

NAMIBIA - LABOUR

JUNE 1975 - DEC. 1978

9 000 Blacks sent from SWA

*Cape Times
20/6/75*

Cape Times
Africa Bureau

WINDHOEK. — In the past 30 months 9 000 Blacks have been repatriated from White areas of South West Africa to their homelands, the Divisional Commissioner of Police, Brigadier W Louw, said yesterday.

He said that the large number of Blacks discovered illegally in the "White" area of the territory in the past few years indicated that there was widespread illegal employment. In the past the police had concentrated on rounding up "deserters and vagrants", but in future attention would be concentrated on illegal employment.

Late last month the laws demanding that Blacks from the northern homelands carry "passes" at all times were repealed.

At the time it was not clear how the influx controls would be implemented, but officials said that the scrapping of the pass laws was to allow Blacks more freedom of movement.

The police move to check on Black workers in the White areas is seen as a measure to prevent illegal migration from the homelands now that the pass laws no longer exist.

Brig Louw said that sending Black people back to the homelands was an enormous cost to the State.

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Cape Times 9/7/75

Mine riot death

Cape Times Africa Bureau

WINDHOEK. — One African construction worker was killed and 15 seriously injured in weekend tribal fighting at the Rossing Uranium Mine near Swakopmund

The mine site is isolated in the desert and news of the rioting only broke when White, Coloured and Xhosa workers who had fled from the fighting, arrived in Windhoek

Eye witnesses said the trouble started with friction between the Ovambo workers on the site and a small group of Xhosas brought to Rossing a month ago

The Ovambos claimed they were being taunted by the Xhosas who, they said had come to take their jobs away. Fighting began on Saturday and by early Monday it had become a full-scale battle

Police and Army mobile units from Walvis Bay restored order

Senior police officers and company officials met yesterday to discuss the possibility of building a police station at the mine

One dead as fighting erupts on SWA mine

RDM 9/7/75
'Mail' Africa Bureau
WINDHOEK — At least one African construction worker was killed, and 15 seriously injured, in weekend tribal fighting at the Rossing uranium mine being developed near Swakopmund.

News of the rioting broke out only yesterday when White, Coloured and Xhosa workers, who fled the desert mine, arrived in Windhoek.

Reports said the trouble started with friction be-

tween the Ovambo workers and a small contingent of Xhosas.

Fighting began on Saturday. By early Monday morning it had become a full-scale battle, with knives and pick handles being used.

Police, assisted by Army mobile units, restored order.

A Rio Tinto Zinc spokesman said last night that the site was now operating normally and that the disturbances had not been serious.

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REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REGULATION GAZETTE No. 2306

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Vol. 130

PRETORIA, 30 APRIL 1976

No. 5102

PROCLAMATION

by the State President of the Republic of South Africa

No R 65, 1976

REGULATIONS FOR THE ESTABLISHMENT OF EMPLOYMENT BUREAUX FOR NAMA IN NAMALAND, SOUTH-WEST AFRICA

Whereas it is expedient to create more efficient facilities for placing employers and workseekers in Namaland in contact with one another,

Now, therefore, under and by virtue of the powers vested in me by section 38, read with section 22 (1) (v) of the South-West Africa Constitution Act, 1968 (Act 39 of 1968), I hereby declare that the regulations contained in the Schedule hereto shall, notwithstanding the provisions of any other legislation, be of force and effect in Namaland as defined in section 2 of the Namaland Consolidation and Administration Act, 1972 (Act 79 of 1972)

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Eighteenth day of February, One thousand Nine hundred and Seventy-six

N DIEDERICHS, State President

By Order of the State President-in-Council.

H H SMIT.

SCHEDULE

REGULATIONS FOR EMPLOYMENT BUREAUX FOR NAMA IN NAMALAND

Definitions

1 In these regulations, unless the context otherwise indicates—

(i) "accommodation" means any building, house, hut, room or other structure used or intended for use for residential purposes by an employee or his family;

(ii) "association" means any branch of the South-West Africa Agricultural Union, the South-West Africa Wool Growers' Association or the Agricultural Employers Association of South-West Africa representing a group of farmers which applies for labour from Namaland on behalf of the group or a member of the group;

46397—A

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No R. 65, 1976

REGULASIES VIR DIE INSTELLING VAN WERKVERSKAFFINGSBURO'S VIR NAMAS IN NAMALAND, SUIDWES-AFRIKA

Nademaal dit dienstig is om doeltreffender fasiliteite te skep waardeur werkgewers en werksoekers in Namaland met mekaar in verbinding gestel kan word;

So is dit dat ek kragtens die bevoegdheid my verleen by artikel 38, gelees met artikel 22 (1) (v) van die Wet op die Konstitusie van Suidwes-Afrika, 1968 (Wet 39 van 1968), hierby verklaar dat die regulasies wat in die Bylae hiervan vervat is, ondanks die bepaling van enige ander wetgewing, regsrag het in Namaland soos omskryf in artikel 2 van die Wet op die Konsolidasie en Administrasie van Namaland, 1972 (Wet 79 van 1972).

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Kaapstad, op hede die Agtiende dag van Februarie Eenduisend Negehonderd Ses-en-sewentig

N. DIEDERICHS, Staatspresident.

Op las van die Staatspresident-in-rade:

H H. SMIT.

BYLAE

REGULASIES VIR WERKVERSKAFFINGSBURO'S VIR NAMAS IN NAMALAND

Woordomskriving

1 In hierdie regulasies, tensy uit die samehang anders blyk, beteken—

(i) "Beheerbeampte" 'n beampte in diens van die Departement van Kleurling-, Rehoboth- en Namabetrekkings wat deur die Minister aangewys is;

(ii) "Departement" die Departement van Kleurling-, Rehoboth- en Namabetrekkings;

5102—1

Alarm as many White miners leave SWA

The Star's Africa News Service

WINDHOEK — The drain of White miners from South West Africa is causing serious concern in the territory.

According to the secretary of the South West African Mine Workers' Union, Mr H C Barnard, more than 20 percent of the White miners have returned to the Republic.

This is regarded in a very serious light as mining is the most important sector of the South West economy.

In a telephone interview from Tsumeb, Mr Barnard made an urgent appeal on White miners to stay in the territory.

He said that they were already experiencing production problems, which were expected to accelerate when the new mines started working.

Problems had also arisen with the training of Black miners. "We just haven't the Whites to train them," he said.

"Many of the White miners are leaving because of unfounded rumours. This isn't the time for overhasty decisions. I appeal to them to stay. South West Africa is on the threshold of a promising future."

Damara miners strike at RioTinto

Africa Bureau

WINDHOEK. — The entire Damara work force at the Rio Tinto uranium mine at Rossing has gone on strike.

Police are on stand-by "as a show of strength" to prevent trouble amongst the 710 strikers, a mine spokesman said yesterday.

The first signs of the strike came on Monday night when the mineworkers indicated they were dissatisfied with the way the food was allocated at the mine, an official said.

The general manager of the mine, Mr Richard Hughes, said single workers objected to a ruling forbidding them taking food out of the canteen to give to families living on the mine.

The Damara chief, Mr Justus Garoeb, has arrived at the mine to help with negotiations.

The strike had not ended by late yesterday and a spokesman said the losses would be "considerable" if the workers did not return to work soon.

The R160m Rossing project, undertaken by the British-based Rio Tinto Zinc Corporation, is highly controversial as pro-Namibian countries at the United Nations have put a lot of pressure on Britain to withdraw from the project.

To ease the pressure, R4m was spent on houses and other facilities for the mine workers.

After a stormy meeting of the mine's shareholders in May this year, Lord Carrington, one of Rio Tinto Zinc's most senior officials, agreed to come and inspect conditions on the mine personally.

He is due to arrive before the end of the year.

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MINERS *Not. since 19/4/76.* STOP WORK

Mercury Correspondent

JOHANNESBURG —
The entire Damara work-
force at the Rio Tinto
uranium mine at Rossing
has stopped work.

Police are on stand by
in a show of strength to
prevent trouble among
the 710 workers.

The R160 million Ross-
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ruling forbidding them
taking food out of the
canteen to give to fami-
lies living on the mine

6 The Cape Times, Saturday, November 20, 1976

SWA miners still on strike

WINDHOEK — The striking Black mine workers at South West Africa's uranium-rich Rossing mine had still not returned to work yesterday morning after negotiations with the mine management on Thursday night failed to resolve the issue.

It is not yet clear why the men are striking, but officials have said the men have

complained about the enforcement of a regulation concerning the allocation of food in their quarters. They were also unhappy about their pay structure. Officials have also said they suspect that more is involved in the stoppage than these two issues.

The men, from the Damara tribe, who constitute about 25

percent of the total labour force at the mine, were due to meet officials yesterday morning for talks.

Their headmen, however, did not turn up for the scheduled meeting with the mine management.

The men came out on strike on Wednesday night, when they refused to go on shift or attend to their duties. — Sapa

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**Uranium mine
strike ends** 23/11/76

WINDHOEK — The week-long strike by Black workers at South West Africa's Rossing uranium mine ended yesterday after weekend negotiations between workers and mine officials.

Mr A Macmillan, chief executive of Rio Tinto which is a major shareholder in the mine, said a workers' liaison committee had "sorted out the men's problems after a number of misunderstandings" — Sapa

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RDM 10/12/76

Striking teachers sacked

WINDHOEK. — Striking Nama teachers in South West Africa have been dismissed, the Department of Coloured, Rehoboth and Nama Relations announced in Windhoek yesterday. The announcement said, however, that sacked teachers who wanted teaching posts next year could apply to the Commissioner of Nama Affairs at Keet-

manshoop. The department said all Nama teachers who had disobeyed a departmental order on November 17 to return to work had been dismissed for being absent from duty for more than a month. They had been told in writing that they had been sacked because of misconduct

The teachers walked out early last month demanding salaries in line with White teachers in SWA. The teachers' association cabled the Minister of Coloured, Rehoboth and Nama Relations, Mr Henrie Smit, asking for a meeting, but he couldn't visit SWA and teachers refused to see the deputy he sent — Sapa.

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2.

Audio/visuals

Venue

Is it essential to show any audio/visuals, such as a film or a videotape?

Has the venue for your presentation been decided? If so:

(a) Will you be playing at home or away, and is the meeting room familiar to you?

Teachers supported

WINDHOEK — A chief of South West Africa's Nama people, Capt Hendrik Witbooi, has expressed support for the 237 Nama teachers dismissed by the Department of Coloured, Rehoboth and Nama Relations last month for misconduct.

Capt Witbooi said yesterday he had informed the Nama Commissioner that the schoolchildren and teachers belonged to the people and he would not tolerate the department doing as it wished in Namaland.

The teachers went on strike in November last year demanding equal salaries with their Coloured colleagues and a meeting with the Minister, Mr Smit — SAPA.

Is it suitable as a meeting place for your audience and as a background for your subject?

Is it the right size for the audience expected?

Will everyone be able to see? Is there a dais or platform? Is there enough room for the proper positioning of one or more projection screens?

Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

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Talks on teachers' strike

WINDHOEK — The Minister of Coloured, Rehoboth and Nama Relations, Mr. Henmie Smit, left Keetmanshoop in southern South West Africa yesterday to have talks with striking Nama teachers in Namaland.

The Commissioner for Nama Affairs, Mr. J. A. Nel, accompanied Mr. Smit.

A spokesman for the department confirmed that Mr. Smit would meet the leaders of Nama teachers who had been on strike since early November last year.

A total of 237 Nama teachers were dismissed by the department last month because of misconduct. The dismissal followed a warning that the teachers should return to work or face dismissal.

The department also made provision for the

teachers to re-apply for their posts before the schools re-open on January 19.

The secretary of the Nama Teachers' Association, Mr. J. Richter, had said earlier the teachers would not re-apply for their posts until their demands had been met.

Nama teachers want equal salaries with their Coloured colleagues, a new secondary school in an urban area and a meeting with Mr. Smit.

A large number of Nama teachers had been staging a sit-in at a school at Gibeon since the start of the strike.

Observers here said the meeting between Mr. Smit and the Nama teachers was significant in that one of the teachers' primary demands had now been met.—(Sapa.)

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Teachers' strike demands rejected

Cape Times
17/11/77
Own Correspondent

WINDHOEK. — The Minister of Coloured Affairs, Mr Henne Smit, has told South West Africa's striking Nama teachers they cannot be paid the same as their Coloured colleagues.

At a meeting at Gibeon on Friday, the Minister also informed the teachers who have been on strike for "Coloured" pay since November 5 last year, that the strike period would be regarded as unpaid leave.

Mr Smit also strongly advised them to report for duty when schools reopen on Wednesday.

The Nama teachers' strike last year followed a resolution by the Turnhalle conference to scrap discrimination based on colour in South West Africa.

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Teachers' strike goes on ^{RIPM} 19/1/77

WINDHOEK — The three-month-long dispute between striking Nama teachers in South West Africa and the Department of Coloured, Nama and Rehoboth Relations was still unresolved yesterday after the Minister of Nama Relations, Mr Hennie Smit, and the Nama Teachers' Association, Swanov, met for talks at the weekend.

The secretary of Swanov, Mr J. Richter, said the teachers had been "bitterly disappointed" about the meeting.

"The Minister seemed overhasty to get the meeting over and no decisions were taken on our grievances," Mr Richter said.

The teachers have been on strike since November. Their main grievance is that they are not paid the same as Coloured teachers.

— Sapa

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KDWA 21/1/77
Strike over

WINDHOEK — The strike by Nama teachers in South West Africa is over. The Nama Teachers Association has decided their members can reapply for their posts and end their three-month strike — Sapa

Faint vertical text or markings along the right edge of the page, possibly bleed-through or scanning artifacts.

