis,
Labour Reporter

About 2 000 jobs on collieries under Anglo American control have been destroyed because of the drop in the iron and steel markets

Iscor has had to reduce its iron and steel output substantially because of the impact of the recession locally and on steel-importing foreign trade partners

Iscor's cutbacks are in turn affecting local mining as coal is used in large quantities in steel production

Last weekend Anglo's Indumeni mine in Natal closed because Iscor terminated its contract

Iscor is now making further cuts, this time affecting sections of Anglo coal mines near Witbank

Iscor has already informed the Anglo American Coal Division, Amcoal, it no longer requires coal from the Hope and Main sections of the Springbok Colliery

and the Navigation section of South African Coal Estates

A decision to close the Main and Navigation sections had already been approved, an Anglo spokesman said

The premature closure of collieries and sections will mean many redundancies as Anglo is unlikely to be able to place many of the workers in other operations

The scheduled closing dates for the mines and sections were Indumeni — mid-1984, Hope and Main — mid-1983, and Navigation — late 1985

But these dates are all being brought forward and Iscor is having to negotiate the termination of the contracts with Anglo

Amcoal had planned to open collieries in the next few years, and these would have taken on workers from the collieries slated for closure

Expansion plans, which are still going ahead, are

● At Goedehoop, where primary pro-

duction gets under way early next year

● At New Denmark, which will supply Eskom's Tutuka power station. Production also begins early next year

● At New Vaal, which is being planned as an open cast colliery, with production scheduled to start in 1984

But now with the termination of several contracts by Iscor, many miners — largely rural blacks — are without jobs

About 1 000 workers at Indumeni, 1 000 at Main and Hope and another 1 000 at Navigation are affected

The Hope section of Springbok will not be closed but several hundred workers are being laid off, according to industry sources

The Anglo spokesman said workers who were not relocated would receive redundancy benefits and be given preference in future recruitment drives

● Iscor has already heavily cut back production and closed three Newcastle blast furnaces,

Big rise in steel price likely

189
200
37/1/82

By GERALD REILLY
Pretoria Bureau

THE winding down of South Africa's economy and rising costs were major causes of Iscor's R22-million loss in the 1981-82 financial year

And, according to the annual review by its chairman, Dr Tom Muller, released in Pretoria yesterday, Iscor has had to curtail production for the first time

He warned too that the price of steel might have to be raised considerably

Dr Muller said the demand for steel in most countries was so poor that production in some was down to 40% of installed capacity

In the case of Iscor it was less serious, but he stressed world competition had become much keener, and a large number of steel industries were being subsidised by governments in Europe and the Americas, or had asked for protection.

Dr Muller said six steel producers in the United States had alleged that common market countries and South Africa, had exported subsidised steel to the United States. However, when South Africa's case was put to the American authorities it was found no substantial charge could be laid against the corporation

Dr Muller said the view was gaining ground that the price of steel would have to be increased considerably

Referring to current economic conditions in South Africa Dr Muller said a slackening in the business cycle which set in early in the year gradually became worse, with a negligible growth rate which even showed a negative trend. This resulted, for the first time since 1977, in a drop in domestic demand and Iscor had to curtail production for the first time ever

The capacity of the Pretoria works had been reduced from 1 400 000 tons to 900-million tons of liquid steel and because of the expected continued unfavourable economic conditions in local and foreign steel markets, it was decided to make further production cuts

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EMS Cape industry gets Sweet news

*1/11/82
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A MAJOR development in the field of new industrial investment in Port Elizabeth is due to be announced next week.

The news concerns the arrival in the Eastern Cape of a new force in the design and planning of industrial plant — namely, Engineering Management Supplies, the process-engineering division of Murray and Roberts.

The arrival of EMS — the consultants in charge of the design and construction of a R40 million foundry plant at Atlantis — coincides with the news that an existing Port Elizabeth company is due to embark on a substantial expansion programme.

At the time of going to press Weekend Post could not confirm the details of the expansion programme, but the company will be engaging the services of EMS, and is believed to be Cadbury.

Announcing the creation of a Port Elizabeth-based branch of EMS, Murray and Roberts said Mr Beaumont Pryce, formerly Murray and Roberts director in



By Louis Beckerling

Business Editor

charge of the Eastern Province, Border and Transkei areas, and now chairman of Murray and Roberts (Cape), returns to Port Elizabeth on November 11 for two days in a totally new guise.

Since taking over his responsibilities at Cape Town in 1976, Mr Pryce has, in addition to his other duties, been chairman of EMS, the project, engineering and design subsidiary of Murray and Roberts.

On Thursday next week Mr Pryce will be opening a Port Elizabeth branch of EMS at a function to be held at the Port Elizabeth Club at 12.30pm.

Mr Pryce said recently that the need for such a branch had become apparent to EMS as a result of its marketing in the Eastern Province.

"EMS realises full well that there is a very competent consultancy service available in Port Elizabeth for civil, mechanical and electrical work.

"However," he said, "we discovered that we could meet a need for total project management, as well as integrated mechanical, electrical and instrumentation work."

Mr Pryce said EMS had a policy of using as much locally available consultancy expertise as possible and always worked closely with local consultants, "as has been demonstrated in Cape Town", he said.

"We provide a service in the form of process engineering and project management as well as instrumenta-

tation which does not exist to date EMS have obtained their first project in Port Elizabeth."

Mr Richard Tucker, an EMS employee with 12 years experience in project management, now 38 years old, has been appointed as branch manager of EMS Cape in Port Elizabeth. He has at the moment a staff of eight.

Mr Stefan Hrabar, a director and chief executive of EMS Cape, said recently that EMS Cape hoped, by the end of 1984, to have firmly established themselves in Port Elizabeth and to have built up an atmosphere of mutual understanding with their colleagues in the profession there.

The new company has its offices in Hallack Chambers. Mr Hrabar emphasised that, although a Murray and Roberts subsidiary and backed financially by Murray and Roberts EMS, in view of its highly professional approach, acts with total independence from other divisions in the group.

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Foundry *Dispatch* awaits *6/11/72* decision *(89)*

EAST LONDON — The Elgin company was looking at "several possibilities" on what to do with Elgin-Gately here, the company's group accountant, Mr Derek Hall, said yesterday

Asked if the company had sold Elgin-Gately as a foundry to any other company following its announcement that the company's foundry interests were being consolidated in Durban, Mr Hall said "several possibilities are being examined"

He said the company's board of directors would be meeting next week and a decision may be taken at the meeting —
DDR

Mine test case on stolen plans

THE widespread practice of pirating in the mining equipment supply industry and the minimal protection given to legitimate suppliers have been highlighted by an action in the Rand Supreme Court

Mr Justice Margo ruled in favour of the applicant, J K Fulton, a Reef-based manufacturer and supplier of mining equipment

He found that three former employees had stolen plans and drawings of a roof-bolter machine and spares and then set up their own business in which they manufactured this equipment from the drawings

The respondents, Michael Thomas Yellowley, Allan Edwin Menton and Willem Johannes Adriaan Labuschagne, plus the company which they formed, Logic Engineering Enterprises were ordered to pay the bulk

By Julian Kraft

of the costs incurred by Fulton in bringing the action

Michel Peyremorte, Fulton's general manager, told Business Times this week that on research alone it had cost his company about R60 000

This had included having to send a senior employee and a lawyer to the United States to examine original drawings kept by the principals, FMC Corporation to prove copyright

This court action is seen as

a test case in South Africa as it is one of the few instances where action has been taken — and successfully — against pirating?

"There was quite a lot of deliberation in the hearing as some aspects of the law relating to copyright had to be interpreted for the first time," Mr. Peyremorte said

"But I believe the outcome of this action will discourage at least the more blatant pirating practices"

Underlining how widespread pirating is in this country, particularly as far as suppliers of mining equipment are concerned, Mr Peyremorte said that many of the mining houses actively encouraged it, while many suppliers accepted it as one of the hazards of the business

"Mining-house representatives I have spoken to equate pirating with free competition. They choose to ignore the fact that a manufacturer can spend hundreds of thousands of rands developing a new machine

"Why should he have to tolerate someone else taking his drawings, making the machine and selling it at a lower price than he could ever afford?"

Two common practices in the mining industry illustrated how pirating was encouraged

- A mining house would guarantee a legitimate supplier a certain percentage of a machine spares order if he agreed to the remainder of the order being filled by a pirate supplier at a lower unit price

- A mining house would agree to award an order to a legitimate supplier provided he agreed to lower his price to a specified percentage above the pirate supplier's price

While pirate suppliers were given a free rein, the legitimate supplier had a hard time trying to protect his proprietary product

"Many of them just tolerate the unfair competition, finding it preferable to the trouble and expense of taking the matter to court"

Consequently, there were now many ostensibly legitimate companies currently in business — with many well-known names among them — which started out as pirate operations

part
Economic Rent.

189
S. J. ...
2/11/72

Steel industry cuts back — and worse is to come

BATTEN DOWN THE HATCHES

189
S. Silwane 7/11/82

SOUTH Africa's steel producers are battenning down the hatches for their toughest year ever

This week's announcement by Highveld Steel that it is mothballing a third of its production capacity coincides with Iscor's decision to cut production for the first time since it was set up in 1928

Iscor lost R22 million in the year to June 1982, compared to a R62.9 million profit the previous year. But there is little doubt that this year's results will be far worse

The decline in steel demand, on both local and foreign markets, has been unexpectedly sudden and steep in the past few months

Finance Reporter

Iscor forecast earlier this year that domestic demand would total 4,612 million tons in the year to June 1983

But the estimate was cut last month to 4,043 million tons

Although present forecasts rely on a rise in exports from 1,595 million

tons last year to 1,774 million tons in 1982/83, senior Iscor officials concede that the target may not be met

The US steel market is on its knees, and both Iscor and Highveld have reduced shipments to North America. Complants earlier this year

by six US steel producers that South African exports benefited from Government subsidies

have probably discouraged the two companies from marketing as aggressively there as competitors from other countries

Iscor's production this year is likely to be no higher than 5,7 million tons of liquid steel, down

from 7,4 million tons at the height of the 1979-81 boom. It hopes to raise output slightly to 5,9 million tons in 1983/84

Two of four furnaces at the Newcastle plant have been closed

At its Pretoria works, two blast furnaces and three open hearth furnaces have been shut down