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No R 1926 23 September 1977

VAKLEERLINGE-ORDONANSIE, 1938, SOOS GEWYSIG (SUIDWES-AFRIKA)

WYSIGING VAN VOORWAARDES VAN LEERINGSLEAP

Ek Stephanus Petrus Botha Minister van Arbeid, handelende kragten artikels 13 en 15 van bogemelde Ordonansie wysig hierby Goewernementskennisgewing R 2173 van 21 Desember 1973 soos gewysig by Goewernementskennisgewings R 2193 van 22 November 1974 en R 2136 van 12 November 1976 deur klousule 3 (1) van die Voorwaardes deur die volgende klousule te vervang:

3 (1) 'n Werkgever moet 'n vakleerling besoldig teen minstens die skale hieronder gespesifiseer:

	Per maand R
(a) In driejaarsambagte	
Eerste jaar	115,18
Tweede jaar	172,77
Derde jaar	194,39
(b) In vierjaarsambagte (uitsondering die ambagte Dameshaarkapper en Manshaarkapper)	
Eerste jaar	115,18
Tweede jaar	144,00
Derde jaar	172,77
Vierde jaar	194,39
(c) In die ambagte Dameshaarkapper en Manshaarkapper	
Eerste jaar	110,37
Tweede jaar	138,02
Derde jaar	165,62
Vierde jaar	185,90
(d) In vyfjaarsambagte	
Eerste jaar	115,18
Tweede jaar	144,00
Derde jaar	172,77
Vierde jaar	187,20
Vyfte jaar	194,39

S P BOTHA, Minister van Arbeid

No R 1926 23 September 1977

APPRENTICESHIP ORDINANCE 1938 AS AMENDED (SOUTH-WEST AFRICA)

AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I Stephanus Petrus Botha Minister of Labour, acting in terms of sections 13 and 15 of the above-mentioned Ordinance hereby amend Government Notice R 2173 of 21 December 1973 as amended by Government Notices R 2193 of 22 November 1974 and R 2136 of 12 November 1976 by the substitution for clause 3 (1) of the Conditions of the following clause:

3 (1) An employer shall remunerate an apprentice at not less than the rates specified hereunder:

	Per month R
(a) In three-year trades	
First year	115,18
Second year	172,77
Third year	194,39
(b) In four-year trades (excluding the trades Ladies' Hairdresser and Gentlemen's Hairdresser)	
First year	115,18
Second year	144,00
Third year	172,77
Fourth year	194,39
(c) In the trades Ladies' Hairdresser and Gentlemen's Hairdresser	
First year	110,37
Second year	138,02
Third year	165,62
Fourth year	185,90
(d) In five-year trades	
First year	115,18
Second year	144,00
Third year	172,77
Fourth year	187,20
Fifth year	194,39

S P BOTHA, Minister of Labour

Cape Times 22/12/77

Copper mine shutdown to affect 1 126

Own Correspondent

OTJIHASE. — The copper mine near Windhoek in South West Africa, is to suspend operations this week and the mine will be on a care and maintenance basis.

The mine, which is managed by Johnnies, is yet another casualty of falling prices on world commodity markets. Last week, Cape Asbestos announced that it was reducing operations at two of its asbestos mines in the North Eastern Transvaal and North West Cape.

The Otjihase closure will affect the jobs of 1 126 workers while the Cape Asbestos production cut-back affected 4 300 workers.

The mine has been battling under the pressure of the falling copper price which had dipped to £680 yesterday. In the year to June the company suffered a loss of R6 200 000 but losses continued to mount and in the September quarter reached R2 734 000.

A statement from the company says that in the light of the continuing depressed price of copper and the resulting drain on the company's financial resources, it has been decided to suspend operations.

Fully maintained

The plant and underground workings will be fully maintained and the mine kept in a condition which will enable operations to be resumed without delay when circumstances warrant it.

A spokesman for the company said that mining would be resumed when the copper price can yield a reasonable return on the capital investment required to reopen the mine.

At the recent Johnnies' annual meeting, the chairman, Sir Albert Robinson, said that Otjihase required a copper price of £900 to break even.

The mine began production in October 1975 and had a treatment capacity of 120 000 tonnes a month with a copper grade of 2,4 percent. Mill throughput has been running at about 100 000 tonnes a month but was reduced to 70 000 tonnes a month in the September quarter. Reserves are estimated at about 23 million tonnes.

Mining will stop this week but the milling of accumulated stocks will continue for a few months. Thereafter, a team of 78 will maintain the mine. At present the labour complement is 1 204.

The company will offer alternative job opportunities to white employees in South Africa and will attempt to find jobs for the blacks and coloured miners in South West Africa.

Employees living in company houses will be allowed to remain for three months at a nominal rental and thereafter will stay on at management's discretion.

STAR 22/12/77
**Copper men
laid off** (2) 226

More than 1 000 workers have lost their jobs at the Otjibase copper mine in SWA/Namibia, where mining operations are ceasing this week because of the low copper price.

The mine was brought to production in 1975, but losses steadily mounted and today Johannesburg Consolidated Investment, which owns the company, announced that it is to be placed on a caretaking basis until the price recovers.

The existing complement is 110 whites, 68 coloureds and 1 026 blacks, of whom 78 will be retained.

(See Page 19)

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Ruacana hydro-electric scheme X

*13 Mr C W EGLIN asked the Minister of Economic Affairs

- (1) Whether any stoppages of work on the Ruacana hydro-electric scheme occurred on 10 January 1977, if so, (a) when and (b) for what reasons,
- (2) (a) what progress has been made with the scheme and (b) when is it expected that it will be completed

†The MINISTER OF ECONOMIC AFFAIRS

- (1) No,
(a) and (b) fall away,
- (2)(a) and (b) all civil engineering works have virtually been completed while the mechanical/electrical works including the three-hydro-power generators will hopefully be commissioned by July 1978

Mine boost for SWA economy

The Star's Africa News Service

ROSSING — The world's largest uranium mine has arisen here among the sandy wastes and inhospitable mountains of the Namib Desert.

In the short space of four years, this desolate tract of land, 65 km from the Atlantic coast, has become the site of a bustling industrial giant — complete with laboratories, administration block, processing plant and villages to house most of the mine's 3 000 employees

When the R300-million mine is in full production, uranium could challenge diamonds as SWA/Namibia's top foreign exchange earner.

Although the uranium from Rossing goes overseas to be enriched, the revenue which it earns will encourage the setting up of secondary and ser-

vice industries, which will benefit the economy as a whole. Besides which, the R60-million year running costs of the mine, will give the economy a further injection

This will act as a stabilising force as the territory takes its first hesitant steps after independence

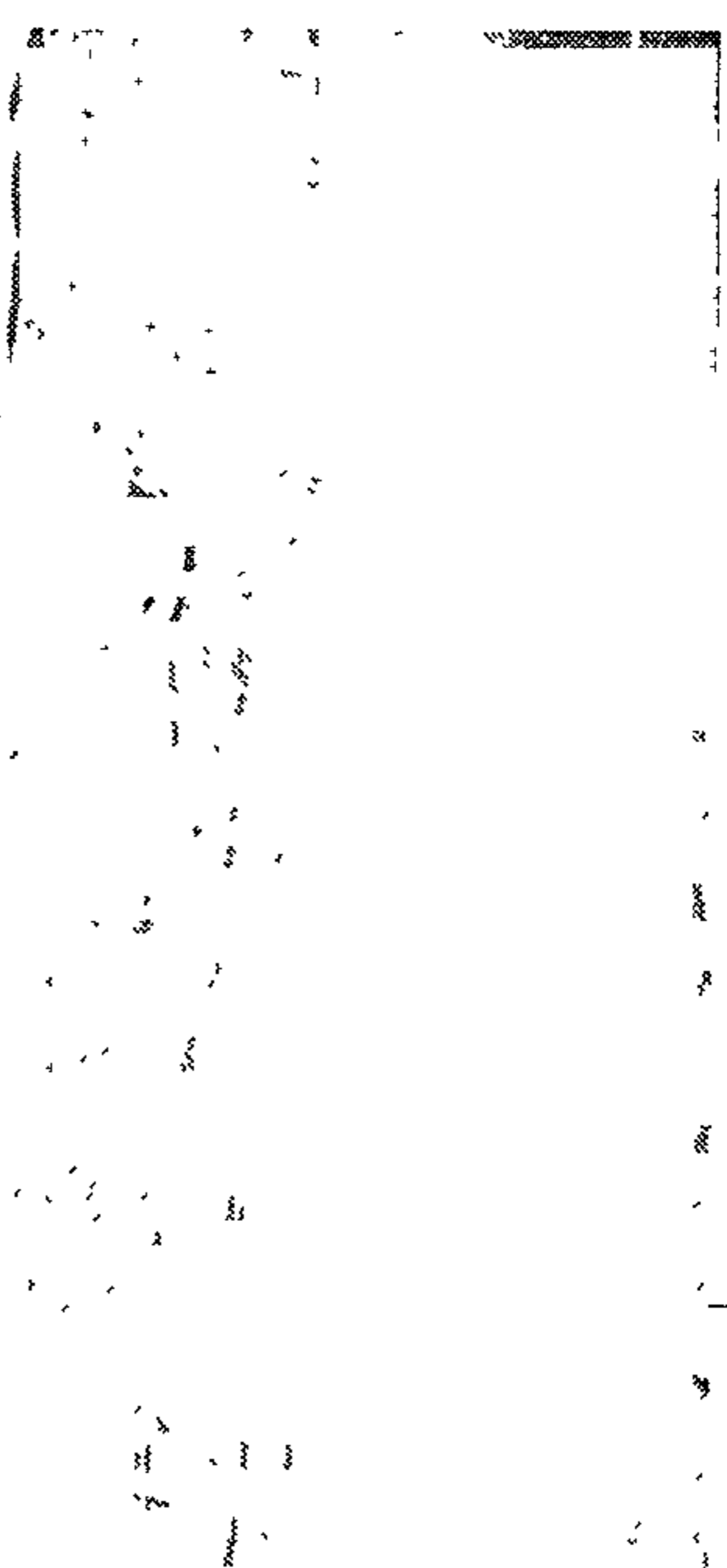
RIO TINTO

The mammoth open-pit uranium mine at Rossing is three-quarters of the way to full production. Last year it produced some 3 000 tons of uranium oxide powder

In full production, this will rise to 5 000 tons, according to the chairman of Rossing Uranium Limited, Mr R S Walker

Rossing Uranium Limited has substantial French, Canadian, British and South African interests

Rio Tinto Zinc Corporation has the major



Trucks at work on construction of the Rossing mine.

interest — 46,2 percent — in the mine. The South African Industrial Development Corporation is the second largest shareholder

At the moment, the company has a negative cash flow because of the

immense capital expenditure programme

"But I hope," said Mr Walker, "we will be earning our living in a meaningful way by 1980"

He stressed that uranium was the only source of energy in the Western

world which could prevent its standard of living from falling over the next 20 years.

Within the foreseeable future, the world is expected to face an acute shortage of energy, a shortage which could become more

marked as the century draws to a close

And uranium, Mr Walker predicted, would become the main alternative to oil

Processed into nuclear fuel and kept under controlled conditions in a nuclear reactor, uranium can generate electricity economically, safely and without pollution, according to Rossing's sales brochure

URANIUM

Way back in 1928, Captain Peter Louw, a mineral prospector, discovered radioactive material in the Namib, some 20 km from the existing mine site

But only in the late sixties did Rio Tinto Zinc Corporation take out an option to prospect for uranium. After a long programme of geophysical and geological surveys, drilling and evaluation, it was decided to proceed with the construction of the mine in 1973

The mining grant is for an area of 35 square km, but Rossing Uranium's surface rights extend to approximately 120 square km

LIFESPAN

As in all open-cast operations, the strategy for developing the pit is based on an overall mining plan. The lifespan of the mine is estimated to be about 20 years

Working round the clock, men and machines remove about 900 000 t of ore and waste from the open pit in a six-day week.

Before it can be enriched, however, the uranium must be extracted from the ore in which it occurs in low concentration. The extractive process takes place at the mine.

Hansard 15 18 May 1978.
 Question 575 Colo. 786.

222

18 MAY 1978

786

Members of public service in South West Africa

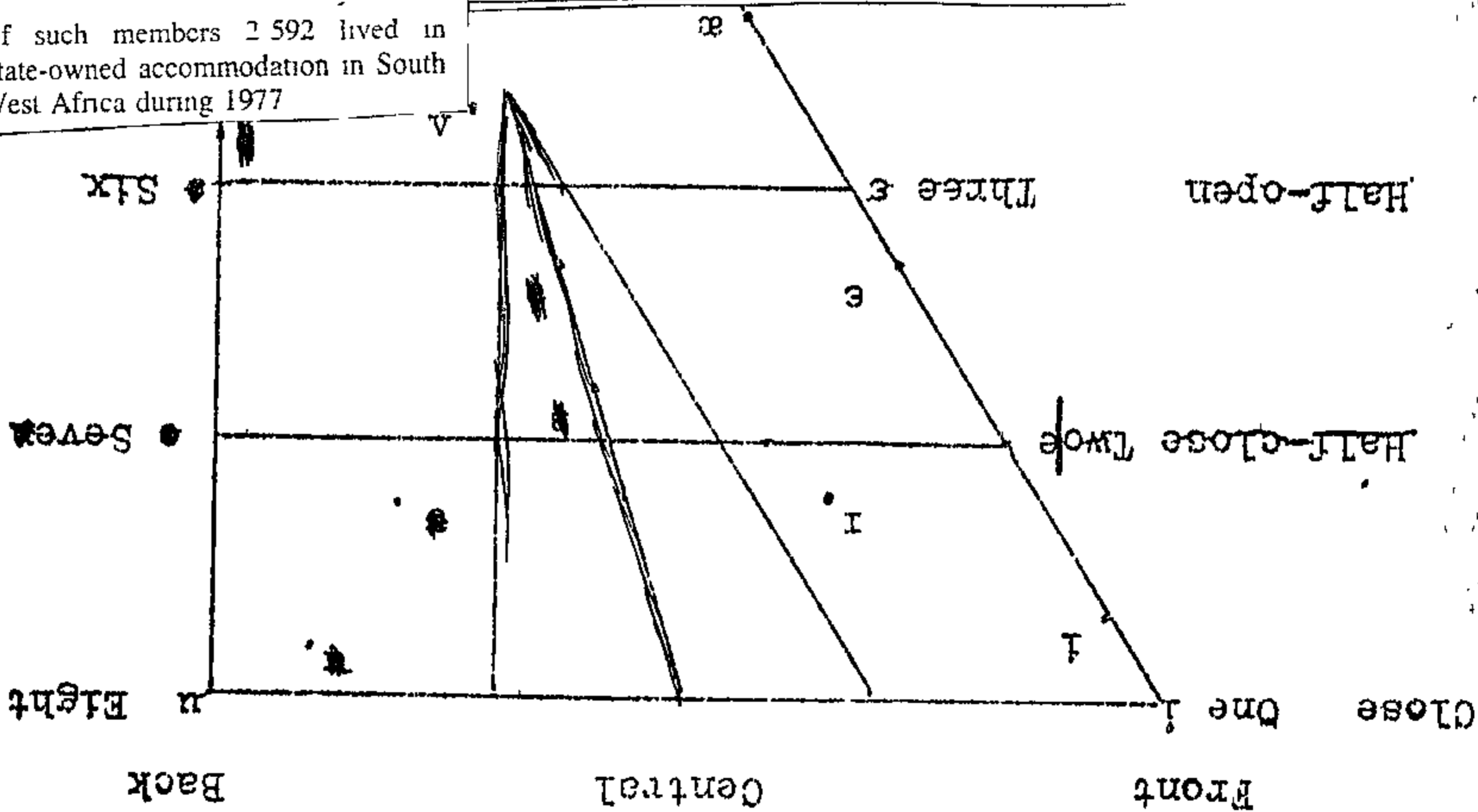
575 Mr R B MILLER asked the Minister of the Interior

- (1) How many members of the public service (a)(i) were employed in, (ii) resigned from the service in and (iii) were engaged in and (b) were transferred to, South West Africa during 1975 1976 and 1977, respectively
- (2) how many such members lived in State-owned accommodation in South West Africa during 1977

The MINISTER OF THE INTERIOR

	1975	1976	1977
(1) Number of members of the Public Service who—			
(a)(i) were employed in South West Africa	7 296	8 101	8 943
(ii) resigned from the service in South West Africa	844	900	787
(iii) were engaged in South West Africa	Same as in (i) above		
(b) were transferred to South West Africa	273	276	238

(2) Of such members 2 592 lived in State-owned accommodation in South West Africa during 1977



A diagrammatic representation of the approximate tongue positions of average Standard English vowels compared with the tongue positions of the cardinal vowels

The union scene

FM 11/9/78

As SA awaits the Wichahn Commission's interim report — expected in about two months — registered trade unions in SWA/Namibia are preparing to admit black members for the first time.