Fortunately for Iscor, some of the equipment was due to be taken out of service anyway, as part of its R400 million modernisation programme, which consists mainly of replacing obsolete coke ovens and blast furnaces with electric arc furnaces

Among the main casualties of Iscor's cutbacks has been Natal's coal mining industry. Anglo American's Indumeni mine closed this week, and Rand London's Kempstus mine is to be closed soon

Another two Anglo American collieries in the Transvaal as well as Vryheid Coronation in Natal have been asked to trim supplies to Iscor

If the steel market is bad, demand for iron ore is worse

According to Iscor's annual report, iron ore shipments rose slightly to 11,9 million tons in the year to June

But there will almost certainly be a reversal this year

About 6 million tons was shipped through Saldanha Bay in the six months to September, more than 1 million tons lower than exports in the same period last year

Iscon workers to be retrenched

Argus Correspondent through natural Rumours are flying re-employed after
PRETORIA Iscon will wastage around about the number retirement
start to retrench workers Contracts of some of workers that will be We feel we should
early next year black workers were not retrenched but we are give preference to those
This was confirmed to being renewed and posi still calculating and workers who are still
day by the group's per tions being vacated were won't be able to do any young and breadwin-
sonnel manager Mr Jo not being filled thing about redundancy ners, said Mr Prinsloo
hann Prinsloo who could until the first quarter of But the retrenchment
not say how many would next year, said Mr of pensioners will be
lose their jobs. Prinsloo done on a discretionary
Mr Prinsloo said re being filled by transfer basis and those who are
ducing the labour force ting workers within the doing vital jobs and can
had already started group Among the first to lose their jobs will be pen- not easily be replaced
ioners who have been will not lose their jobs"

Woltube gets SABS quality mark

1209
Rbm
8/11/79

Financial Reporter

WOLTUBE of Germiston, a division of the Wolhuter Steel group, is the second SA factory to win complete certification under the SA Bureau of Standards quality management system code of practice 0157

The first was the Afrox factory at Brits which makes welding rods and welding wire

Intended to bring about a standardisation of quality assurance systems which can be introduced by suppliers and manufacturers to meet buyers' requirements, the code covers quality systems for the design, manufacture, installation and final inspection of products and services

Within the code, which was introduced by the SABS in conjunction with other statutory bodies, Government departments and industry in 1979, there is a separate system of marks under which products are judged against 0157 quality control standards

Like many concerns, Woltube — either the second or third company in the tube production stakes, according to who is doing the talking — has found that such organisations as Escom, Iscor and Anglo American and the mining industry in general are demanding that their suppliers obtain 0157 certification

In many cases this calls for a radical overhaul of a company's quality management practices, with special attention to such areas as procedures adopted to effect corrective action following, for example, the analysis of defects in products

Mr Dennis Connelly, Woltube's technical manager, said "Earlier this year we set ourselves a six month objective of gaining 0157 certification after studying the requirements for it and for the separate SABS product mark

"A product mark is for one product only and the advantage of full 0157 certification for the factory is that any product submitted under it to the SABS for a specification

mark can be approved without further visits

"The procedure of applying for 0157 is straight forward After attending to any reorganisation necessary in quality inspection and management procedures from raw material purchasing through to final inspection and the handling of customer complaints, the company applies to the SABS to conduct a quality management system audit

"In fact, it will probably make a series of audits before giving final approval," Mr Connelly says

After 0157 certification is received, the SABS will conduct an annual quality assurance audit and, under the product mark, will make unannounced visits to take samples for individual product checks.

"From a purely marketing point of view, because 0157 is fairly new, the SABS product mark may be sufficient to satisfy a customer

"But in terms of overall company cost and financial control, the full 0157 certification, which causes a concern to look at all its procedures from raw material purchases onwards, is the one to have"

He said the mining industry and others had become much more stringent in their quality control demands in recent months

"Since the cutbacks in their capital expenditure programmes, starting last year, they have been buying less and been much more critical

"The SABS has been trying to sell the idea of total quality control to industry and there has been a growing awareness Now, when it is acting as the customer, industry finds itself in the position of being able to demand that its suppliers introduce it"

s left no says union

ion has tentative of Sigma Mamelodi ght to dis t wave of han 500 e laid off n January nother 348 ff for one e were also chements, smaller ing the trenchment tween Sig union pro ce pay in length of vement as ur s of "last- initiated a

four-day work week in July and introduced the three-day week last month

A Sigma spokesman said the firm had a policy this year of reviewing its economic position on a monthly basis. Unproductive workers also came under scrutiny on a regular basis.

Some industry sources fear that in the event of any worker militancy at Sigma the firm could use the occasion to lay off more workers — a case of "disguised redundancy."

Sigma's recognition agreement with Naawu followed a prolonged dispute which saw its entire workforce out on strike in April.

Newspaper employers in talks

Labour Reporter
The South African Society of Journalists held day long talks yesterday with newspaper publishing employers in a bid to preserve the industry's conciliation board.

Both the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) informed the SASJ recently they were withdrawing from the board at the end of the agreement this year.

The SASJ attacked the move, saying it would bring to an end some 40 years of peaceful collective bargaining between employers and journalist representatives at the board level.

Argus and SAAN are understood to want regionally based negotiations with journalists on wages and working conditions as opposed to national talks through the conciliation board.

Yesterday's talks brought no immediate end to the dispute and the SASJ is looking at legal recourse through the country's industrial legislation.

Firm sacked 78 unfairly, says union

The Metal and Allied Workers' Union (Mawu) has told the Industrial Court that Stobar Reinforcements dismissed its 78 man workforce in August without sufficient reason and without giving the workers a chance to state their case.

This was said by the union's counsel yesterday in an application to reinstate the workers it alleges were unfairly dismissed, pending determination of the dispute by the Industrial Court.

Labour experts see the case as significant because it hinges into question the industrial agreement which spells out disciplinary procedure to be followed in any dispute in the metal industry.

Mr Martin Brassey appearing for Stobar Reinforcements argued that section 35 of the industrial agreement, which spells out the disciplinary procedures was void because it was too vague to be put into effect.

Mr Halton Cheadle appearing for Mawu and 51 of the dismissed workers said that if section 35 was void, the entire industrial agreement would have to be declared void — which was "inconceivable".

The Stobar management has alleged

that all the workers at the plant in Elandsfontein staged a go-slow on August 16-20, and were retrenched after worker representatives were informed that the situation was becoming intolerable.

Mr Cheadle said Stobar had failed to follow the disciplinary measures set out in the agreement. The company had also failed to investigate the alleged go-slow before acting against the workers.

"The only evidence Stobar management has produced are the production figures for the week of the alleged go-slow. These low figures do not take into account the drop in the number of orders and the earlier decision by management to cut down on the number of working hours," Mr Cheadle said.

An important reason for the low production figures was the economic downswing, which a director of the firm had admitted was affecting production.

Mr Cheadle said the dismissal of the workers was an unfair labour practice and a form of disguised retrenchment.

Mr Brassey said Stobar had been prepared to enter into negotiations with a recognised trade union, as spelt out in the industrial agreement.

But the industrial council had no jurisdiction in the dispute because Stocks and Stocks — the controlling company of Stobar Reinforcements — was registered with the Building Industrial Council.

Stobar was therefore not obliged to enter into any negotiations with the industrial council because it was not a party to an agreement with Mawu.

The hearing was adjourned indefinitely.

Settlement at 11th hour

VANCOUVER — British Columbia dockers, ordered back to work

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FRESH MEAT

EVROOR 10/11/82

Schoeman will open steel-belt tyre plant in PE tomorrow

129

By LOUIS BECKERLING, Business Editor

MINISTER of Transport Mr Hendrik Schoeman tomorrow formally opens a steel-belt radial tyre manufacturing plant at Port Elizabeth's General Tire company

The plant, phased in over the last three years at a final cost of some R5 million has already been in operation for some time, though General Tire managing director Mr Richard "Nick" Nicholson said today the final phase of the expansion programme would be commissioned this month

The step is taken against a background of the increasing replacement on both the passenger and commercial vehicle markets of fabric-belted radial tyres with steel-belted tyres. Latest projections are that within a year one in three passenger vehicles will be fitted with steel-belted radial tyres as original equipment

Mr Nicholson said the General Tire facility was not regarded as a replacement for existing lines, but would complement the 500-odd types and sizes of tyres and tubes currently manufactured

Situated alongside the company's existing factory, the plant is designed for the manufacture of both passenger and truck tyres to meet international standards

Though General Tire was launched in 1948 with a minority shareholding by the US company of the same name (a shareholding which has since been sold to SA interests), the company has relied on German technology for the latest expansion

German expertise, particularly in steel cord calendaring has been supplied by European technology partner Continental Gummi-Werke, one of Europe's leading producers of high quality steel tyres

Rbm 12/11/82
Dunswart

cuts

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~~333~~
189

Financial Reporter

DUNSWART Steel is to make 80 workers redundant and close down its works for virtually all of December because of difficult business conditions

The group, which says it will incur a loss for 1982 with no dividends paid, warns that more redundancies may be necessary next year unless market conditions improve

Dunswart is controlled by Gencor and its works are at Benoni

In the six months to June 30 this year the company reported a R3 705 000 loss compared with a taxed profit of R1 703 000 in the same period in 1981

At that time Mr K T Brightman, the managing director said "We expect that with the light steel working well we shall achieve a sufficient pick-up in profit in the second half of the year to enable us to make a small profit, absorbing the half-time loss"

Conditions, however, have deteriorated since then, as Iscor and Highveld can testify

The announcement yesterday referred to "depressed market conditions which have led to a shortage of orders and a consequent build-up of stock in South Africa"

"Dunswart Steel has found it necessary to close its works in the first week of December 1982 with a scheduled start up on January 3 1983

"The sponge iron plant has been taken off line for a temporary period

"The 12 in mill, which has been replaced by a light modern section mill, will be decommissioned in line with the December closure"

RBA
13/11/82
1207

Unions accept changes

Labour Correspondent

EMPLOYERS and most unions on the country's biggest industrial council — for the metal industries — have accepted in principle proposed changes to the way in which the council operates

But a final decision to ratify the changes will only be taken at a meeting of the council on December 4, metal unionist Mr Ben Nicholson said yesterday

Final approval of the document was expected at a meeting on Thursday

But Mr Nicholson said the council had decided to delay it because one of the unions on the council, the Cusa-affiliated Steel, Engineering and Allied Workers Union, has not been able to sound out its executive's views on the document yet

He said employers had also submitted a proposed amendment to the new procedure which unions wanted to consider

But Mr Nicholson stressed that "the document has been accepted"

Even if SEAWU decided it could not identify itself with the changes, they would be implemented, he added

The changes aim at speeding up the council's disputes procedures and making it easier for the council to intervene quickly in factory-floor disputes

POLITICAL comment in this issue by R A Gibson newsbills by Mike Stent headlines and sub-editing by Paul Holroyd cartoons by Dave Gaskill all of 171 Main Street Johannesburg

Anxious days ahead for motor, steel men

By GEOFFREY ALLEN

THE next few weeks will be nail-biters for the country's 47 000 car workers and thousands of steelworkers who face possible retrenchment in the New Year and extra-long, unpaid Christmas lay-offs

In the last two months 5 318 men from both industries have been retrenched or not replaced — 3 000 of them from the motor industry

The official word from the biggest manufacturers is that only Sigma will add an extra two weeks to the normal end-of-year lay-off

The companies all say they are fighting to avoid retrenchment by cutting out overtime and working short weeks

But throughout the country there are rumours that almost all the companies intend adding at least a week to the three-week break

These tend to be confirmed by Mr Brian Mathews, director of the Midlands Chamber of Commerce in Port Elizabeth.

He said unequivocally that Ford, General Motors and Volkswagen would add a week to the break period

"That would obviously cause a ripple through the supplying companies. The car manufacturers with whom I am particularly close are certainly putting an extra week on the shut-down and they could open next year with a four-day week as well," he said

Spokesman for all three companies denied there would be an extension but industry sources said the companies are keeping their plans close to their chests so as not to alarm the work force

Already all three companies are working four-day weeks in an effort to prevent retrenchment

Mr Mike Brandt of Ford in Port Elizabeth said there were as many rumours of a long shut-down as there were companies in the motor industry

Workers are given holiday pay for the standard end-of-year break but nothing for any extension of the period

Steelworkers in the Transvaal also face long shut-downs and retrenchment.

In the last two months Highveld Steel alone has retrenched 1 200 men, shut down two furnaces for a predicted six months, and will shut down two of its mines and its vanadium processing plant.

Yesterday Dunswart Steel announced

retrenchment of 80 workers and said it would be shut for almost all of December, because of declining business

In the building trade there is a national shortage of 2 500 skilled workers

Several spokesmen for chambers of commerce and industry pointed to the schizophrenic nature of the economy which was "not doing any of the things you predict in a mini-recession"

Mr Vincent Brett of Assocom in Johannesburg said there were many rumours that a large number of companies, particularly in heavy industry and steel manufacture, would close early

"On the other hand there is a report which we commissioned which says that commerce will be doing business pretty much as usual with an 11% increase predicted over the Christmas period. That's only a small drop in sales over last year," he said

In the motor industry, which is traditionally a barometer of the economy, sales have fallen by 26,1% since October last year and 3 633 workers have been laid-off since March

Union gets
employer
recognition

Labour Reporter

The Metal and Allied Workers Union has signed preliminary recognition agreements at the Defy Corporation's refrigerator plant in Benoni and at Tubatse Ferrochrome in Steelport, Northern Transvaal.

The union said the preliminary agreements covered company recognition of Mawu shop stewards access by union officials to the plants and meetings between the stewards and managements.

The agreements also contained an undertaking that negotiations would continue over future talks, the union said.

BUSINESS

SA firm gets nod on coal exports

By Geoffrey Murray

TOKYO — Amid all the uncertainty about Japan's coal-buying behaviour, one South African company at least has been given assurances that it will be business as usual next year

Total Exploration, exporter of Ermelo thermal coal from Transvaal sought assurances from its Japanese customers that shipments would continue as normal following a lot of talk in Japan of heavy cutbacks in both coking and thermal coal imports

NO REDUCTION

In the current fiscal year, the South African firm is contracted to supply 300 000 tons of coal to the Electric Power Development Company (EPDC) and 108 000 tons to Chugoku Electric Power Company

Company sources said both were able to give assurances last week that they had no intention of reducing their coal consumption

And both gave Total Exploration assurances that they would take the same tonnages in 1983 as already contracted

OPTION

The only thing in doubt is whether the Japanese will exercise their option to buy extra amounts EPDC has an option for an extra 300 000 tons and Chugoku for 500 000 tons Officials said this would depend heavily on future market trends and no commitment could be made now

Foundry exports urged

Financial Staff

The country's foundry output of steel, iron and copper castings — now averaging nearly 700 000 tons annually — compares with the best in the world and gives foundrymen big opportunities in overseas markets, says Mr Piet Streicher, president of the Steel and Engineering Industries Federation (Seifsa)

Opening the five day Foundry '82 Exhibition at Milner Park yesterday he urged the industry to give greater attention to export markets and to use the current recession for consolidation, particularly in overseas sales drives

"Exports need to be maintained," he said "Too often companies strive to meet local demand in boom years and neglect exports, which then require major impetus to be restarted in lean periods"

Stas 16/11/82
Barbican to close Boksburg plant

Financial Staff

Troubled industrial conglomerate Barbican is to close its steel manufacturing division at Boksburg next month

Three hundred workers are affected, and only 45 of these are being relocated within the group In terms of the purchase agreement between Barbican and Hendlers it was deemed necessary to close the steel division before the end of this year

Mr Michael Noriskin, managing director of the office furniture division of Barbican, said the company was also investigating several joint manufacturing operations on the West Rand and in border areas

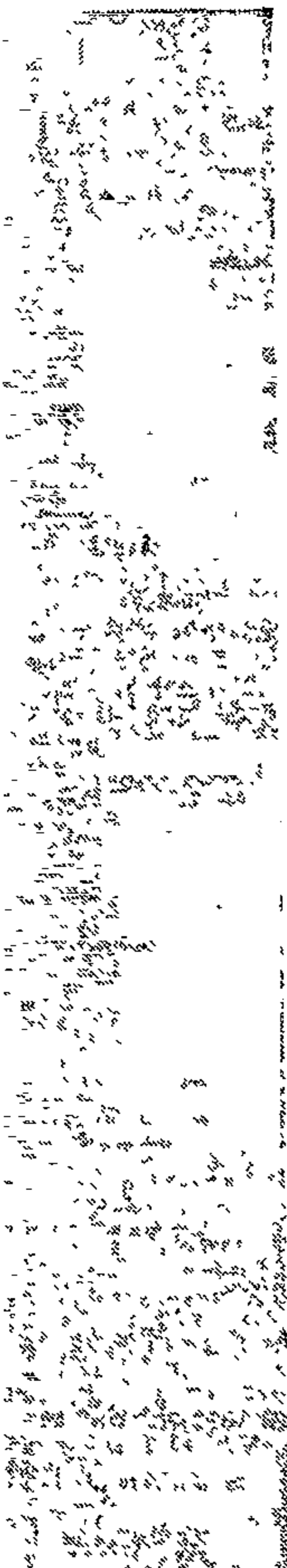
Filipinos admit five from SA for talks

Five South Africans are attending the first international conference on Human Resource Management in Manila from today to Saturday

Mr Piet Rossouw immediate past president of the Institute of Personnel Management and a director of the Stellenbosch Farmers' Winery, will deliver a paper at the conference

The present president of the IPM, Dr Johan Gouws, is also attending and will serve as a panelist on the theme "The problems of migrant employees"

Other South Africans attending are Mr Bill Lombard of Premier Milling, Mr Fred Holtzhausen and Professor S A Swart of Stellenbosch



GENUINE SALE

Metal union makes 'Vaal breakthrough

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU's Metal and Allied Workers Union has won two important breakthroughs in the form of preliminary recognition agreements with Transvaal companies

Although the agreements, announced in a union statement yesterday, do not provide for wage bargaining rights, union general secretary Mr David Sibabe said the union expected to win these rights at the plants

Most metal employers are opposed to bargaining on wages directly with unions preferring the official industrial council system

The two companies which have signed agreements with MAWU are Defy Corpora-

tion at its refrigerator plant in Benoni, and Tubatse Ferrochrome, of Steelpoort in the north-eastern Transvaal

Tubatse is owned by General and Union Carbide. It was one of the first companies to be hit by a pension strike during the pensions unrest of 1980 and 1981

Mr Sibabe said MAWU became involved at the plant some months ago when workers approached the union and asked to join

"We gave them membership forms and said we would become involved if they recruited a majority of their fellow workers. They did this on their own and asked us to approach management for recognition. This agreement is the result."

He said the plant employed

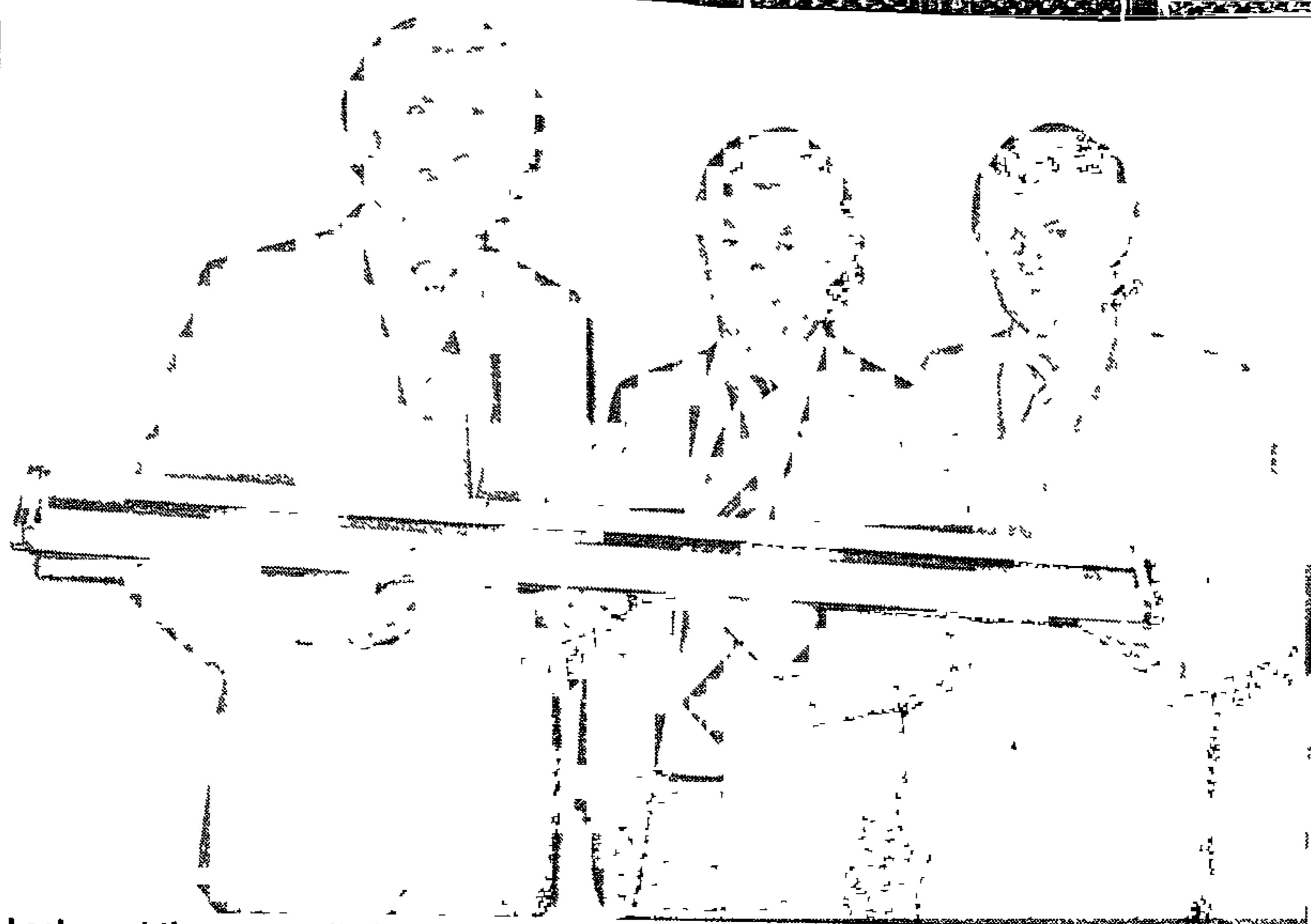
about 400 workers of which more than 330 now belonged to MAWU