The unions are acting on Administrator-General Marthinus Steyn's recent proclamation opening up registered trade union membership to blacks. The way they approach the problem could hold some important pointers to SA unions' reaction if the commission recommends opening up unions here.

There are four major trade unions in the territory and divisional inspector of Labour Badenhorst says "a couple have submitted applications to admit blacks and the other existing unions have indicated to me that they will do so."

One which has already taken the plunge is the 1 000-member SWA Municipal Staff Association (Swamsa), which has already asked the Department of Labour to re-register it, allowing it to admit the 2 000-odd blacks eligible for membership.

Swamsa's Hans Schoeman tells the

FM, however, that the union has also proposed an amendment which, he says, will serve as a "precautionary measure" to prevent white members being outvoted by their new black recruits.

"Up to now every 50 branch members have been allowed to elect one executive member. We've now asked that the first three executive members from each branch be elected this way and that the ratio after that be one to 100. We've also suggested that each branch elect a maximum of eight members."

Schoeman believes that this will prevent "swamping" — particularly as he expects that the black members will be organised into separate branches because "they have different problems to us". Thus, a small white branch will have as many delegates as a large black one.

A key issue facing SWA unions is whether to amalgamate blacks and whites in one union or to start a separate black union. The Tsumeb Mine Workers union has ostensibly opted for a single non-racial union and the SWA Administration Workers Association may do so

too.

The Fisherman's Union's attitude to Africans is not clear yet, but it seems likely that the existing white and coloured unions will amalgamate.

Badenhorst explains that his Department will not register a union with a blacks-only constitution. If the existing white union won't admit them, the blacks can form their own union — but that union must have an open constitution.

The new dispensation has created a thorny problem for Swamsa. Schoeman says the union has a "closed shop" at the Windhoek municipality, compelling whites to join it. The municipality has refused, however, to extend that stipulation to blacks. In addition, it has said that it will only deal with one union, says Schoeman.

He thus fears that his union could lose representativeness. "What if the blacks don't want to join us? They'll be left without a union and we won't be able to represent them." He accuses the municipality of "not co-operating" with his union.

Strikers reject deal

WINDHOEK — Only 30 of about 2 000 striking workers at one of the world's biggest uranium mines have returned to work.

The management of the Rossing Mine near Swakopmund had called on the workers to return after which negotiations would be initiated about their demands.

The workers, mainly Damaras, Owambos and Coloureds, have refused to accept conditions offered by the management to end the strike.

The workers are demanding, among other things, a wage increase higher than one just granted by the management.

They also want a basic increase in daily wage scales, full payments for days on which they had been on strike, a commission to investigate alleged salary differences because of race and colour and no retribution against striking workers. — SAPA.

- 11 -

in diamond mining

post-1945 years employment in diamond mining has contributed 4 and (roughly) 2½ per cent of the total for the mining - and has involved (again, roughly) 15 000 to 21 000 workers (in annual averages). Despite its modest size we discuss it partly because of its historical importance. (See Graph 2 p.15).

It does not appear to be any clear trends in employment - except that in the period 1966 to 1974 employment was consistently above 20 000 workers (peaking at 21 488 in 1970) - whereas in the period 1946 to 1965 employment fluctuated below 20 000 workers (peaking at 15 156 in 1956). This pattern was destroyed in 1975 - when employment first went below 20 000 to 19 819 and then sharply to 17 415. The decline has not been reversed by 1977.

It is clear from the graphs of output and employment that output per worker has increased remarkably over the period. Output increased from about 1,3 million carats in 1946 to an historic peak in the region of 8 million in 1970 (and has stayed above 7 million carats a year since then). The increase was reasonably steady - though much of it was concentrated in the period 1958-70. To achieve this 6-fold increase in production employment increased from 19 164 (1946) to 21 488 (1970) - a mere 12 per cent; and in 1976 employment was actually 9 per cent below its 1946 level. To make these figures compatible labour productivity (carats per worker per year) has risen from 60-70-odd shortly after the War to just over 400. This represents the fast average annual compound rate of increase of 6 per cent per annum. In fact there is some concentration of productivity gains in the years 1950-54, 1961-63, 1966-69 and 1976. Without being able to give a satisfactory account of the factors increasing output per worker it is worth recording i) that the development of open-pit techniques and the application of ever-larger earthmoving equipment must be responsible for the general upward curve of labour productivity; and ii) that it may be relevant that before the 1950-54 spurt the Jagersfontein and Premier mines were reopened in 1949 and 1950, and that the 1966-68 spurt was preceded by the development of the Finsch mine in 1966 (which now has a capacity of 2 million carats a year).

Uranium miners end their 5-day strike

RDM
29/12/78
222

The Liaison Committee

There can be no doubt for the liaison committee. Financial Mail there 1972. In effect covered later, by the 1973 this had increased to 1 482. Transvaal (50,6%), the Orange Free State registered. This fifteen-fold increase

WINDHOEK — The five-day strike at the Rossing Uranium Mine near Swakopmund in western South West Africa has ended.

By yesterday morning most of the 2 000 striking miners had returned to work, a spokesman for the mine, one of the biggest uranium producers in the world, confirmed in Windhoek yesterday.

The spokesman said the mine's chairman, Mr R Walker, flew in from London yesterday for talks with the Rossing mine management on the strike, which was reportedly over a wage dispute and conditions of employment.

More than two-thirds of the mine's 30 000-strong black and coloured labour force went on strike just before the Christmas weekend. Their demands included a

wage increase higher than that recently granted by the management.

Earlier, a letter from the mine manager, Mr Gordon Freeman, setting out proposals, was distributed among strikers.

The letter said a committee would be established to investigate all allegations of discrimination, and action would not be taken against workers who had stayed away from work over Christmas.

Workers would, however, not receive payment for days on which they had been on strike.

A spokesman for the mine said yesterday it was thought that the workers had finally decided to agree to these conditions and return to work. — Sapa.

In mid-1974, Ryno Verster, of the Personnel Research Division within the Department of Industrial Psychology at the University of the Orange Free State, conducted an investigation into the constitution and functioning of liaison and works committees.³⁰ His survey included questionnaires addressed to 1 064 organisations on the subject of liaison committees and he received a suitable response from 326 (roughly 30%) employing 164 995 African workers covered by 437 liaison committees. The organisations which participated in the investigation were grouped in the following industrial sectors:³¹

TABLE 2

Sector	Industrial Classification of Participants	
	Number of Organisations	%
Manufacturing	257	79,0
Mining	9	3,0
Construction	9	3,0
Commerce	13	4,0
Services	27	8,0
Local authorities	11	3,0
	326	100,0

26. Financial Mail, 22 December 1972 p.1145. Cited in: R. Verster, Liaison Committees in the South African Industry, Bloemfontein, U.O.F.S., 1974, p.9.

27. Hansard 3 columns 160-161, 22 August 1974.

28. Hansard 10 column 691, 15 April 1975.

29. Rand Daily Mail, 22 May 1975. Cited in: Muriel Horrell and Tony Hodgson, A Survey of Race Relations in South Africa, 1975. Johannesburg S.A.I.R.R. 1976, p.212.

30. Op.cit. pp.14-16.

31. Ibid, p.17.

Namibia Labour

3-1-79

26-11-79

222

✓

Strikes on SWA mines spread

Own Correspondent

WINDHOEK — Industrial unrest spread to several mines in South West Africa today after a strike by 2 000 Rossing Uranium Mine workers in the Namib Desert last week

Most of the unrest appears to be centred on pay disputes

Reports reaching Windhoek from the outlying mines say black workers at the Industrial Minerals Mine in Damaraland are on strike today

Mine officials were not available for comment and it was not known how serious the strike was

At Omaruru, 208 workers were fired from the Krantzberg Wolfram Mine after they had refused to go to work yesterday.

The workers, who were dissatisfied with a recent pay increase, were taken to a railway station and sent back to Ovambo

At Tsumeb, negotiations between management of the Tsumeb Corporation's Base Metals Mine and Workers' representatives were reported to be in progress today.

The mine's general manager, Mr B R Woolfe, refused to answer Press inquiries

At Rossing, near Swakopmund, workers went back to their jobs last week after appointing representatives to negotiate with the mine's management. These talks carried on today.

In Table II a the poorest ! ment of such in the paper agricultural favourable re holds, preser If the figure in a marked u and possibly

It illustrates for an upturn difficulty of creation. Ar the countryside transfers requ scheme would k years or so wo

The Report on ! programme in B suggests that t countryside wou is to implement government or to most favourable effective credit for at least the difficulty in wor Credit programmes

economic security in the countryside and when the development of the physical and service infrastructure provides increasing opportunities for profitable activities. The adoption of the two proposals outlined above, an Employment Guarantee Scheme and the use of the company concept to manage grazing, would infuse P3,5 million to P9 million annually into the pockets of the poorer people. Of this, between P2,5 million and P5 million would be additional income in the countryside. In times of drought or other calamity the component under the employment guarantee would rise and would flow to households in all economic categories as they sought work.

for a household in the category of illustrates the present impoverish- shows how the two proposals outlined welfare and ability to undertake he arithmetic of the table, the antly the number of rural house- y or permanently without adult men. below 25% it should be reflected ral industrial and service activity anagement.

nes to create favourable conditions countryside despite the initial s required through employment yment and the ruling wage rate in ter a few years, the level of ll, so the employment guarantee ore completely. Delay for ten icult to win.

stresses the need to develop a credit ent comfortable budgetary position support credit operations in the the Report stresses, the difficulty : too great a financial risk to kely that Botswana, even under the l manpower, could develop an the majority of rural households , largely because of the great clients under conditions of high risk. ped when there is a modicum of

(222) 12/1/79

about 200 workers were involved, and the Iscor-owned Uis tin mine. According to Windhoek observers, the unrest was expected to spread to mines at Tsumeb, but did not.

The strikes appear to have been spontaneous, though the police seem to think otherwise

A Rossing employee, Arthur Pickering, was detained under Section 6 of the Terrorism Act, but then released. SA press reports claimed that Pickering had been arrested in connection with the bomb blast at a Swakopmund cafe recently. But the *FM* learns that Pickering, a member of Rossing's personnel department, was one of the strikers and his arrest is believed to be linked to the work stoppage. No charges were laid against him, however, and he is back at work.

Dave Murray, executive controller at Rossing's Windhoek office, tells the *FM* the strike lasted about a week, but all employees are now back at work.

According to Murray, the strike followed the introduction of a new job evaluation system and new pay scales. The workers appeared to be unhappy about anomalies in the new system. They also charged that Rossing was practising racial discrimination in its pay scales — a charge that Murray rejects — and that security at the mine was too strict.

At Uis, the strike was settled after an Iscor delegation flew to the mine. Iscor spokesman Jerry Jerling says the strike only lasted 24 hours and that output was not affected. He says that management "finds it hard to ascertain the causes" of the strike, because "the workers were speaking out of many mouths"

At Kransberg, all striking workers were paid off.

There appears to be no link between the three strikes. They may have spread by word of mouth in much the same way as the Durban strikes in SA. And there seems no likelihood of a general strike in the territory

**SWA MINES
Back to normal**

FM 12/1/79
222

SWA/Namibia's mines have returned to normal after a flurry of strikes at three mines. Observers in the territory are not expecting further trouble.

Strikes took place at the giant Rossing uranium mine, where 2 000 workers struck, Kransberg wolfram mine, where

TIME OUT

This week the *FM* introduces a new feature: a *Time Out* page. This will be devoted to the ways in which businessmen (and their families and friends) devote their leisure hours — sport, entertainment, the arts, eating out, holidays, and so on. *Time Out* will initially appear every other week, alternating with *Books*.

The first *Time Out* appears on page 109

**Special training facilities in South West
Africa created by Railways Administration**

Hansa 2154 14/2/79

38 Mr J D DU P BASSON asked the
Minister of Transport † *222*

Whether the Railways Administration
has created special training facilities in
South West Africa to supply personnel
from all race groups for service in the
territory, if so, with what result for each
race group to date

The MINISTER OF TRANSPORT:

Yes, 34 Wambo, 104 Coloureds, 108
Damara, 26 Basters, 109 Herero, 48 Nama,
33 Kavango, 3 Tswana and 235 Whites
have or are being trained in various grades
in South West Africa since 1 August 1978

South West Africa: equal pay for equal
Hansard 3 (C/S) work 21/2/79

*3 Mr J D DU P BASSON asked the
Minister of Defence:

(1) 222 Whether in South West Africa the
principle of equal pay for equal work
has been made applicable to all
branches of the Defence Force, if so,

(a) since when and (b) what financial
commitments does this entail for the
State.

(2) whether the same rules have also been
made applicable to the Defence Force
in the Republic, if not, why not

The DEPUTY MINISTER OF DE-
FENCE

(1) Yes, but only to those groups of
personnel who remain in South West
Africa after independence. The posi-
tion of those whose future employ-
ment and stay in South West Africa
has not been clarified is at present
being investigated by the Public Ser-
vice Commission.

(a) 1 April, 1978

(b) The additional expenditure for
the period 1 April, 1978 to 31
March, 1979 amounts to
R1 106 033,00

(2) The narrowing of the wage gap be-
tween personnel of different population
groups is from time to time adjusted
by the Public Service Commission as
set out in the statement of the Gov-
ernment on 7 February, 1979

New laws on Labour, squatters

RDM 24/3/79
①222+②222

WINDHOEK. — The Administrator-General of South West Africa, Mr Justice M T Steyn, announced yesterday that new laws concerning labour, squatter and overcrowding control would soon be promulgated.

These measures were an attempt to promote work opportunities in areas where unemployment was most serious, Mr Steyn said in a statement.

The abolition of the "so-called pass laws" in SWA had given rise to certain problems, such as the influx of unemployed people to urban areas, and steps had had to be taken to remedy the situation.

"It should be emphasised that laws and regulations cannot solve socio-economic problems," Mr Steyn said.

"They can only hopefully assist to limit the consequences of the problems so as to gain time to find solutions and implement them."

Mr Steyn also announced that a committee of senior officials had been appointed to investigate complaints about living conditions in hostels for urban black workers who were separated from their families.

"I regard it as my duty to warn against a tendency to find 'instant' solutions for problems such as these," he said. — Sapa.

Wage gap in SWA — survey

Labour Correspondent

EMPLOYERS in South West Africa are taking drastic measures to bridge the wage gap, according to a survey recently undertaken in the territory

In a statement released yesterday, Mr Jon Cole, manager of the P-E Salary Survey, said some of the territory's largest companies had virtually eliminated the gap and others were closing it fast

The changes would bring employers in line with SWA/Namibia's new nonracial make-up.

"The key to success of the new integrated society rests largely with the business community. Paying the rate for the job regardless of race is the cornerstone of the territory's new dispensation, and commerce and industry is not shirking its responsibility," he said

Employers were also spending vast amounts of money on upgrading employee skills to ensure that semi-skilled and skilled positions could be filled by Namibian people

The territory's business community had largely been left with the responsibility of changing it from a South African satellite into a viable state — and had shown it was equal to the task

Mr Cole called on the South African business community to follow this example and work towards greater participation of all SA peoples in economic development.

The survey — said to be the first of its kind undertaken in SWA/Namibia — has revealed comparatively high wage levels. Among the average salaries are R312 for switchboard operators, R246 for filing clerks, R274 for light vehicle drivers, R383 for heavy vehicle drivers, R258 for semi-skilled operators and R170 for unskilled labourers

Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandeling voorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welyns- Professionele en Openbare Organisasies

Die Direkteur het aktief gebly in die Suid-Afrikaanse Instituut vir Rasse-Verhoudinge as h lid van die Weskaap-Distrikskomitee, die Nasionale Uitvoerende Komitee en van die Raad.

Hy is Voorsitter van die Quaker Service Fund in die Kaap, die diensafdeling van die Godsdienstige Vriendekring (Quakers), wat gemeenskapsonwikkeling op die platteland en in die stadsgebiede bevorder.

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook h lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuig aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het beneuens h bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorruimte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra. dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergroepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van 'n eenhonderd lede en

WINDHOEK—No one was to blame for the killing by security forces of two farm labourers, mistaken for guerillas, on a farm near Otjiwarango two months ago.

Otjiwarango magistrate, Mr D A van Deventer ruled yesterday that no one was criminally responsible for the deaths of Mr Alfred Katjupu (45) and Mr Paul Horaseb (25) on the night of June 16

The informal inquest follows a swoop by the security forces after reports that farm labourers in a hut were accommodating two terrorists.

Documents before the court showed there were two guerillas in the hut.

21/11/79
**No blame
for death
of labourers**

The Star's
Africa News Service

Mr C.S. Lorder
Professor W.H.B. Dean
Dr J.P. Duminy
Professor G.F.R. Ellis
Biskop A.W. Habelgaarn
Mr E.V.E. Howes
Professor M.F. Kaplan
Ds. W.A. Landman
Mr G.K. Lindsay
Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

Star 24/1/74

White SWA workers to get options

The Star's Africa News Service

WINDHOEK — Nearly 6 000 white workers and teachers of the SWA/Namibia Administration will be given three options in deciding their future following independence.

The SWA/Namibian administration workers now join about 8 000 South African public servants whose right to exercise the options has already been guaranteed.

The move marks the end of two years of negotiations between the SWA/Namibian administration and the South African Government over the future of these employees.

Although the executive committee did not elaborate on what the three options would be, sources have indicated they are the same as those expected to be given to South African civil servants.

The three options are: To be seconded by the South African Government to the new administration after independence, to be employed directly by the new authority, to delay making either choice for a specific time after independence.

Documents kept by the

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otherwise, enter the name when pending, after the the date of his decision y.

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entered in the register

to the director named

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to each director one

duplicate, in respect

the certificate referred

to in subsection (1)

date within two years

to in subsection (1)

in his opinion,

to the director named

unable to pay its debts, and cause to be entered therein, in respect of each

such director—

and were unable to pay their debts, and cause to be entered therein, in respect of each

shall establish and maintain a register of directors of companies which have been dissolved

and were unable to pay their debts, and cause to be entered therein, in respect of each

the register to be maintained by him

Registrar and extracts therefrom cer

(9) The provisions of section

be guilty of an offence

(8) Any liquidator who fails t

merits of the matter, to receive furth

decision, to apply to the Court for r

to make an entry in the register, sha

(7) Any person aggrieved by t

of the director in the register.

application has been disposed of and

under subsection (5) or, if an applica

(6) The Registrar shall, on the e

be entered in the register, he shall inf

director fails to object and the Registr

(5) If after considering the obj

referred to in subsection (1).

section (3), object, by affidavit or oth

(4) A director may, within one

therein.

the Registrar shall at the same time ser

as to which director was the effective ce

the liquidator has in a statement furnish

copy of the particulars furnished under

(3) The Registrar shall, under co

was the effective cause of the company

(a) to (d) of this section, together with

before the commencement of the windi

of each director of the company who

420. Court may declare dissolution void.—When a company, including any other body corporate, has been dissolved, the Court may, at any time within two years of the date of the dissolution, on an application by the liquidator of the company, or by any other person who appears to the Court to have an interest, make an order, upon such terms as the Court thinks fit, declaring the dissolution to have been void, and thereupon any proceedings may be taken against the company as might have been taken if the company had not been dissolved.

421. Registrar to keep a register of directors of dissolved companies.—(1) The Registrar shall establish and maintain a register of directors of companies which have been dissolved and were unable to pay their debts, and cause to be entered therein, in respect of each such director—
(a) his full forenames and surname, and any former forenames and surname, his nationality, if not South African, his occupation, his date of birth and his last known residential and postal addresses;
(b) the name of the company of which he was a director when such company was dissolved for the reason that it was unable to pay its debts and, where more than one company was dissolved at the same time, the names of those companies;

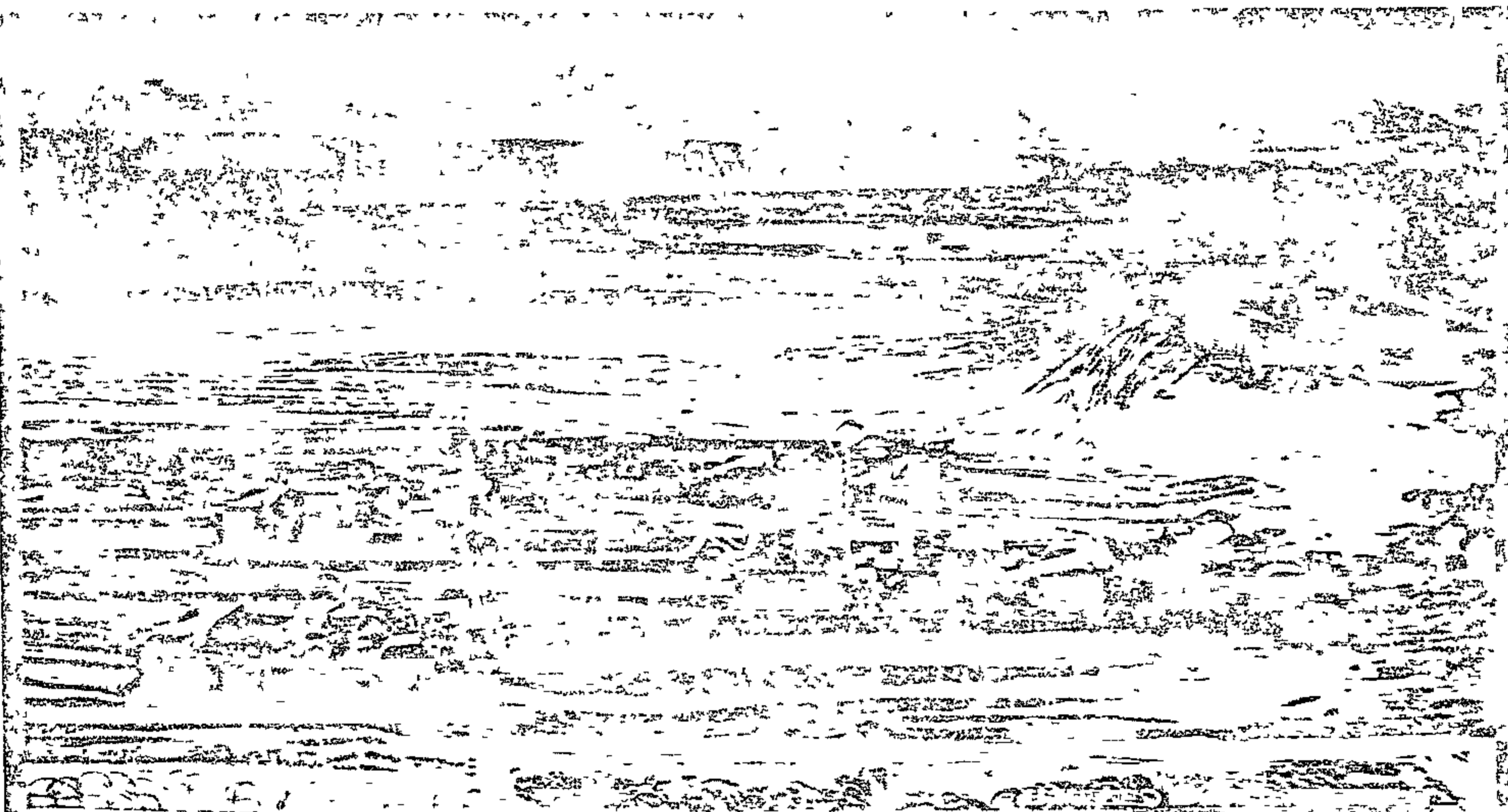
(c) the date of his appointment to the office of director;
(d) the date of dissolution of the company in respect of which he was a director;
(e) the date of his appointment to the office of director in respect of which he was a director;
(f) the date of his appointment to the office of director in respect of which he was a director;
(g) the date of his appointment to the office of director in respect of which he was a director;
(h) the date of his appointment to the office of director in respect of which he was a director;
(i) the date of his appointment to the office of director in respect of which he was a director;
(j) the date of his appointment to the office of director in respect of which he was a director;
(k) the date of his appointment to the office of director in respect of which he was a director;
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(m) the date of his appointment to the office of director in respect of which he was a director;
(n) the date of his appointment to the office of director in respect of which he was a director;
(o) the date of his appointment to the office of director in respect of which he was a director;
(p) the date of his appointment to the office of director in respect of which he was a director;
(q) the date of his appointment to the office of director in respect of which he was a director;
(r) the date of his appointment to the office of director in respect of which he was a director;
(s) the date of his appointment to the office of director in respect of which he was a director;
(t) the date of his appointment to the office of director in respect of which he was a director;
(u) the date of his appointment to the office of director in respect of which he was a director;
(v) the date of his appointment to the office of director in respect of which he was a director;
(w) the date of his appointment to the office of director in respect of which he was a director;
(x) the date of his appointment to the office of director in respect of which he was a director;
(y) the date of his appointment to the office of director in respect of which he was a director;
(z) the date of his appointment to the office of director in respect of which he was a director.

NAMIBIA - LABOUR

1980 - 1987

IN SEARCH OF SOUTHERN AFRICA

Oasis of joint living



ORANJEMUND is a town of extremes. It is possibly the lush oasis in the world set in the most desolate desert of all. It straddles and controls the world's richest diamond fields. And it is the site of the broadest experiment in social engineering thus far seen in Southern Africa.