Defy, which has been negotiating with MAWU for some time employs about 500 workers at the Benoni plant and MAWU also represents a majority there

MAWU says both agreements provide for recognition of its shop stewards access of stewards to plants and meetings between them and management

They include an undertaking that negotiations will continue towards agreements covering negotiation, grievances and dispute procedures

They also recognise the union's right to negotiate on behalf of workers on "matters of mutual concern"



Looking at the new totally South African-made extruded aluminium fluorescent light fitting in Port Elizabeth this week were, from the left, Mr A Z KATZ, managing director of Algoa Engineering, Mr JOHN ROBINSON, managing director of Light Fitting Industries, of Durban, and Mr ADRIAN SMITH, the director responsible for Algoa Engineering's lighting division.

SA breakthrough in furnace technology

EPOJ 28/11/82 189

A BREAKTHROUGH in furnace technology inspired in South Africa could have a significant future impact on world ferrochrome markets

Middelburg Steel & Alloys, one of the world's largest exporters of ferrochrome, and a company with a track record of technological innovation, is to install a DC arc furnace designed to dramatically contain costs and boost productivity. World-wide patents to protect the new process have been applied for jointly by MS&A and the Council for Mineral Technology (Mintek).

An order for a 20MVA DC arc furnace has been placed with Asea, the Swedish-based international manufacturer of electrical equipment. The pilot plant represents part of a R6 million conversion programme being carried out at Middelburg Steel's Krugersdorp works.

The furnace is being designed and built in Sweden and commissioning is planned for October next year. As a first stage the furnace will operate on chromite and coke fines

producing ferrochrome

Middelburg Steel's managing director, Mr John Hall, said work on the development and application of thermal plasma for ferrochrome production was undertaken by Mintek on behalf of MS&A and recorded very successful results at a pilot plant scale.

Sufficient confidence had now been gained to proceed with the installation of the 20MVA furnace. It has an initial capacity of 25 000 tons a year, which will be increased to 50 000 tons a year after taking full advantage of available chemical and thermal energy.

An experimental pilot plant facility with a power rating of 3,2MVA and costing some R1,6 million, has been built at Mintek under the supervision of Dr Nic Borcza, assistant director, Pyrometallurgy, and Mr Tom Curr, project leader.

This facility is to provide a means for improving the fundamental design parameters of the plasma process, the high-temperature process chemistry in particular. The facility is also

intended to provide support to MS&A's activities.

The novel pyrometallurgical concepts made possible with this plasma system suggest that further technological breakthroughs are likely in the future. Test work to-date has already demonstrated that a high level of process control is feasible, unlike the limitations set for conventional submerged arc furnaces used to produce ferrochrome.

The research and development work being carried out at Mintek forms an important back-up for commissioning, operating and making optimal use of the 20MVA DC plasma arc furnace at Krugersdorp, and for any future installations.

The thermal plasma process is a relatively new technology developed as a spin-off of the US space programme, while Middelburg Steel's multi-million rand commitment to additional research and development was spurred by expectations of a dramatic growth in chrome demand later this decade as the impact of chromium steel takes hold.

Middelburg Steel's current capacity is 270 000 tons a year of charge chrome and installation of the new DC arc smelters will significantly boost production for relatively little additional capital expenditure. By converting existing furnaces over a period of about 10 years the company should double its existing capacity.

"This latest move is in line with our commitment to staying ahead of the game," said Mr Hall. "Our group pioneered low-carbon ferrochrome production in South Africa."

"Later we developed the briquetting process to optimise the reduction of the country's low-grade fine chromite ore and, more recently, we launched 3CRI2 corrosion-resisting steel, which was designed as a high-volume consumer of ferrochrome."

"Further efforts toward increasing the efficiency of our ferrochrome production is the logical next step, particularly in the light of keen competition on world markets and South Africa's key position as the major storehouse of chrome ore."

Sto 18/11/23
Union gets
recognition

Labour Reporter

Fosatu's Metal and Allied Workers' Union signed a recognition agreement with a Barlow Rand subsidiary, Brolo Africa, in Elandsfontein last week.

The agreement provides for shop steward recognition, access of union officials to the plant and annual negotiations on wages and working conditions.

Dispute and grievance procedures will probably be discussed at future talks.

South Africa 28/4/82

Mawu clinches deal with Defy



THE METAL and Allied Workers Union, a Federation of South African Trade Union (Fosatu) affiliate, has signed two preliminary recognition agreements with two major companies.

The agreements were signed with Defy Corporation (Pty) Ltd in respect of its refrigerator plant in Benoni and Tubatse Ferrochrome (Pty) Ltd in Steelpoort. A re-trenchment procedure

agreement has also been signed between Defy and Mawu.

Both agreements provide for recognition of the union's shop stewards, access by union officials to the plants, meetings of the shop stewards and between shop stewards and management, and an undertaking that negotiations will continue towards agreements covering dispute procedures.

New job lay-off shocks face Natal

32

189

18/11/22

Meaning 18/11/22

Mercury Correspondent

JOHANNESBURG.—Newcastle steelworkers will bear the brunt of an Iscor plan to lay off 1 500 men next month as the recession bites into the economy, and last night industrialists feared there would be many more sackings in coming months.

Iscor's managing director, Mr F P Kotzee, said the corporation's Newcastle steelworks and its Sishen iron ore mine would be the worst affected.

The announcement followed a campaign by Iscor over the past 12 months to reduce its wage bill, cutting overtime and not replacing workers who had left.

The move produced a cutback of 5 000 jobs from 70 000 to 65 000, according to Mr Kotzee, who pointed out that the situation had been discussed with the unions involved.

Mr Kotzee noted that 'the slackness in domestic and overseas steel markets' had forced Iscor to close down some production units.

Units at the Pretoria and Newcastle works had been shut down while Iscor's annual production was cut from 7 400 000 to 5 700 000 tons of liquid steel.

Because of this less iron ore was needed from the Sishen mine, he added

'It has accordingly become necessary to reduce Iscor's employment figures systematically to the required level in terms of the reduced production goals'

Reduction

Of the 5 000 jobs cut-back, 40 percent were those of whites and the remainder blacks

Because of an economic downturn there were fewer outside opportunities and workers were not leaving the corporation on the same scale

'It has now become evident that a more rapid reduction in employment figures cannot be put off any longer

'For this reason, about 1 500, of whom some 95 percent are unskilled, will be given notice in the next month

'If economic conditions should continue to deteriorate, further terminations of service will be inevitable,' Mr Kotzee warned

He said last night there had been a general lowering in demand for steel

South African Transport Services has already announced its intention to cut back on 20 000 jobs and many motor companies have already laid off men and are working shorter shifts in an effort to contain costs

Mr Roland Freakes, executive director of the Natal Chamber of Industries said last night that Natal's economy was experiencing a 'marked recession'

'It seems to me that there will be an acceleration in retrenchments and redundancies'

1 500 to lose jobs

ARGUS 15/11/82
Argus Correspondent

PRETORIA — About 1 500 Iscor workers are to be laid off in the next month

A statement issued by the corporation's managing director, Mr F P Kotzee, said about 95 percent of those who would lose their jobs were unskilled

Mr Kotzee also warned that further lay-off could be expected if the economy continued to deteriorate

The Newcastle steelworks and Sishen iron-ore mine would be the most severely affected by the lay-offs

In the past 10 months the labour force had been cut from 70 000 to 65 000, 40 percent of whom were white and 60 percent black

RDM AT 11/82

Teltron strike continues as talks get deadlocked

By STEVEN FRIEDMAN
Labour Correspondent

A STRIKE at a Johannesburg electronic equipment company Teltron entered its third day yesterday with the company and most striking workers still deadlocked.

A meeting between Teltron and the Commercial Catering and Allied Workers Union (CCAWU) was deadlocked and each side was blaming the other for this.

Teltron said the workers were fired after striking on Tuesday and its personnel manager, Mr Trevor Kieck said yesterday that unless strikers asked to be taken back by midday today, they would be replaced by other workers.

He said only about 10% had asked for their jobs back — the union says only seven have — and added he was 'shattered' because most had not re-applied.

The union's general secretary Mrs Emma Mashinini said workers went on strike in protest against the sacking of a colleague.

"They said he had made mistakes but the foremen who checks his work was not fired. Workers say it is the foreman's job to make sure there are no mistakes," she said.

The workers also complained they were

promised a wage review which had not occurred.

The union had written to management about these grievances before the strike but had had no response until after the strike occurred, she said.