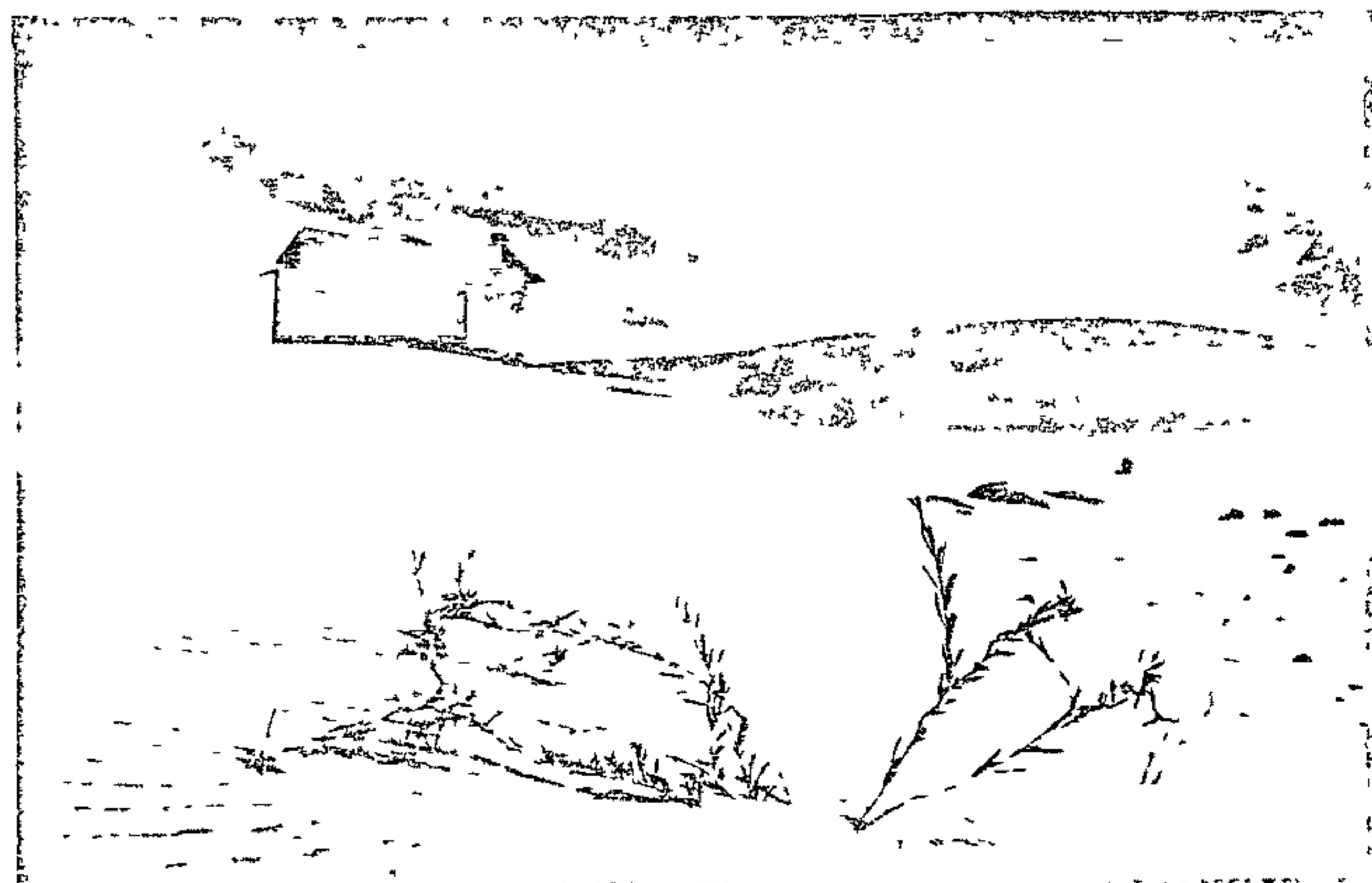
Apartheid has now been outlawed in Namibia. But the effects of the past are limited. The social patterns are entrenched and the change in the law has not given black the financial or educational means for any sudden step out of the economic backstage.

But in the town of Oranjemund a programme of desegregation is being put into action on an organised basis.

This is helped along by the fact that the town is owned lock stock and barrel by CDM - formerly Consolidated Diamond Mines - a subsidiary of the De Beers group. With the exception of three largely unoccupied policemen and a couple of post office officials, CDM employs every working resident.

CDM is trying to create in Oranjemund the kind of town that it feels will fit into the new era. In some senses it is a pathfinder, but not in all.

For one, Oranjemund's circumstances are too unusual. The town is built on, dedicated to and totally absorbed by diamonds. There are no old people as former employees move away after they retire, and there are no teenagers except during boarding school holidays.



Top: CDM's earth moving fleet is believed to be the world's second biggest, next to the US Army's. Above: Kolmanskop, one of the ghost towns whose diamonds ran out. Oranjemund's own supply will come to an end one day. When is classified information. The company has a lease until 2010.

There are facilities which are normally only available in much larger centres - an airport, cinemas, an eighteen-hole golf course, and even a man-made lake, all provided by CDM in an effort to keep employees content.

Only visitors with prior clearance are

admitted. By land, the only way of getting there is over a road bridge across the Orange from the South African side. All traffic, whether from the bridge or the airport, has to pass through a security check point.

PLEASE TURN OVER

228 (S/S)

Novel in housing and education

CONTINUED

Until the late 1970s security around the town was much tighter. Everybody was X-rayed on departure and persons could only leave town once a month to escape excessive radiation. Now the top-security procedure has been transferred to a computerised key-card system around the mine area itself.

Many of the expenses that face people elsewhere can apply in Oranjemund. Accommodation is free. The shops are non-profit. The residents of the family quarters pay R20 a month for the services of domestic servants whose real pay from CDM is more than ten times that much. Recreation fee were always nominal and have now been lowered even further to make facilities more easily open to lower-paid black workers.

CDM is highly profitable. It contributes about 40 per cent of Namibia's total revenue. It also provides 20 per cent of De Beers profits which last year were nearly P750 million after tax. Part of its motive in the changes it has been making is to keep its nose clear of the eyes of whatever government finally takes over in Windhoek.

The company is proud of the change which in many respects goes a long way beyond anything that has been done by the subsidiaries of the foreign multinationals which are theoretically in the forefront of the effort to counteract apartheid.

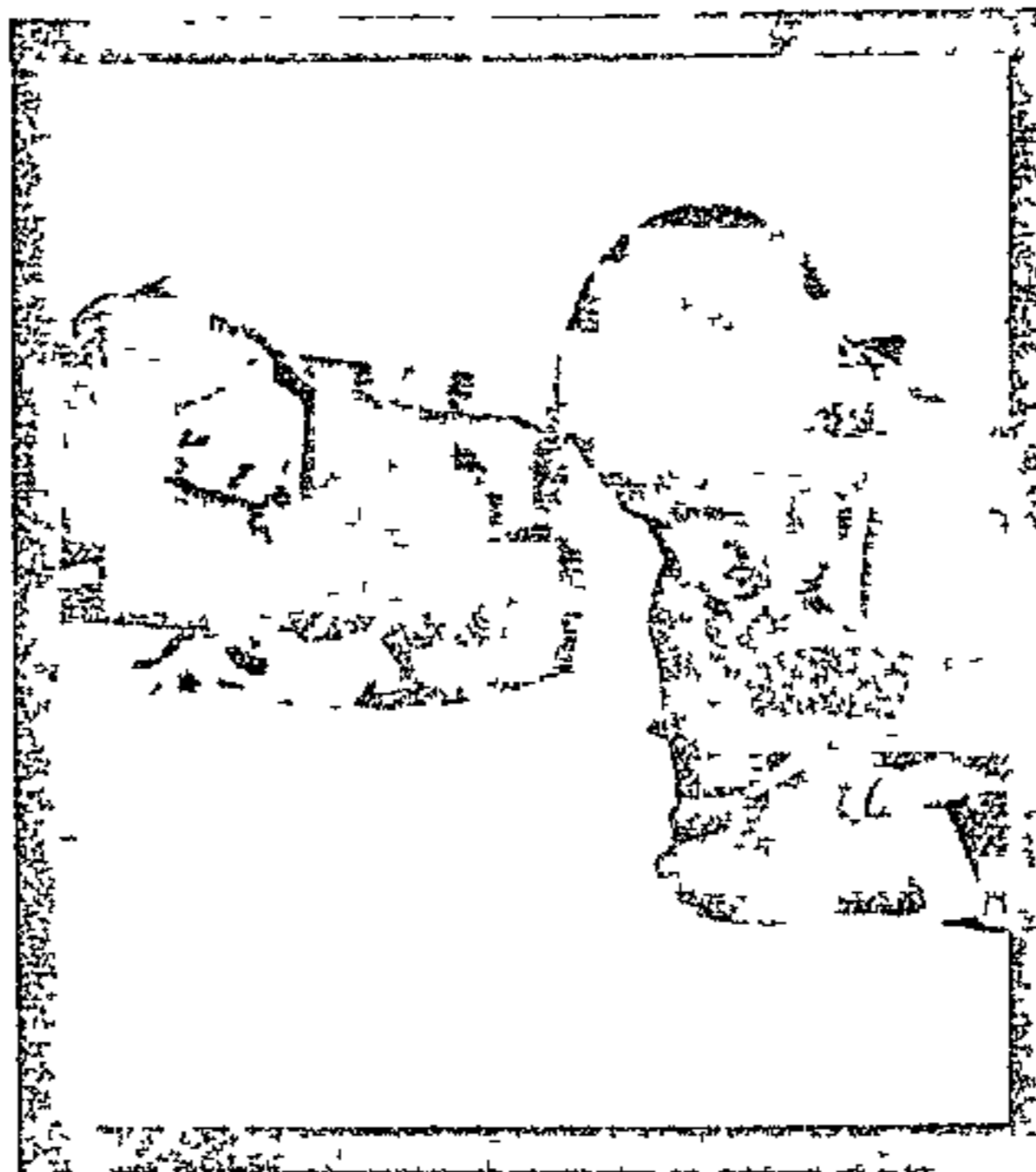
Some of these changes constitute bold steps in the Southern African situation. For example the recreation clubs were desegregated before the liquor law allowed this. There are other respects in which the lower-skilled black workers remain at a disadvantage.

Conditions of service are basically the same for black and white. But blacks do not belong to the pension fund or the medical aid fund. Instead they get free medical attention while they are at the mine and they get a retirement gratuity.

There is a common wage curve but there is also an inducement allowance for skills unavailable in the territory which in essence means for whites.

Most of CDM's 5 300 black workers are migrant workers from Ovambo. For the last 2 1/2 years they have theoretically had most of the same rights as the whites in the town, and now that the last vestiges of statutory apartheid are gone they officially have exactly the same rights. However, their freedom in practice to enjoy these rights is limited. Most live in hostels in the security area (which stretches over a hundred kilometres up the coast) and even those close to town do not in fact have easy access.

The mine provides free education to employees not only at the basic literacy



level which is now common but up to matric standard. Apprenticeship training is open to all and there are more blacks than whites now being indentured. The company has also lent the rules to enable more blacks to effectively acquire artisan skills. In Namibia (as in SA) the standard of schooling the law requires for apprentices effectively excludes many older applicants. So CDM run a parallel scheme alongside its official apprenticeship course.

The real novelty of CDM is in its housing and education systems. Housing is non-racial. 70 black families already live or are in the process of moving in to the town itself. For some time the company had wanted to bring black families into the family-housing set-up and in 1978 started building a new suburb a short distance removed from the white town. But then the law was changed and now both the old town and the new development are used to house both whites and blacks.

The primary and nursery schools are also race-free. This initially created white upset which has now disappeared. The DRC minister in the town resisted the change saying that his synod had instructed ministers to resist integrated schooling. CDM's chairman and his congregation did not support him. He has now left the town.

The whites in general have a simple choice: accept the new system or quit. Staff turnover has not increased visibly and none of the whites who have resigned since the change have given it as a reason.

CDM prepared white parents for the change in advance. They were told that standards would be maintained if not actually improved. The school is split into English and Afrikaans streams, and all the blacks so far have opted for the English stream. All extra-mural activities are joint however.

The Oranjemund primary school offers some of the best education available in Namibia to either black or white. No expense is spared (the annual budget for the library alone is R8 000) and facilities are exotic even by the standards of other white schools let alone black ones.

Black children arriving at the school

time to be a pool of bright young education that will be able to do as well as they can in the tough South African intensive education system. Concentration on English and arithmetic. Initial black parents complained that the apartheid curriculum but the complaints died away when it turned out that the programme readily equipped the black children to do as well as a full paid matric class of white children. The school is a success story for the town.

So far the school has admitted in the school out of a total of 60. By the beginning of next year there will be something like 200 blacks.

Only the senior black employees qualify to move to Oranjemund as permanent residents. Not all in fact choose to bring their families there. Previously all whites qualified for houses and no blacks. Now new whites have to qualify on exactly the same criterion as blacks.

The cost of throwing family housing open to everyone would be enormous even in CDM's terms. But it is also true that non-racial experimentation makes much easier not only by absolute criteria but also by the restricted nature of it or black to an environment which poses no threat to whites.

The senior black employees (such people as personnel assistants, industrial relations assistants and assistant hostel managers) CDM is actively working towards the day when most skilled jobs are held by blacks while avoiding putting unqualified blacks into top jobs for show purposes.

Wages even at the lowest level are high in comparison with other South African cities and astronomical in relation to the earnings of Ovambo migrant workers generally. The 2 500 unskilled workers average R270 a month. Minimum wage is R175. All but 2 500 of the remaining blacks fall into a broad skilled/semi-skilled category: operator, training instructors, personnel, crane technical auxiliaries, in artisans, etc. They earn between R254 and R532 averaging R450. About 400 of the 1 300 whites fall into the same salary ranges.

Currently the old style hostels with dormitory accommodation and minimal privacy are being replaced by new ones with bedrooms shared by two men only.

Part of the reason for this is that CDM has recently faced several well organised one-day strikes which put down to agitation on the cell system in the hostels. When management wanted to negotiate there were no spokesmen for the workers. Works Affairs Committee are now being established nine so far with more to come.

To consider Oranjemund as a forerunner to a new form of South African society would be unrealistic. However it does offer evidence to answer one of the major questions which is big in the mind of the average white South African: that the advance objections to apartheid life wither away when the move is actually made.

221 216

SWA/Namibia wants skilled women to return to work

STAR 24/3/80

(57) (222)

(220)

South West Africa/Namibia has adopted a system of separate taxation of salaried married working women because it wants to draw skilled women back into the labour force.

The Chairman of the Executive Committee of the SWA/Namibia Administration said in the mini budget speech on February 19 that there was a need "to encourage married women to offer their services to the country by returning to work"

An official of the SWA/Namibian government services told me they had realised that many married working women did not regard their R1 000 deduction as enough to leave home for

"The tax system wasn't attracting women," he said. "This new system will mean a loss of revenue — it will cost us about R3-million. But we hope we will get this back in the form of more working women putting it back into the economy."

He said women would not have their own tax

status. The husband would still remain the responsible tax payer. He would have to make up any shortfalls and he would receive the cheque for any surplus paid.

He also said the new system would only apply to salaried women, not those with their own businesses or those who worked for, or with their husbands in private companies.

Here are two examples which were given in the mini budget of tax savings for married working couples under the new system in SWA/Namibia.

MARRIED COUPLE WITH TWO CHILDREN

Taxable earnings		Tax savings for 1980/81
Husband	Wife	
R6 000	R4 000	R290
R10 000	R5 000	R920

I learnt of a further example where a married couple with no children with the husband earning R15 000 and the wife R10 000 would save R2 240 in the 1980/81 tax year.

11/5/80
SUN TIM 222

Unemployment is SWA's biggest enemy

SOUTH WEST Africa is fighting an enemy that may be even more formidable than terrorism — unemployment

The authorities and the private sector this week joined forces against the common enemy

At a symposium to thrash out joint strategy, it was felt that unemployment should be halted before it interfered with the peaceful

Political Reporter

political and economic development of the territory

Mr Martin Shipanga, president of the Namibian Chamber of Commerce and Industry, expressed the feelings of farmers, financiers, industrialists and the public sector when he said "We must fight this enemy with all the means at our disposal."

Methods discussed to alleviate or remedy the situation include

- A switch to labour-intensive projects by both the public and private sectors
- An effective, state-funded family planning scheme.
- The introduction of labour-intensive relief work similar to that during the depression years
- Establishment of home industries.
- The introduction of development obligations similar to the existing defence bonds

It was difficult to determine the exact nature and extent of unemployment in the territory, the Director of Finance, Dr Johan Jones, told the Sunday Times, as many unemployed people failed to register with employment bureaus.

Police told the Sunday Times that thefts were increasing in Windhoek.

"We suspect that it is the result of unemployment," said the Divisional Criminal Investigation officer, Colonel S Greyling

Approach

"An approach which could make a big contribution towards alleviating the problem is the use of more labour-intensive production methods in commerce, industry, building and construction, and the government sector," according to the Administrator-General, Dr Gerrit Viljoen.

Dr Viljoen, who opened the symposium on unemployment, said

"It is important that both the private and public sectors should acknowledge the gravity of the problem and endeavour to develop labour-intensive techniques."

The authorities intended to make use of labour-intensive construction methods as far as possible in the provision of infrastructure services, said Dr Viljoen

He also indicated that SWA/Namibian workers may soon be recruited to work on South African mines in an attempt to relieve the unemployment situation in the territory.

DR JOHAN JONES
Difficult

DR GERRIT VILJOEN
New techniques

SWA/NAMIBIA

222

Balanced health

FM 1/8/80

An urgent policy switch in health strategy is required for SWA/Namibia if glaring discrepancies in the health of the black and white populations are to be rectified.

According to figures released by the Democratic Turnhalle Alliance (DTA), the life expectancies of the Namibian peoples at birth are estimated to be 68 to 72 years for whites, but 42 to 52 for the remaining population. And a report released this week by the German Development Institute of Berlin outlines some of the massive health problems facing the country.

According to the report, health care institutions in SWA are only partially able to fulfil their functions. The reasons are to be found in "political, social and ideological constraints". The institutionalised health-care system is both separate and unequal, particularly regarding the distribution of resources between rural and urban areas.

The general state of health of the rural population is lower than that of the urban population whereas, in Europe, the opposite was historically the case. Tuberculosis is a major problem. According to the report "It has assumed alarming proportions despite all curative and preventive measures on the part of the health services". The incidence among blacks is presently 10 times higher than for whites,

and rates of up to 25% among Bushmen are reported in some areas.

A number of reasons are put forward for the health differentials of the population groups — the most fundamental being access to fresh water and sewage disposal facilities.

Working conditions also directly influence health. One reason for this has been the lack of worker political power. Until recently, black trade unions were illegal, and safety regulations were frequently disregarded.

The report suggests a new Namibian health scheme should be spread outside the urban areas. The creation of a comprehensive network of services to ensure equal access to health services is a priority.

Special emphasis should be given to the establishment of health posts and mobile units for sparsely settled areas. Health workers delegated and supported by the community, working on a voluntary basis, should be introduced. And the report adds that training, on an on-the-job basis for people like teachers and social workers, should be introduced.

Financial Mail August 1 1980

Farmworker to hang over terrorist attack

STAR 14/10/80 (222)

WINDHOEK — A black farmworker, Markus Kateka (40), was sentenced to death in the Windhoek Supreme Court yesterday for taking part in terrorist activities and harbouring terrorists.

Another worker who had been charged with Kateka, a Bushman, Hendrik Kariseb (45), was jailed for 10 years.

Both men were found guilty by Mr Justice Strydom.

Leave to appeal was not granted, but pro deo defence counsel, Mr Plo Teek, indicated he would petition against both verdict and sentence.

The hearing was a sequel to a terrorist attack on the farm of 60-year-old Mr Jacobus Louw in the Grootfontein district on February 17.

Evidence was that Mr Louw had fought off the attack singlehanded after his daughter had woken him on a Sunday afternoon. No one was killed in the attack.

The two men were accused of aiding and abetting the terrorists, knowing they were intent on killing the Louw family.

Passing sentence, Mr Justice Strydom said farmworkers must be made to realise it was their duty to report the presence of armed insurgents and that they could not get involved with Swapo.

Everybody knew Swapo

had no good intentions toward the territory and its people.

The judge said he had taken into consideration the two men were simple people who might have been tempted by the false promises of Swapo and that there had been no loss of life.

The two accused were

considered by their employer to be the most responsible workers on the farm.

It had been their duty to report the presence of armed men.

Kateka had had the opportunity to warn the Louw family because he had been involved with the armed men long before the attack.

Mr Teek argued in mitigation that the two men had been victims of Swapo.

"They were victims of a shrewd and well-trained organisation," he told the court.

"It is well known that insurgents are trained in how to procure the help of ordinary people." — Sapa.

'Liberal' nurse back to face powers in SWA

By Alan Dunn
The Star's Africa
News Service

WINDHOEK — A plan by conservative white hospital authorities in SWA/Namibia to force a "rebel" nurse out of an active role in the nursing profession backfired last week with her election to a top post in the nursing hierarchy.

Mrs Anchen Parkhouse, removed from her job as chief matron at the State hospital in August last year, will now re-enter the mainstream of nursing affairs as a member of the multiracial Nursing Association's board.

Mrs Parkhouse was elected as a member of the 15-seat board, after spending several months doing clerical work for the white health administration.

It is understood she took about 66 percent of the nurses' votes for the only national seat — representing enrolled, pupil and assistant nurses — on the board.

A great deal of her support came from black and brown nurses who remain loyal to Mrs Parkhouse for her "fair deal for all" policy in the nursing profession.

Acting without the permission of her employers, she approached the first Administrator-General of SWA/Namibia, Mr Justice Marthinus Steyn, in a successful attempt to equalise the nurses' salary scales which differed drastically between race groups until last year.

The outspoken Mrs Parkhouse is, after 20 years in the nursing profession in which she became the most highly qualified nurse in the territory, considered to be the modern pioneer of nursing in the territory.

She introduced the first family planning service in the territory, and initiated a number of advanced diploma courses in nursing.

Her return to prominence in SWA/Namibia's nursing circles could

Mrs Parkhouse said in an interview she would use her four-year term of office on the board to "fight fairly" for a new deal for the territory's 2 500 nurses, about 80 percent of them black and brown.

She will also campaign for higher salaries for all nurses, improved nursing education, and SWA/Namibia's health services on a national and not an ethnic basis.

Mrs Parkhouse has repeatedly come out against the policy of "exclusively white" hospitals, and she hopes to be able to change the thinking of white politicians on this issue.

"Sure, I am a rebel. This is only because I fail to see why any nurse should be detrimentally affected because of her colour.

"When we talk about health, we are not talking about black, white and brown. We are talking about the people of this territory," she said. "It has never bothered me what colour nurses or patients are, and that is my problem in the eyes of the white administration."

She found it laughable that a territory as small in population as SWA/Namibia could have 11 health services for each ethnic group.

The founder president of the Women for Peace movement, Mrs Parkhouse feels she was pushed out into the cold because of her politics. It was felt she was "too liberal."

But in the 1978 national election for a constituent assembly in SWA/Namibia, she was instrumental in arranging transport for nurses at the Kataturu Hospital, Windhoek, to vote elsewhere so they could not be seen or recognised by Swapo supporters.

"I have also tried to persuade the black nurses — most of them support Swapo — that Swapo was not the solution. Violence is not the answer," she said.

approaches to the task in hand and differences were bound to arise

FINE ART & ARCHITECTURE

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

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

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

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student
in third year.

Miss C Tredgold

David Haddon Prize

For the best student of

Architecture (or Quantity

Surveying) in the subject

of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

S A Read

Osborn Prize

For the best work in fourth

year.

D H Pryce Lewis

John Perry Prize

For the best work in

third year.

R A van Rosenfeld.

ARCHITECTURE

RDM 19/1/81
Mines (22)
kill SWA
workers

WINDHOEK. — Two Portuguese construction workers had been killed in a landmine explosion in South West Africa's northern operational area, the SWA Broadcasting Corporation reported at the weekend.

The report stated that the incident had occurred on Friday between Mananene and Ogongo in Owambo where construction on a new tarred road was taking place.

The two dead men were not identified.

The Owambo Administration was unable at the weekend to confirm the report.

In what has been described as one of the blackest periods in a long time in Owambo, at least seven people are known to have been killed and 19 others injured last week in landmine explosions.

The mines are believed to have been planted some time ago by Swapo — Sapa.

~~200~~
Fishermen
still striking
at Luderitz

The Star's Africa
News Service

WINDHOEK — A strike by about 600 fishermen at Luderitz Bay has crippled the port's cray fishing industry for the past four days and is likely to cause considerable harm to the town if it continues.

It is understood the fishermen went on strike on Thursday demanding more than double their present basic salaries which are paid throughout the year.

One of the Luderitz Bay factory managers, Mr Werner Gubring, said today: "There is no doubt we will be on our feet shortly."

Two officials of the Department of Civic Affairs and Manpower arrived in Luderitz on Saturday to act as intermediaries between the strikers and the three cray fishing concession holders there.

Although the skippers, mates and cooks are not involved, it is believed that the 27 mother ships in operation have not yet returned to the cray fishing areas.

STRIKING
 RDM 17/2/81
 workers
 222
 given
 one day

By PETER KENNY
 Mail Africa Bureau

WINDHOEK — The 600 striking fishermen who have brought the rock lobster industry at Lüderitz, South West Africa, to a standstill for the past five days were issued with an ultimatum yesterday.

They were told they could return to work by today or be paid out.

The dispute, which arose over the fishermen's demands for higher pay, began after the men returned with their catch last Thursday.

The fishermen, who receive a retainer of R125 a month, excluding commissions and bonuses, are demanding a daily retainer of R10.

A spokesman for the rock lobster fishing industry, Mr Werner Guhring, said yesterday this demand represented a 150% increase in pay.

Mr Guhring said the men received R125 every month, despite the fact that they only worked six months of the year.

The rock lobster industry closes on May 5, when the fishermen, some of whom come from as far as Transkei and Cape Town, return home.

About half the fishermen are recruited from the Lüderitz area.

Representatives of the Department of Manpower and Civic Affairs met the fishermen at the weekend and tried to persuade them to return to work.

But there were no signs yesterday that the strike would end or that employers would agree to the strikers' demand.

Mr Guhring said those who wanted to return to work today would be allowed to do so, but those who continued striking would be paid out and sent home.

Lüderitz is the only SWA harbour used exclusively for fishing.

It has been plagued by economic problems for some years. These result from a decline in the fishing industry because of decreasing catches and quotas, and the centralisation of the diamond mining industry.

The Lüderitz Bay Foundation — an organisation started to save the town from dying — held its annual meeting at the weekend.

The foundation is concerned at the decline of the once-famous fishing port, with its distinctive German architecture.

For the best student in each of the 2nd, 3rd and final years.
Corporation Medals
 Miss G C Littlewort
 Third Year (Silver Medal)
 Miss N C Davidson
 Fourth Year (Gold Medal)
 P M Salmon
 T J Cumming
 D P Weeks
 J H Rens
 B F McClelland

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.
 J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.
 L Menegaldo

A E & C I Prize
 For the first year student obtaining the highest average mark.
 G L Cragg

Striking crayfish men are paid off

The Star's Africa
News Service

WINDHOEK — About 350 lobster fishermen were today paid off and transported out of Luderitz after a pay strike which has so far cost S. A. Namibia's crayfishing industry more than R300 000.

The fishermen, half of the fishing force at Luderitz, were being sent back to the Cape and other areas today after unsuccessful negotiations in an effort to break the strike which started last Thursday.

A spokesman for one of

the three crayfishing concession holders at Luderitz, Mr. Werner Guhring, today said the fishermen were demanding more than double their basic wages.

He said they had signed contracts for a basic wage of R120 a month throughout the year, but were now asking for R300 plus their normal commission on catches.

"Those people who wanted no part in the strike were told their houses would be burned and they would be killed."

POLITICAL

"To my mind, it is a political thing. The fishermen knew what they would be getting before they started," he said.

Mr. Guhring said management had decided to stick to the contracts because of a slump in the United States and Japanese crayfish markets, and because of the precedent any major concession might create.

He said the crayfishing companies would start recruiting replacement crews to get the 27 mother ships out to sea as soon as possible.

Luderitz ^{9:10 PM} fishers ⁽¹⁹⁷⁾ go back to work ^{19/11/51} ²²² ¹⁹⁷

The Star's Africa
News Service

WINDHOEK — Luderitz's lobster fishing boats today started returning to sea following a successful effort to break a six-day strike by 600 fishermen

Forty of the strikers who refused to compromise were yesterday bussed out of Luderitz to the places where they were recruited

About 240 fishermen were already on board buses yesterday, when one concession-owner called them back to make a final offer.

Mr Werner Guhring said he suggested a basic retainer of R11 a day

during the January-May fishing season, instead of the monthly R125 retainer throughout the year

The fishermen immediately accepted the new terms, and the promise of a R100 bonus at the end of the season

"It virtually comes to the same thing, but this is what they wanted. The problem now lies in how they are going to keep their families for the rest of the year," he said

At the start of the strike last Thursday, the fishermen demanded more than double their monthly retainer

Mr Guhring said it was difficult to estimate the losses caused by the strike, but he said the industry had lost a catch of about 200 000 kg of crayfish on Monday and Tuesday

Strike brings lobster industry to a halt

'Mail' Africa Bureau
WINDHOEK — South West Africa's rock lobster industry was virtually at a standstill yesterday as fishermen entered the third day of their strike at Luderitz, on the south coast of the territory.

The dispute involving 600 fishermen began after the men returned to Luderitz with their catch on Thursday.