At Wednesday's meeting management wanted to see the union's registration certificate, constitution and proof of its membership.

The union refused to show its registration certificate, saying this had nothing to do with what it represented workers.

Teltron then refused to negotiate on the strikers' demands, saying they were ex-employees. Mrs Mashinini said.

Mr Kieck said the company had been willing to talk to the union but that the union had refused because the strikers had been fired.

He said Teltron was satisfied the dismissal which sparked the strike was fair and said it had conducted a wage review but decided that because it paid more than its competitors there was no need for one until next year.

"We hope they will re-apply — but their skill level is such they will be easy to replace and we have already had more than 300 applications," he added.

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room 22/1/82
Union recognition

THREE recognition agreements between employers and the Metal and Allied Workers Union were announced this week

The key feature is that one firm — Barlow Rand's Brollo Africa — has agreed to bargain on pay with MAWU and the other two — Defy and Tubatse Ferrochrome of Steelpoort — are likely to

Direct wage bargaining between companies and unions is frowned on by most metal firms and their association, the Steel and Engineering Industries Federation of SA.

What is even more notable is that the agreements come in the midst of mass lay-offs which have weakened the bargaining position of unions

Presumably the three firms realise unions will survive the recession and grow after it and that now is the perfect time to begin building a lasting relationship with them



OK

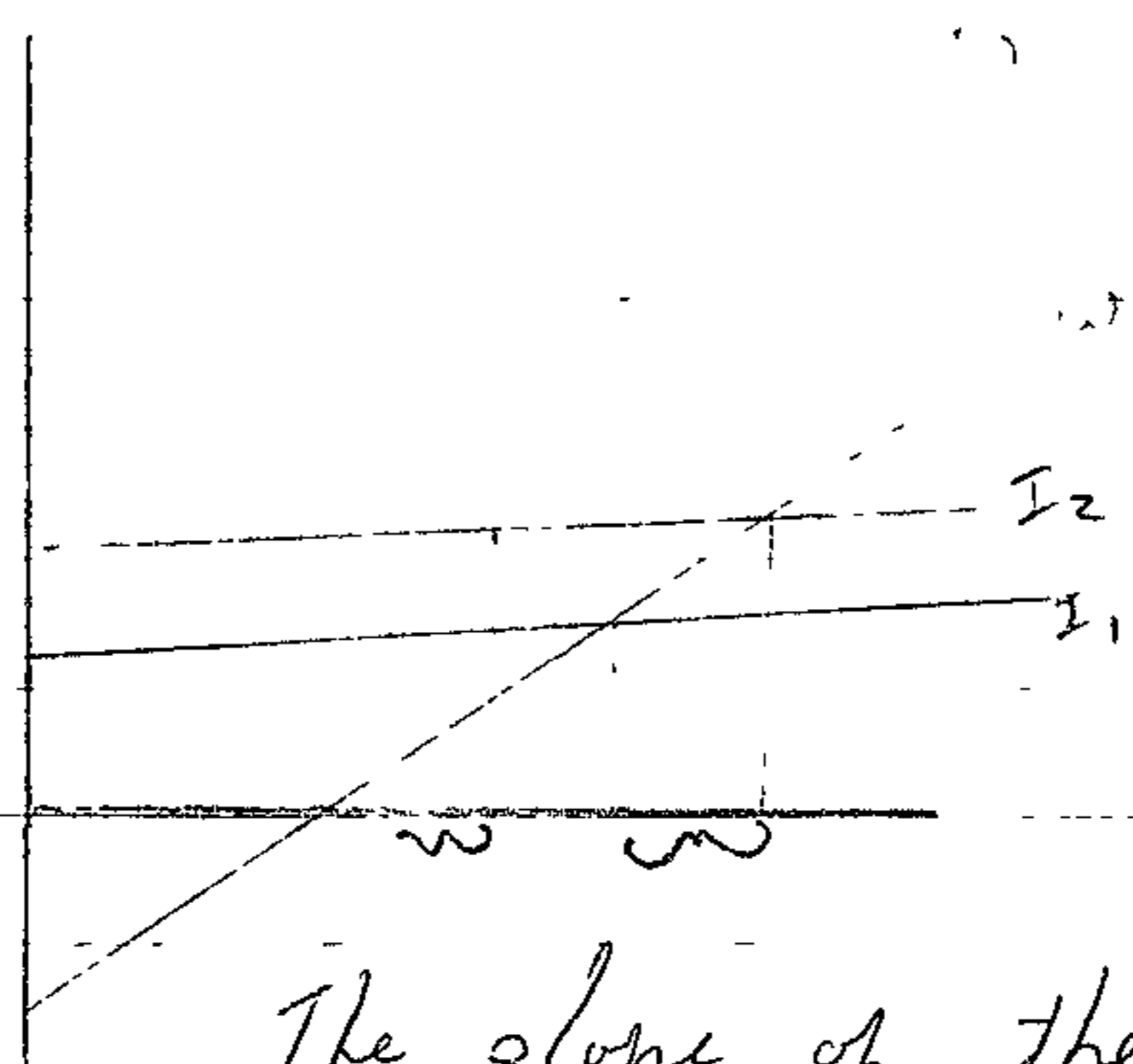
The ^{increase} change in investment will cause a larger increase in income

$$\Delta I = 10 \quad K = \frac{\Delta Y}{\Delta I} = 5$$

$$\Delta Y = 50$$

$$= \frac{1}{MPW} = \frac{1}{0.2} = 5.$$

If there is a decrease in the consumption function, in other words a increase in the withdraws function it will have an effect on the multiplier.



Shifts in functions are not drawn - not for explanation

The slope of the withdraws function determines the change in income. The steeper the function the smaller will be the change in income.

Bauly adequate 14/25

Row erupts over Mitco tariff bid

189 27
Industrial Week 23/11/82

By Priscilla Whyte

MACHINE tool merchants and manufacturers are at loggerheads about a local company's application for tariff protection on turret milling machines

Mitco Tools has applied for a tariff duty of 30% on non-numerically controlled turret milling machines and a 20% duty on parts

Christo Aldrich MD of the company told Industrial Week "It will be impossible for Mitco to become established as a manufacturer of turret milling machines without

the unqualified support of machine tool merchants

"Mitco only applied for tariff protection after it became clear that such support would not be forthcoming"

Aldrich said that more than one prominent merchant told Mitco very straight forwardly that they would continue to import until it became economically impossible to do so

be otherwise possible

"In every instance Mitco's prices are lower than those quoted by our company for the Bridgeport machines and we are totally unable to understand the application for a protective tariff

"It is designed primarily to eliminate competition from Bridgeport which has the major share of the market in SA for turret milling machines"

He said "We have noticed in recent tenders that Mitco is claiming up to 8% preference for machines incorporating the two South African manufactured components (column and knee castings)

"Quite clearly a claim of this sort is absurd and false

"Our records reveal that the cost of these two castings did not constitute more than 15% of the cost of the milling machine by value"

Spoilt

He claimed "The local market is completely spoilt by the enormous variety of imports, which makes new product entry almost impossible"

He argued that the proposed tariff protection would not make it economically impossible for merchants to import "it will just make it less rewarding"

Aldrich said that machine tool prices are being slashed worldwide and dumping is taking place in a big way

"A 30% cut in price neutralises a 30% tariff protection. In addition we have higher inflation than most of our traditional trading partners", he said

But Robert Skok, chairman of Robert Skok and Sons argued "It is not the function of tariff protection to provide a local manufacturer with a means of gaining market share, which would not

Exports

David Wilter, MD of Drury Wickman has objected to the application saying that "The turret mill that Mitco intends to manufacture is not well known

"Mitco will also need the export market to ensure economic batch quantities, for it is unlikely they will be competitive against imported makes"

GATT ruling hits local industries

(74) Industrial Week 23/11/82

PROTECTIONISM is becoming the national sport for industrialists

Forklifts clothing, textiles cables engines motor graders and now turret milling machines have all joined in

The Board of Trade and Industries has really come in for a grilling with this spate of tariff applications

To be or not to be a self confessed developed nation that is the question that has come up in many a soliloquy of late (not just my own)

SA became classified

by the General Agreement of Tariffs and Trade (GATT) as a developed country and all local manufacturers gripes about dumping of foreign

consistent barrage of comment to blemish her image

Everything SA bargains for in the inter

Priscilla Whyte, Industrial Week's features editor takes a look behind the scenes at the local machine tool industry

imports have to be seen in the light of what SA was a signatory to

SA as the apartheid pole cat of the world has had to treat all agreements as befitting gentlemen despite the

national arena is viewed as tantamount to a subsidy for apartheid"

The recurrent cry for protection at this stage of SA's industrialisation should prompt the consideration of whether SA

is a developing or a developed nation

Its present balance of payments problem is directly related to the international demand for SA's competitively priced minerals citrus fruit and wool and the lack of demand for overpriced in international terms finished goods

It is interesting that SA's most vociferous critics are the developing nations who recently tried to stop this country's application to the International Monetary Fund (IMF) for a \$1.1-billion loan to offset the imbalance of the balance of payments

SA negotiated that little deals at a cool 6.6% annual interest rate - a very much better deal than she could have made on the private capital market

Lets hope SA can do as nicely for herself at the GATT conference in Geneva this month

Dutch unit arrives in SA

MACHINEFABRIEK A van der Linden of Holland, has launched a new concept for flat sheet deburring with the introduction in SA of the Grindingmaster sheet deburring machine

This new concept available from Robert Skok & Sons, makes it

possible to remove primary and secondary burrs as well as the sharp edges of the nibbled holes

The series is available in working widths of 600, 900 and 1300mm

The machine incorporates a combination of a wide abrasive belt and

brushers, producing an oscillating movement

This gives total deburring of punched sheared and nibbled parts, and fits perfectly in line with NC presses

The machine can also be used for surface polishing applications

[Handwritten notes and signatures at the bottom of the page, including "Priscilla Whyte" and "23/11/82"]

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Stew 23/11/82

Franklin builds R1-million factory in Randburg

By Stan Kennedy

The world's leader in submersible electric motors for underground water pumps, Franklin Electric Corporation of the US, has built a new R1 million factory in Randburg

The factory will be opened by the Minister of Finance, Mr Owen Horwood, on Thursday. Mr Horwood will switch on the 100 000th motor built in South Africa.

Franklin will build 94 percent of all submersible electric motors used in South Africa.

The group chairman, Mr C J Balentine, who is in South Africa for the opening, said the enterprise was designed strictly as a controlled experiment in investment growth.

"For us it was a positive move," he said. "We always felt we

would be successful and have simply garnered the fruits sooner than expected.

"We decided that expansion would be dictated — and financed — purely by the strength of the market. In setting rules for the experiment, we decided that not a cent of profit would be repatriated as dividends. All would be ploughed back into the fledgling industry to finance whatever growth was dictated by the market."

Mr Balentine said swiftly rising standards for a large, emerging black population, especially in the new urban areas, would place an unprecedented and growing burden on the country's water reserves. This alone would create a positive growth market for all pumping equipment.

G Vincent builds R3,5-m factory

189
23/11/82

Financial Staff

Continuing demand for its building products had led G Vincent Metal Sections to expand manufacturing facilities. A new factory has been built about two kilometres away from the existing Elandsfontein plant.

The new factory and plant, built at a cost of R3,5 million, was opened by Dr Piet Koornhof, Minister of Co-operation and Development, at the weekend.

A South African designed all-steel heat exchanger that introduces a new concept — closed-circuit dry cooling — will be made at the factory.

The company recently acquired the world rights for its manufacture, assembly and marketing.

Cold formed steel

sections are the company's major products, and include fluted roof sheeting, lip channels, angle sections, cable trays and trunking lids for the building, mining and transport industries.

The firm recently concluded a manufacturing agreement with an Australian company to make sophisticated suspended ceiling systems.

The system has been widely accepted in the building industry for use in high rise buildings and office centres.

G Vincent entered the export market in 1981, quickly establishing itself in the Far East. In the financial year ended June 30 this year, it had achieved sales of R500 000.

RAM 24/11/82 (189) 125

Settlement in sight for Teltron strikers

RAM 24/11/82

Labour Correspondent

HOPE for a settlement of the week-old strike at Johannesburg electronic equipment distributors Teltron have risen with the news that the company is to meet the Commercial Catering and Allied Workers Union (Ccawusa) today.

And the company's personnel manager Mr Trevor Kieck, said yesterday Teltron hoped the meeting would produce a settlement.

About 150 workers at the company struck early last week in protest at the dismissal of a colleague. Teltron said they had all "dismissed themselves" and would have to re-apply for their jobs, but few did so.

Talks between the company and the union last week ended in deadlock and the

company said it would begin hiring new workers if the strikers did not re-apply by the weekend.

Yesterday Ccawusa's general secretary Mrs Emma Mashinini said the company had contacted her and asked for a meeting today. She said strikers had not returned despite the company's ultimatum and that they were still visiting the union's office daily.

Mr Kieck said the company had replaced some of the strikers in "key positions" with new workers but that most jobs were still open.

"We have been holding back on recruiting workers for the rest of the jobs. Whether these remaining jobs are filled by the strikers or by new workers will obviously depend on the outcome of the meeting," he said.

Rbm 26/11/82

~~1404~~ (189)

By STEVEN FRIEDMAN
Labour Correspondent

Mawu suffers talks setback

A MEETING planned by the Metal and Allied Workers Union to try to get about 70 Rand employers to discuss retrenchment procedures with worker leaders may be postponed — only four employers have agreed to attend.

Mawu had invited employers to a meeting tomorrow with union shop stewards at their factories. Mawu claims that most metal employers have not been willing to negotiate on retrenchments.

This follows an earlier meeting with the same aim, called by the union in October. After the Steel and Engineering Industries Federation of SA (Seifsa) urged employers not to attend, arguing that this was not the correct forum to discuss the issue, only one employer attended.

After that meeting Mawu accused employers of being afraid to face their workers and said it was calling another meeting this month.

Yesterday Mawu's general-secretary, Mr David Sibabe, said the union's office-bearers were due to meet last night to discuss postponing the meeting.

"Most employers have once again refused to attend and there is a feeling that perhaps we should wait until next year before trying to hold another meeting."

He said many employers had written to say they did not believe a general meeting was an appropriate forum to negotiate on retrenchments.

According to Mawu sources, only four companies have agreed to take part in the meeting but they refused to reveal their names.

Seifsa's director Mr Sam van Coller, confirmed yesterday his organisation's attitude to the meeting was the same as it had been to the first one.

Seifsa's view is that issues such as redundancy pay should be dealt with at the metal industrial council level only and that detailed retrenchment procedures should be negotiated by individual companies and unions not industry-wide, because each company faced different problems.

From 26/11/82

Question

By STEVEN FRIEDMAN
Labour Correspondent

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In this way Blacks are prevented from holding skilled jobs. The Wachter Commission recommended that the closed shop agreement be done away with but the government did not accept this proposal. This proved to be one of the major failings of the Wachter Commission.

A second way that trade unions protect their members from competition is through Industrial Council Agreements. For example, a master craftsman (white) is only allowed to have a maximum of 4 assistants (black). In this way the ratio of skilled worker to unskilled is kept to a minimum. The Wachter Commission did not

Post reported

THE freighter, Good Warrior, which British workers refused to off-load last night, is carrying 4 000 tons of steel, most of it loaded in the Port Elizabeth docks in October

Trade union pickets have been mounted in the Immingham Port area in an attempt to prevent the unloading of steel from Japan and South Africa in a demand that the British Government impose a levy on foreign imported steel

A spokesman for the Witbank-based Highveld Steel and Vanadium Corporation said today the company had a small quantity of steel aboard the Panamanian registered Good Warrior This had been loaded at Durban

He said Highveld Steel's

Workers refuse to off-load freighter

London agent informed the company that the bulk of the cargo on the Good Warrior was animal feed

The rest of the steel on board the vessel — believed to be 2 200 tons — comes from the Zimbabwe company, Zisco, and was loaded in Port Elizabeth on October 27

The agents for the vessel, Polaris Shipping Company, confirmed this today.

EPJ 26/11/82

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Feb 26/11/82



By STEVEN FRIEDMAN
Labour Correspondent

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Rbm 27/11/82

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SA backs bid to curb US embargo

Mail Correspondent

GENEVA. — South Africa said yesterday it would sign international trade agreements that would make it more difficult for the United States to block imports of South African steel.

The announcement was made in a declaration by the Minister of Industry, Commerce and Tourism, Dr Dawie de Vilhiers, to the 88-nation ministerial conference of the General Agreement on Tariffs and Trade.

One of the agreements effectively forces the US to

prove that imports of subsidised South African steel damage the domestic industry before it can impose countervailing duties.

Imports from South Africa are less than 2% of US steel imports.

Dr De Vilhiers called for the establishment of a Gatt committee to look into the trade distorting effects of farm subsidies. He said South Africa's agricultural trade fluctuated according to the weather and ways had to be found to dispose of farm surpluses.

The United States is so annoyed with European Economic Community subsidies and surpluses that it is threatening to institute ex-

port subsidies.

Another major issue before the Gatt conference is that of measures to protect domestic industries against dumping. Under Gatt rules these should not be aimed at a particular country. However, Dr De Vilhiers said there could be a case for selective safeguards under exceptional circumstances.

He supported a proposed Gatt study of trade in minerals, metals and fish as well as other natural resource products. He said his Government also agreed to an examination of the question of trade in counterfeit goods.

Apart from the agreement on countervailing duties, South Africa would sign agreements on the settlement of disputes and on subsidies. But he warned that although South Africa was one of the world's larger trading nations, its development needs meant that it could not necessarily assume the same commitments as highly industrial countries.

Dr De Vilhiers expressed agreement with the main elements of the conference document, but the document and the conference are being torn apart because of fundamental disagreement between the US and the EEC on most major issues.

Now Paulus is smiling all the way to the shop floor...

S. Tribune
5/12/82

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Tribune Reporter.
ARRIE Paulus, the doyen of "whites only" trade unionism, pulled off a coup this week when he won approval from the registrar of trade unions to take in 1 600 white workers from the Iscor plant at Vanderbijlpark.

Flushed with this victory, Mr Paulus says it is the first step towards the formation of a strong, broad-based, all-white union which will fight integration on the shop floor and protect white workers in the country.

Until this week Mr Paulus's Mine Workers' Union could only recruit members from the mining industry and Escom.

But he firmly believes white workers in other industries are getting a raw deal and says they are turning to the Mine Workers' Union, which has a long anti-integration history, for help.

White workers, he says, are being squeezed out of the job market and are being forced by their managements to share facilities like changerooms with their black colleagues against their wishes.

The emerging multi-racial unions cannot adequately protect the interests of white workers because they have to look after their black members as well and the other all-white unions seem to be accepting non-discriminatory practices in companies, he says.

"At present there is actually job integration with whites and blacks working shoulder to shoulder and facilities like changerooms are integrated," he says.