A spokesman for the local industry said yesterday that the men were demanding higher pay but would not give details. Two members of the Depart-

ment of Civic Affairs and Manpower spent the weekend trying to persuade the men to continue fishing.

About half of the 600 men were recruited from Cape Town, and the other half from South West Africa. The spokesman said all have the same conditions of contract.

Luderitz, SWA's only harbour, has been struggling in recent years because of decreasing catches and quotas.

But this season's catches are up though the quota is not expected to be reached.

The rock lobster season closes in Luderitz on May 5.

Meanwhile, the Luderitz Foundation — an organisation which hopes to save Luderitz from dying — held its annual meeting at the weekend.

The foundation was started because of concern over the decline of the once famous fishing port with its distinctive German colonial architecture.

It has been faced with economic trouble since the decline of the fishing industry and the centralisation of the diamond mining industry.

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or
Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the
best classwork in Engineering
Drawing.

L Menegaldo

A E & C I Prize
For the first year student
obtaining the highest average
mark.

G L Cragg

Lobster men haul in new deal

Mall Africa Bureau

WINDHOEK. — Rock lobster fishermen at Lüderitz are expected back in their boats today after successful last-minute negotiations to end a six-day strike which brought the industry to a standstill. While fishermen and factory bosses were clinching a deal to end the strike yesterday, more than 100 migrant fishermen from Cape Town and Port Nolloth had been paid off and were packed and seated in buses which were to take the home.

"But they climbed out of the buses and agreed to return to work when we agreed to pay them their normal 12 months' wages over the 4½-month fishing season," said a spokesman for the industry, Mr P A Schwiager.

The fishermen, who received a retainer of R125 a month throughout the year, excluding commissions and bonuses, demanded a daily retainer of R10. This would have represented a 150% increase.

In terms of the deal accepted yesterday, they will receive a retainer of R11 a day throughout the fishing season.

Mr Schwiager said only about 5% of the fishermen refused the new offer and most of them were already on their way back to Port Nolloth by bus. He said they seemed to be more troubled by homesickness than by money matters.

The six-day strike is understood to have cost the industry about R80,000 a day. But observers say that, judging from catches so far, this year's season should be considerably better than last year's.

RDM
18/2/81
222

programme of the health assistants, who operated only in the intensive area.

There is little doubt that Pholela Health-Centre was by far the best organised of all Health-Centres, and that its impressive results in the fields of research, training of health assistants and improvements of the health status of its local population, were mainly due to the enthusiasm and untiring efforts of Dr Kark and his team.

THE OTHER HEALTH-CENTRES

but agreement was reached while many were preparing to return to their homes

The fishermen would be paid the same amount of money as before the strike, but at a rate of R11 a day during the fishing season which lasts from January 1 to May 15, instead of R125 a month throughout the year

Lobster fishermen end strike

WINDHOEK - Striking rock-lobster fishermen at the SWA/Namibian port of Luderitz, returned to work late on Tuesday. Mr Werner Guhring, general production manager of SWA Frozen Rock Lobster Packers, confirmed yesterday. The fishermen, striking for higher pay, had been told to return to work or lose their jobs.

environmental hygiene, clinical pathology, oral hygiene, nutrition, psychology, etc.

This training was originally given at Pholela, later at Springfield and finally in a more elaborate form from 1949 onwards at the Institute for Family and Community Health in Durban.

expansion programme for new Health-Centres, was granted for this purpose. The early ed at Pholela certainly had contributed much dence in the Health-Centre concept.

Health-Centres was mainly among economically or privileged communities. This was in accordance of the NHS Commission to provide health service the population, especially the under-privileged. This meant, however, a Health-Centre service which were usually unable to pay for their a great lack of basic communal infra-

s were started all over the country, for example, e Flats), Newlands (Durban), Alexandra, The new staff for these Health-Centres period of training, varying from 3-6 months in family health and welfare, epidemiology, environmental hygiene, clinical pathology, oral hygiene, nutrition, psychology, etc.

PROBLEMS ENCOUNTERED IN HEALTH-CENTRE PRACTICE

Firstly, problems arose from the fact that none of the Health-Centres has ever been able to function under the favourable circumstances which the NHS Commission envisaged they should do.¹⁰

As the recommendations of the NHS Commission about the establishment of a single health authority had not been implemented, great difficulty was experienced by medical officers in Health-Centres in gaining co-operation when necessary from hospital and other health services, which fell under local or provincial authorities. There was also the confusing situation that certain people around the Health-Centre had to pay, while others could get free medical treatment. Because the recommendation of the NHS Commission for free health services and a national tax had been rejected, only indigent patients were entitled to free medical treatment. Moreover, the Medical Association, in order to protect private practice, insisted that those people who did not fall below the means test, should not receive free treatment. Great difficulty existed as to how to devise and apply such a means test, without being arbitrary. The result was confusion and dissatisfaction among the general public.

According to the NHS Commission, there should have been a special Health Services Personnel Commission to determine conditions of service of the Health-Centre staff. This personnel commission was never established, however, and the result was that conditions of service offered by the Government Public Service Commission were not as attractive as elsewhere.

There was also a real shortage of medical and nursing staff in the Health-Centre which was certainly due to the specific character of the under-privileged communities, which seem to have been unattractive for those members who originated from the well-developed and wealthy section of the population.¹⁰

Particularly as far as medical officers were concerned, there seem to have been real problems. The great load of administrative work, especially as far as the intensive area work was concerned, was apparently a frustration for many of them.¹¹ It was even more difficult to accept this in the face of a huge amount of curative work, unavoidable when starting a health service in a poor and sick community. Many of these medical officers had only had three months' training at Pholela or Springfield, and the training received at Medical School was not really adequate for the specific circumstances of Health-Centre practice.

Mine worker is found guilty of attacking editor

WINDHOEK — A mine employee was yesterday found guilty of attacking and threatening the editor of the Windhoek Observer, Mr Hannes Smith. The magistrate adjourned the court until August 21 for sentence.

Earlier Mr Smith had told the court that he was taking a stroll with his night watchman one evening when "a hail of stones" suddenly rained down on him, and Fernandez had "charged up with a rock in his hand and threatened to kill me" — Sapa.

ROM 28/7/82 (22) (22)

Bell-John Prize
 For the best all-round student in any year of study.
 P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
 For the student obtaining the highest marks in Professional Practice.
 P R Swift

LTA Prizes
 For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.
 I : N D G Sessions
 II : A R Low Ken
 III : No award

S A Brick Association Prizes
 For the best student in the subject of Building Construction.
 C W von Doring

For the second best student in the subject of Building Construction.
 K Strong

Student Planners Award
 For the student who has shown greatest promise at the end of the first year.
 M P Morkel

QUANTITY SURVEYING
 (Continued)

URBAN & REGIONAL PLANNING

RDM 10 5 11
226

blacks — Heunis

THERE WAS never any possibility of blacks being included on the President's Council to meet the conditions of membership set by a Durban attorney Mr Pat Poovalingham, said Mr Chris Heunis Minister of Internal Affairs, yesterday

Mr Heunis added Mr Poovalingham knew this

He was commenting on Mr Poovalingham's resignation from the council three months before the 'deadline' he had set for having blacks included

The resignation of Mr Poovalingham is seen in some circles as a setback for the Government but this was hotly denied by Mr Heunis who said it was quite obvious from Mr Poovalingham's statement that he saw the council as being able to serve a useful purpose

"It was quite obvious he resigned not because the council was ineffective but because of his previous commitment"

Dr Fredrik van Zyl Slabbert, leader of the PFP, said the resignation showed that the so-called "Poovalingham option" was in fact no option at all

When the PFP decided to stay out of the President's Council, it had been suggested that the party instead follow the "Poova-

lingham option by joining the council conditionally

The PFP stayed out of the council mainly because of the exclusion of blacks

Dr Slabbert said that as a constitutional mechanism for change the council was bound to contradict its good intentions because blacks were deliberately excluded

Affected

He said that blacks, who would be affected by any constitutional recommendations, could not be excluded from the process of negotiation

Mr Vause Raw, leader of the New Republic Party, said Mr Poovalingham's resignation did not affect the attitude of his party to the President's Council

His party had entered the council with the attitude that it would withdraw support only if it was seen it was not serving a useful purpose — Sapa

(News by B. Cameron 122 St George's Street Cape Town)

New SWA

Sunday Times
11/10/81

union flexes its muscles ²²²

By PETER KENNY
Windhoek

THE new Namibian Trade Union Council says it will "mobilise" workers in South West Africa unless a minimum wage of between R100 and R150 is fixed "without delay".

The call for a fixed minimum wage was made yesterday by the leader of the NTUC, Mr Solomon Mifima, who is also deputy leader of Mr Andreas Shipanga's Swapo Democrat Party.

He described the NTUC as being a general union with members who "are not restricted to workers in a given craft or industry, but open to all, with the exception of those in supervisory positions"

Problems

The aim of the union was to compel the authorities to enact proper labour laws, especially for the black labour force. He said unions had to be formed by the workers themselves.

"As people concerned with labour problems, we also want to demonstrate our solidarity and firm commitment to the liberation struggle of oppressed and exploited workers.

He saw the NTUC as a means of attaining economic stability and progress.

"It is quite obvious that workers in hotels, on railways, in the mines and other industries need a free and democratic trade-union movement.

"In our opinion, bargaining is not a privilege, but a right.

"A worker should have the right to negotiate, without fear of reprisal, either from the employer's side or from the Government."

Western Corporations Impede Development

UNITED NATIONS — Western corporations through their "greedy exploitation" of uranium resources in Namibia, are responsible for the threat to the rest of Africa, Nigeria has charged.

The Nigerian UN representative, Mr Shettim Ali Monguno, told the General Assembly's Committee on Decolonisation that "appropriate measures" would

be taken against international corporations engaged in uranium mining in Namibia.

The warning came in the context of a generalised attack by several African, Third World and Communist Bloc nations on the second report they said international corporations provided South Africa.

"Racist South Africa has, in collaboration with certain Western countries, been able to put Namibia's uranium resources to a devastating use

through the development of nuclear capability, said Mr Monguno, whose country is the largest military power in black Africa.

He said, Namibian independence, as well as an end to apartheid, would continue to be "frustrated" unless foreign economic interests were curbed.

Sounding a repeated chord during the debate, Mr Monguno called for a total economic boycott of South Africa.

"Let no one here have any

tence of a nuclear weapons programme, but doubts continued to be raised abroad, especially by Black Africa.

Mr Monguno also signed out foreign banks for criticism quoting a World Council of Churches report as saying they were supplying "the major source of capital necessary to underwrite the costs of a military programme."

Mr Monguno charged that bank loans were being made directly to South African Government agencies.

among them the Supply Commission. Mr Monguno said, "developing South Africa's bearably."

Mr Manousova Tognoli speaking from Gambia, that foreign investment in South Africa totalled 35-billion Dollars and amounted to "support for apartheid."

Ard Ms Eva Nowotny, Austria's representative said: "It was established beyond doubt that foreign economic activities had side effects which were slowing down if not seriously impeding Namibian Independence."

She remarked that transnationals were the "natural supporters of the status quo," with an eye to safeguarding their own interests. — Sapa-AP

Copper mine strikers return

RDM 16-10
81

WINDHOEK — A group of 14 workers at Oamites Copper Mine, near Windhoek, returned to work yesterday morning after a two-day strike over pay, the mine's superintendent, Mr. Ron Jervis, said.

The miners, who struck on Tuesday, had complained they were not being paid enough.

Mr. Jervis said at one stage it was feared the strike would spread to other departments at the mine.

The strikers failed in their fight for more pay, but their grievances were settled after a meeting with the mine's management and an official of the Department of Civic Affairs and Manpower.

Benefits

Among issues discussed were the annual pay increases, due in January.

Mr. Jervis said the management had agreed that the strikers use two days of their annual leave to avoid losing bonus benefits for being absent from work during the strike.

He denied allegations of job discrimination on the mine.

"Two black shift foremen on the mine even earn more money than their white colleagues," he said.

He said he was "very pleased" all the workers were back at work yesterday. — Sapa

Black ^{ADM} police ^{7/12/81} strike ²²² in SWA

By PETER KENNY

WINDHOEK — Nearly 100 black policemen in South West Africa's war zone area of Kaokoland downed weapons last week and went on strike.

This was confirmed by the head of the Security Police in SWA, Col Johan van der Merwe, who said the dispute was "over administrative matters".

Col Van der Merwe told the Mail's Africa Bureau the men were back in their barracks and a few "ringleaders" who led the other men would be charged under police regulations.

The strike is the first of its kind to come to public attention in SWA.

There were, however, conflicting reports from authorities as to whether all the police had returned to duty or not.

Rumours

The second in command of the police in SWA, Brigadier Koos Myburgh, was reported as saying the strike — which involved special constables — had not yet been fully resolved and men were reporting back to their posts in dribs and drabs.

The Kaokoland town of Opuwa was buzzing with rumours about the strike but most people were unwilling to talk to journalists.

A special constable, leaning on his automatic rifle, was asked if he knew his fellow policemen had been on strike.

He replied, "It is not our men but Koevoet." Koevoet (crowbar) is a special counter-insurgency unit that operates in an unconventional manner in Owambo and Kaokoland.

Residents in the town confirmed that a unit of the special task force had flown in during the strike.

Striking SWA police fired

ARGUS
7/12/81
22L

Argus Africa News Service
WINDHOEK — About 100 members of a special police unit at Opuwo, capital of South West Africa's remote Kaokoland region, have been fired for striking for two days.

A contingent of Windhoek's police task force and two senior officers went to Opuwo last week after the special policemen refused to continue their training.

The second in command of the SWA Police, Brigadier Koos Mvuburi, denied that the strikers had refused to surrender their

weapons after they had been dismissed.

Brigadier Mvuburi declined to give reasons for the strike but said it had resulted from problems with human relations.

REPLACED

He said a senior policeman had tried to persuade the men to return to their duties, but this had proved unsuccessful.

The men had then been dismissed leaving only 12 special policemen in the camp. The sacked policemen had since been replaced.

He said the policemen were members of a special unit employed on a temporary basis. He denied they were members of 'Koevoet,' the special counter-insurgency police who operate in northern SWA.

The code name Koevoet is Afrikaans for 'crowbar,' and some members of Koevoet have become notorious for the means they sometimes use to counter Swapo insurgency and discourage civilians from harbouring or helping insurgents.