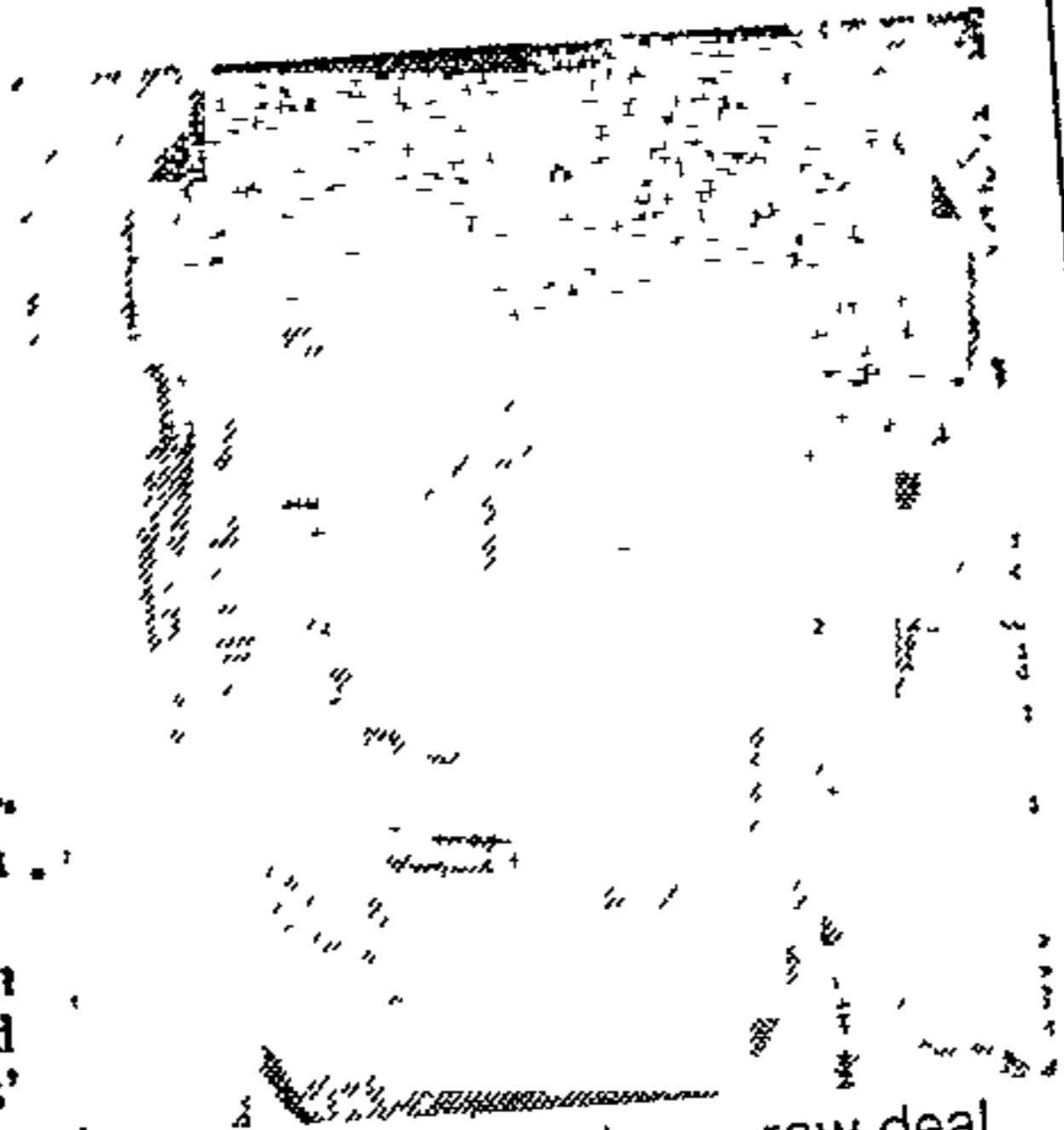
He now has his sights set on Iscor's Pretoria and Newcastle plants. Already, he says, 700 white workers at the Pretoria plant have asked the Mine Workers' Union to take them in.

He said there had also been requests from white workers at other "small concerns" to join the union.

But in each case the Mine Workers' Union has to apply to the registrar in the Department of Manpower for permission to recruit workers from these plants and if the recent application is anything to go by, this could take a long time.

Mr Paulus approached the registrar of manpower in 1979 for permission to take in the 1 600 Iscor workers.

But this doesn't daunt Mr Paulus.



□ Union boss Paulus raw deal

"We'll tackle each case one at a time and gradually extend ourselves. As soon as we have enough support in any industry we will apply to the registrar for an extension of our scope," he says.

His intention, he says, is not to "poach" workers from other unions but to give them a choice.

"It is the workers' privilege to belong to the union of their choice. If they choose to belong to the Mine Workers' Union that's their choice. We are not taking members away from other unions," he said.

Mr Paulus emphatically denied the initiative was politically motivated.

Most threatened by Mr Paulus's initiatives is the 35 000 member all-white South African Iron, Steel and Allied Industries Union which, until now, has solely represented the interests of white workers at Iscor.

But this union's acting general secretary, Henry Ferreira, seemed unperturbed when the Sunday Tribune spoke to him this week.

"Every union is free to organise whom they wish," he said. "We don't know what's going to happen. We have to wait and see."

He said membership of his union had not dropped "significantly" and he pointed out that since last year when the Mine Workers' Union had been given permission to recruit workers at Escom, their membership at Escom had actually increased.

129
129
NOT only metal unionists were affected last week when the Mine Workers' Union (MWU) announced a recruitment drive among white metal workers as a first step to organising "one big union for all white workers"

Mine workers' move has political implications

ROM 6/12/82

NOT only metal unionists were affected last week when the Mine Workers' Union (MWU) announced a recruitment drive among white metal workers as a first step to organising "one big union for all white workers"

The idea, which is to form a united white worker front against labour reforms, clearly has political as well as labour implications

The plan is not new. It was first announced four years ago and most labour watchers thought it had been abandoned.

The MWU view then — as now — was that whites in other unions were being "sold out" by their leaders, and needed a union which would dig in its heels and fight reform.

But it has been held up because before it began recruiting metal workers it asked for an extension of its registration to cover metal workers — firstly at Iscor, Vanderbijl. It got this last week — after a three-year wait.

It now plans to open offices and begin recruitment at Iscor and at private firms in several towns.

In its favour is that white workers worried about labour reforms don't only work on the mines. And fear of retrenchment may shift white metal workers to the Right.

But rival metal unionists are confident the exodus will be relatively limited, and they are probably right.

Firstly, if the MWU is to apply for extensions every time it wants to organise a new area, it can probably expect further long waits. While it waits its incursion into metal will be largely symbolic, aimed at frightening the unions there into a more conservative stance.

Secondly, the relaxation of metal job reservation has not thrown hundreds of white artisans out of work. The white metal workers who are most vulnerable — and thus most worried — are in the lower-skilled jobs. There are a fair number at Iscor, but much fewer in private metal firms.

One final point. It seems the MWU has changed its views on industrial councils, which it used to reject because they are multi-racial. It says it will join the metal council if its campaign in private metal firms succeeds.

□□□

By SANDRA SMITH

AN average 10 000 tons of steel a month which was previously exported by Iscor from Port Elizabeth is one of many cargoes rerouted for export via Durban

The divisional general manager of Iscor's steel marketing section, Mr Nolf Olivier, said today Port Elizabeth's harbour had been used previously to export steel overflowing from the Durban port

It was also convenient for ships going to the United States and for cargo from Vanderbijl Park

But the slump in the overseas steel market had led to the decision by Iscor to send all export cargo to Durban, where the company had permanent warehouses

It also cost between R7 and R8 more a ton to use the Port Elizabeth harbour

~~129~~ 129

PE dropped by Iscor as export port

E. Post 7/12/82

because of railage costs

The world economic and shipping slump meant that Durban could now accommodate all Iscor freight, Mr Olivier said

About a month ago, Iscor decided not to use Port Elizabeth for about a year, when the economy should improve

A national forwarding company, whose spokesman did not wish to be named, said a small amount of Zimbabwean steel had also been

rerouted to Durban, as well as about 20 000 cases of tobacco a month, asbestos and copper

He said the tobacco had stopped coming through Port Elizabeth in February because railage to Durban was obviously cheaper

Laden rail lines to Durban in the past had meant producers were forced to use other ports, but the recession meant the port was now able to handle the cargo again

While Zimbabwean as-

bestos had been rerouted, Port Elizabeth was still used for local and SWA/Namibian asbestos

He said Port Elizabeth was still "safe" as far as iron ore, wool, fruit and a small amount of general cargo were concerned

Ports like Cape Town, Port Elizabeth and East London could be helped during economic recessions if the SATS tried to compensate in rail tariffs

SATS's public relations chief, Mr Leon Els, said today bodies such as the Midland Chamber of Industries, the PE Chamber of Commerce and the Cotton Board had approached the SATS to discuss a revised tariff structure to Port Elizabeth

SATS worked in terms of distance travelled, and "because of the cost structure" could not make concessions to geographically disadvantaged areas

**Sugar
union
breaks
new ground**

Labour Reporter

THE registered National Union of Sugar and Manufacturing and Refining Employees yesterday signed its first recognition agreement with a factory outside the sugar industry

A joint statement released yesterday said the union had entered into a recognition and procedural agreement with Hulett Engineering at Mount Edgecombe

The agreement was signed yesterday by the union's general secretary, Mr Selby Nsibande, and the managing director of the company, Mr J E Greig

The statement said in part 'Both parties are confident that the agreement will form the basis of an effective and co-operative relationship between them, based on the desire to jointly resolve problems which may arise without the need to resort to unlawful industrial action'

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Strike case withdrawn

Labour Reporter

The non-appearance of two witnesses caused an Intimidation Act case against two members of the Metal and Allied Workers' Union to be withdrawn in the Brits Regional Court yesterday.

Mr Ernest Lutswela and Mr Jacob Magahakwe were arrested and charged in Brits in September after a strike at B & S Engineering over the dismissal of a worker.

Yesterday the prosecution withdrew its case after Mawu opposed an application for a postponement.

Union protests at ban on township meetings

Labour Reporter

Local authorities in the Lydenburg area have banned all meetings in a rural township for two months.

The Metal and Allied Workers' Union which represents a majority of the workforce at the nearby Tubatse Ferrochrome plant at Steelpoort has condemned the ban, saying it is directed at the union.

The ban comes in the form of a decree from the Chief Commissioner for the De-

partment of Co-operation and Development in Lydenburg. Mr Philip le Grange

It prohibits any meeting in the township of Eerstegeeluk and provides for a R1000 fine or one-year jail term if the ban is broken. The decree also provides for restriction on future meetings once the two-month period has expired.

A Mawu spokesman said the ban directly affected their meetings with the Union Carbide subst-

diary where they hold a recognition agreement.

The spokesman said that Mr le Grange had informed them that the ban was implemented because some workers had been intimidated by union members. Mawu denied this, he said.

The ban allows only for religious meetings, funerals, weddings and other community functions. In future, applications will have to be made to the Chief Commissioner 72 hours in advance.

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R9 bonus - workers claim 'company treats us like kids'

21/12/87

Sowetan

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By LEN KALANE

AN UPROAR has erupted at a steel engineering plant in Chamdor, Krugersdorp, where workers claim they have been given R9 grocery vouchers as their Christmas bonus.

The giant steel company Salmac, situated in Chenik Street, employs a labour force of about 130 black workers who also told The SOWETAN that racial discrimination was rife as were unfair working conditions.

Said one employee: 'The colour of your skin determines your future with this company.'

Attempts to join a trade union have also been frustrated, the workers say.

One added: 'There is a representative committee here which is toothless and on the side of management. We don't have a genuine spokesman and management refuses to listen to our grievances.'

The last straw, said the workers, was when they were given the R9 vouchers as a Christmas present.

The workers held several meetings yesterday discussing the prospect of going on strike.

A spokesman said: 'We are fathers of families. How on earth do they expect us to survive with the R9 vouchers? They are treating us like kids. They have now pushed us too far.'

The workers listed several grievances, saying black workers earned peanuts at the factory, starting from R1 43 an hour while

coloureds and whites earned R3 46 and R4 50 an hour respectively for equal work.

Promotion was also based on colour, said one employee. This has caused a lot of dissatisfaction around here and the situation can explode at any minute.

The workers claim:

- White supervisors speak to people as if they own us.
- If you lose the pass-

in ticket R20 is deducted from your pay.

- If you report late for work, one hour of your time is deducted from your pay, even if you are only two minutes late.

- There are unexplained deductions from pay packets and
- There is no overtime - unless the supervisor favours you.

Said a spokesman: 'According to the financial report, the

company had a triple turnover for this year. They are now saying thank you with a R9 grocery voucher. There is no man with pride who can accept this kind of humiliation unchallenged.'

The workers said all attempts to address management had fallen on deaf ears.

Nobody in management wanted to talk to The SOWETAN and the general manager, Mr I A Eldson-Dew, was said to be out for the better part of the day.

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"very heavy penalty" 'Sabotage'

He said the measures should not be seen as a punishment "We are trying our best. We are not in normal circumstances and people should not expect normal lives"

Last week a spokesman for Mr Makoni's ministry said the supply crisis had been caused by the sabotage of fuel depots at Beira on December 9 which had precluded the use of the fuel pipeline to Mutare

All fuel is now being railed from Mozambique, most of it via the north-eastern Transvaal

CAPL TRIMB 24/12/82
(189) (140) (138)

Union secures bail for six

Own Correspondent

JOHANNESBURG — Six former workers at the Teltron electronics company, which was hit by a strike recently, have been arrested and are believed to be facing charges under the Intimidation Act

A spokesman for the Commercial, Catering and Allied Workers Union (CCAWUSA) said yesterday the union had secured the workers' release on bail after hearing of their arrest. He said all six were released yesterday

When the Intimidation Act was introduced recently, following a recommendation by the Rabie Commission into security legislation, unionists and lawyers warned it would be used against worker leaders

The act lays down heavy penalties for "intimida-

tion", which it defines very widely

Since then, union members have been arrested and charged with contravening the act on several occasions

Thus far, most of those arrested have been members of the Metal and Allied Workers Union (MAWU). But only one worker has been convicted of Intimidation Act charges and in two cases, involving MAWU members, charges against the accused were withdrawn

Workers at Teltron were fired after downing tools in protest at the sacking of a colleague

Negotiations between CCAWUSA and the company ended in deadlock — chiefly because workers rejected a company stipulation it would not rehire all of them. Most of the strikers refused to return and were replaced

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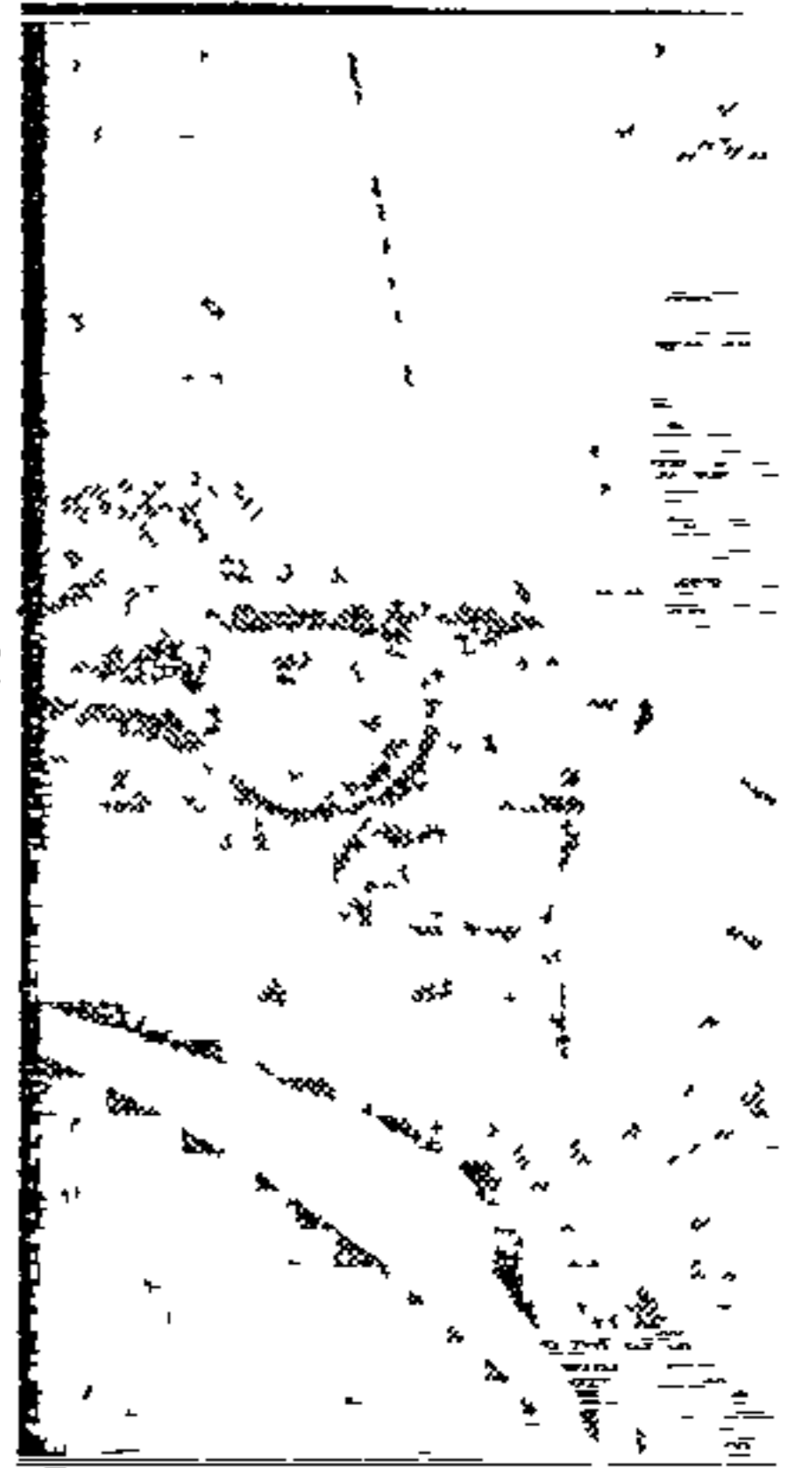
who will be next in line



Almon Khuzwayo has sold all but three of his 30 goats in a struggle to survive

THE SAD FACE OF UNEMPLOYMENT

139
San. Tribune
28/11/82



BETWEEN 700 and 1 000 blacks were retrenched and sent home to their KwaZulu and Transkei villages this week, as the recession bit into what was previously one of the State's most secure job fronts—the giant Iscor steel works at Newcastle.

And while the men in Madaden township were packing their belongings in the hostel and throwing their suitcases on the buses, about 500 of their white colleagues were heaving sighs of relief that they weren't doing the same.

Their jobs, safe for the moment, may go the same way after Christmas.

A prominent Newcastle businessman put it succinctly "Iscor has employed the unemployable for longer than anyone else would have."

It is a view which is widely held. Even an office secretary in the town, which depends for 95 per cent of its business on the growth created by the steelworks, said. "Around here, Iscor has always been regarded as a welfare agency."

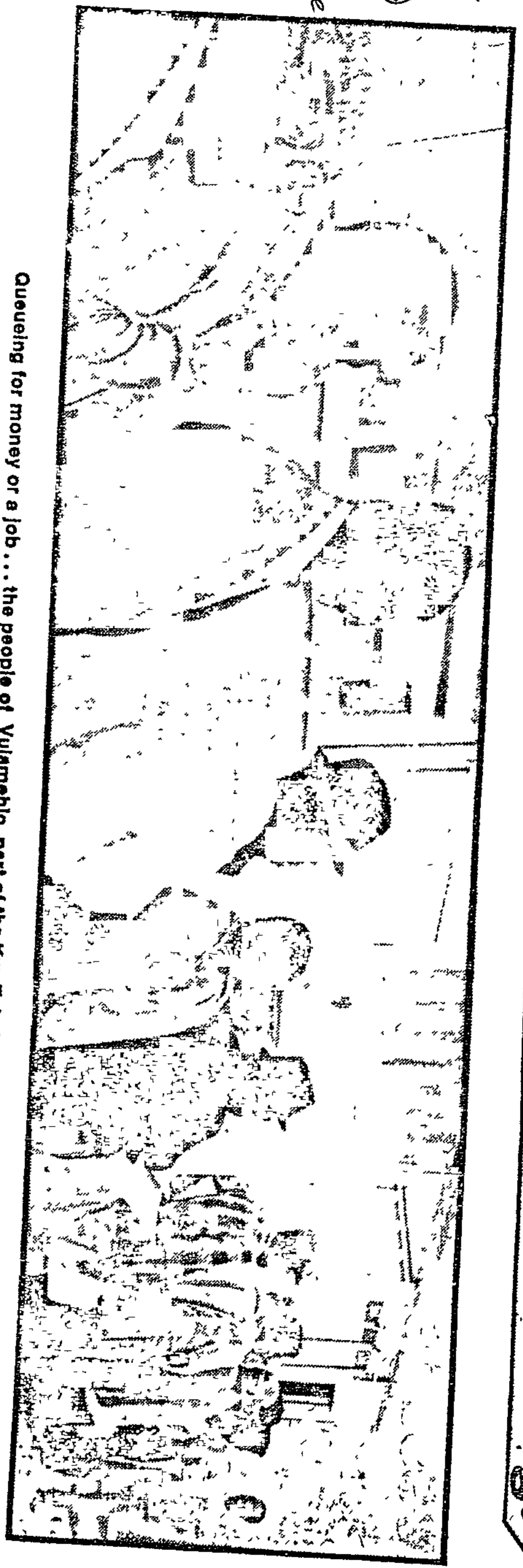
This week the welfare stopped.

The effect can be seen in the palatial Iscor Club. Once a hub of social activity, it is echoing and empty by the day.

"People can't afford to drink here any more," a strapping fitter who once worked for a Durban bank, told me cheerily over a beer. "The overtime died away more than four months ago. The retrenchments are just the nail in the coffin."

Will be next in the queue for the chance to earn a living?

333-1
184
m. Inhouse
28/11/82



Queuing for money or a job... the people of Vilamhlo, part of the KwaZulu homeland on the South Coast.

NEW EMPLOYMENT