Officer of the Year), left, Officer Willem Fourie
 and Officer Doug Oelofse (shotlist of year).

Picture DAVID SANDISON

OFFICER WILLEM FOURIE, 25, is Johannesburg's most improved traffic officer of the year

Married with one son, aged nearly two, Mr Fourie is the quiet sort who is clearly determined to make a lasting career in traffic law enforcement

He joined the Johannesburg Traffic Department in March 1976, and seems to have

He has served in the foot patrol and motorcycle sections, and is still a member of the latter, operating in the Hillbrow, Yeoville and Berea areas

What does he enjoy about his job? "It's all interesting I like trying to show people why the traffic department does certain things

Salons want to waive the rule

By JOUBERT MALHERBE

THE 22 master hairdressers in Pretoria who want to scrap the by-law which compels them to close their salons on Tuesday afternoons are to take the dispute to the Director-General of Manpower

This move follows the rejection by the Pretoria Industrial Council for the Hairdressing Trade of an application by one of the master hairdressers to be exempted from the measure

Yesterday Mr Hans Wintraud, leading spokesman for the "rebel group", said they were now more determined than ever to have the outdated by-law scrapped

If the by-law — which was laid down under the Industrial Conciliation Act — were scrapped, it would be beneficial for business, Mr Wintraud said

He added that the Industrial Council had given no acceptable reason for the rejection

"The public is on our side. They don't know that we are compelled to close our salons on Tuesday afternoons, Mr Wintraud said"

The scrapping of the by-law would not mean that staff would have to work longer than the current 46-hour week as a system of flexitime would be introduced

This would attract skilled married women — who left the trade when they had children — back to hairdressing

The employees trade union also favoured the retention of the by-law, Mr Wintraud said, but had not given any valid explanation for its stand

According to a statement from the Industrial Council, a questionnaire was sent to all Pretoria salon owners to obtain their views on the issue

Those canvassed were "overwhelmingly" in favour of retaining the existing measure, the statement said

'Illegal' Ovambos netted in pre-dawn police raid

Mail Africa Bureau

WINDHOEK — Between 4 000 and 5 000 Ovambo workers were ordered out of their beds at 5am yesterday by police searching for illegal residents and possessions at the Ovambo compound in Katutura

A police spokesman said 25 people had been arrested and would be charged with trespassing for sleeping in the compound without permission and that 1 000 litres of illegally brewed beer had been destroyed

The compound was surrounded by armed police at 4am, and at 5am workers were instructed to get out of bed and leave through the gates for identification checks. Many had to go without breakfast.

A huge crowd of sleepy compound residents gathered in the cold just outside the entrance watching the others queue through the turnstiles

The flushing-out operation lasted until

about 7 30am when police vans were brought to the gates, waiting to load the illegal residents still inside

Each worker had to produce his identity card and meal ticket to get out

Shortly after 8am police moved into the compound to search for illegal residents. All residents had been asked to leave the doors of their rooms unlocked, but many refused, raising the possibility that more illegal residents were hiding behind locked doors

The deputy manager of the compound Mr Johan de Vos, said illegal residents were responsible for damage to the compound

Many workers complained of being abused by police and of being woken up early and missing their breakfasts

The operation was carried out by SWA policemen stationed at the compound, municipal officials and home guards from the compound.

'Ghost' teachers haunt SA council

By MARTIN FEINSTEIN
 Education Reporter

MORE than 13 000 "ghost" teachers are haunting the South African Teachers Council for Whites (SATCW)

One of the council's tasks is to keep an up-to-date register of all the country's white teachers — but a strange phenomenon has "spooked" the council's clerks in Pretoria since the register began four years ago

A total of 67 000 teachers are entered in the council's books — but there are only about 54 000 practising white teachers in South Africa

The remaining 13 000 are "ghost" teachers who are registered but not teaching — and they have deluged the council with red tape

"We are slowly removing their names," the council's registrar, Mr J J Lemmer, said yesterday

"But before we can do that we have to try and trace these individuals and find out what they are doing — but that is not always possible"

After a certain period, "ghost" teachers who cannot be contacted are dropped from the register

This means they cannot teach unless they re-register

The "ghosts" are one of the reasons for the increasing amount of mail reaching the council from teachers around the country

Since this time last year, its clerks have handled a total of 65 892 incoming letters — an average of 247 letters a day

Probation report needed before man is sentenced

A PRETORIA Regional Court magistrate yesterday asked for a probation officer's report on a 24-year-old man who pleaded guilty to two charges of indecent assaults and impersonating a policeman

Mr Jakobus Frederick Frey, 24, of Kwaggasrand, pleaded guilty to the three charges before Mr B J O van Schalkwyk

The court heard Mr Frey posed as a policeman to gain entry into a women's hostel in Vermeulen Street on May 11, saying he was searching for dagga. It is alleged he fondled two women when he was allowed into their respective rooms

Mr Van Schalkwyk said he needed a probation officer's report to determine Mr Frey's background before imposing sentence

Work is a four-letter word

London Bureau

LONDON — Red-faced girls working for the holiday company, Jetsave, at London's Heathrow Airport are browned off at the blue language coming over their radios

The blushing Jetsave girls are tuned into

and a stream of obscenities comes over the radio. Sometimes I just don't know where to look. We have to try to explain to our passengers that it has nothing to do with us

"Most of the time we have to keep our radios turned right down to spare our blushes but then we run the risk of missing important

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ROM
29/10/82
222

Race row at mine leads to stoppage

By KOOS COETZEE
Mail Africa Bureau

WINDHOEK. — A racial incident, which led to two black workers being convicted of assault and being dismissed from Consolidated Diamond Mines' Oranjemund mine, brought the mine to a standstill on Wednesday.

According to a company Press release, 3 500 workers downed tools on Wednesday but were back at work yesterday after a series of meetings with management.

The two workers were dismissed on Tuesday after being found guilty in the Oranjemund Magistrate's Court of assaulting white CDM workers with intent to do grievous bodily harm. One was fined R500 and the other, R100.

Workers this week insisted that action should also have been taken against a white employee of the company.

The incident occurred in the engineering workshop of the mine on October 22.

According to sources a black driver delivered a vehicle to the workshop, and was asked by a white employee to move the vehicle from a certain spot.

The worker refused.

The white employee then moved the vehicle, but it collided with a stationary vehicle.

An argument ensued and in the process some of the white workers were assaulted with pick-axe handles and a knife.

The general manager of the mine, Mr D J van Jaarsveld, said in an interview yesterday that workers started striking during the late shifts on Tuesday and the mine was brought to a standstill on Wednesday morning.

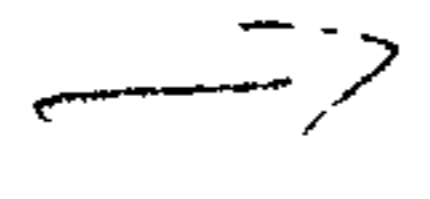
He said the works affairs committees — there are no trade unions at the mine — were not instrumental in the strike.

The company has given an undertaking to the workers that there will be an inquiry into the incident and subsequent events.

Worker spokesmen could not be contacted for comment yesterday.

(257) (222) Hausard
National service teachers/doctors
(X) (1) 1334 - 1395 20/5/83
H M P R ROGERS asked the
Minister of Defence

Whether qualified (a) teachers and (b) doctors automatically qualify for promotion to commissioned rank while performing their initial two-year period of national service, if so what is the commencing rank in each case if not (i) on what basis are they selected and (ii) what is the high



1335

FRIDAY, 20

est rank that can be attained during initial training, in each case?

† The MINISTER OF DEFENCE

(a) and (b) No

Candidates have to be medically fit, possess a security clearance, be recommended for officers training by a Corps selection board and complete the prescribed officers' training successfully

(ii) Lieutenant In exceptional cases special authority may be granted for the allocation of the temporary rank of Captain, which lapses upon completion of the initial two-year period of national service

NATIONAL

Walvis Bay factory shuts down — 200 out of work

ARGUS 10/6/83

~~222~~

Shipping Editor

MORE THAN 200 fishing industry workers are out of jobs in Walvis Bay after the shutting down of a R3-million whitefish processing plant — a factory that was set up by the Table Top wing of Fedfoods only last year

This has come as a tremendous blow to the economy of the coastal enclave, which is already suffering from the effects of the collapse of the pelagic fishing industry

The managing director of Fedfoods, Mr Johan

Louw, said today that the closing of the Walvis Bay whitefish plant was only temporary "but we were forced to do so because of the poor quantity and quality of hake caught off the South West coast

R3-M CONVERSION

"We have moved our fleet of trawlers to Cape Town and are shipping small tonnages of hake and other whitefish to Walvis Bay by sea just to enable a skeleton staff to keep the plant ticking over"

Table Top took over the old Marine Products

pilchard canning plant at Walvis Bay, another Fedfoods subsidiary, about 18 months ago and spent nearly R3-million converting it into a whitefish processing factory

Mr Louw said whitefish formed an important part of the Table Top basket of frozen products "and we are trying to sort things out instead of having to sell the factory and boats

"We will probably be making an announcement within the next few weeks as to the future of the Walvis Bay factory."

Argus 20/10/83

'Beaten with rifle butt' — labourer paralysed

Argus Foreign Service
WINDHOEK — A farmer beat his labourer on the head with a rifle butt, causing permanent brain damage and partial paralysis, a Windhoek Supreme Court has heard.

The labourer, Mr Paul Ganeb, a father of six, was assaulted by his employer, Mr Piet Vermaak, in the north-western Kamanjab district in May last year, according to papers before Mr Justice Hans Berker.

The attack left Mr Ganeb speaking with a slur, unable to eat without help and disinterested in his surroundings.

His common-law wife, Mrs Aletta Gum, said he could not even recognise her.

CURATORSHIP

Mrs Gum was applying for curatorship of her husband's affairs. This was granted to an advocate, Mr George Coetzee, ad litem, and a Catholic priest, the Rev George Geiger, curator bonis.

Mrs Gum alleged that Mr Vermaak ordered her and her common-law husband from the farm and that he had not paid maintenance to the family.

She was investigating the possibility of a damages suit against the farmer.

Mr Ganeb's assets were a few clothes, cutlery and blankets.

"I was unable to collect my husband's few belongings because Mr Vermaak gave me such short notice to leave the farm with the children," she said.

Mr Ganeb had been a strong, healthy man and the sole breadwinner for the family.

After the alleged assault, however, he developed a stiff right arm and leg and permanent brain damage.

HOSPITALS

"He cannot even call my name," Mrs Gum said.

He had usually been left in charge of the farm when the farmer went on holiday.

Mr Ganeb had since been treated at hospitals in Cape Town, Windhoek and Kamanjab.

Two doctors testified that he would never again be able to fend for himself.

(222) C. Times
10/8/84

Workers vote to protect jobs

From TONY WEAVER

WINDHOEK. — In a labour relations breakthrough unprecedented in SWA/Namibia, workers at an Okahandja furniture factory this week voted to switch to a four-day week at lower wages rather than see some of their workmates laid off.

The workers have asked the factory owners to consider suing the Ovambo government on their behalf because the administration allegedly awarded a tender, which would have pulled the factory out of difficulty, to a South African contractor.

Managing director of MKU Furniture Manufacturers, Mr Dieter Lehnerdt, said he had given the workers the option of having their numbers reduced from 185 to 135 or working a four-day week at lower wages.

The workers voted unanimously to move to lower wages and a shorter week rather than see their friends unemployed.

Mr Lehnerdt explained that on

March 27 MKU was the only tenderer for the supply of school furniture to the Ovambo administration.

"To our dismay we discovered after tenders had closed a South Africa company had been awarded the tender.

"Because of this, MKU has suffered losses of up to R639 000 this year."

He explained to the workers at a meeting this week that "for a number of reasons, but foremost to create employment, as a general rule in SWA a 15 percent preference rate on state tenders is given to local manufacturers to counter heavy subsidies granted to South African companies in certain areas".

Despite the 15 percent preference which should have been given to MKU, the Ovambo administration awarded the tender to African Marketing Exporter in Johannesburg.

"The workers have asked us to get legal advice on the possibility of instituting a claim against the Ovambo administration for loss of income," Mr Lehnerdt said.

Workseekers in Namibia to get data bank

By Peter Honey,
The Star Bureau

WINDHOEK — Draft legislation aimed at revolutionising Namibia's labour market was opened to public scrutiny here on Tuesday

The draft Proclamation on Manpower Bureau tries to serve the needs of employers and workseekers

It proposes establishing a central manpower bureau in Windhoek, with branches in outlying areas, which will become a storehouse of information concerning employment requirements and opportunities

In terms of the draft, employers will carry the cost of the project through the payment of levies for each employee taken into service from the date it becomes law

The fee will not be levied for employees already in service at the time of legislation

But Namibian employers will be required to supply particulars of their employment structure and needs within 90

days of the final proclamation

The draft replaces eight labour laws dating from as far back as 1951, and articles in another two concerning employment registration and employment of blacks in urban areas

The central manpower bureau will also try to give career guidance to workseekers, provide employment information to employers and workseekers and consolidate knowledge of Namibia's manpower needs, said a Department of Civic Affairs and Manpower spokesman, Mr J W F van Rooyen

TOGETHER

Mr van Rooyen said present labour legislation in Namibia was unsatisfactory because it did not bring employers and potential employees together

"Where legislation does exist to arrange jobs, it is too narrowly-defined, fragmented or ethnically orientated," he said

Reluctant teacher wins a house

The Star Bureau

HARARE — When two strange men called at her modest township home, Harare schoolteacher Mrs Emily Jowosi was reluctant to admit who she was

"I thought they might be crooks who might want to trick me into something. These days crooks come in different forms"

But the two gentlemen had tracked down Mrs Jowosi to tell her she had won a R36 000 suburban house in the country's State lottery

Raffle promoter Mr John Griffiths and State lottery director Mr Gilbert Mafico eventually convinced her she was the owner of a spacious house, with swimming pool

Mrs Jowosi told the officials she had never entered a raffle before, but felt obliged to buy a ticket because it was to raise funds for the Zimbabwe Olympic team's trip to the Los Angeles games

Riches, travel, free board for a dis-counted pauper

COPENHAGEN — With empty pockets but the impressive alias Count Mogens Schackenborg von Rewentlow, a Danish welfare recipient managed to con his way into a world of wealth and travel

And into jail, too. A judge at Aarhus has now put him behind bars for 15 months, guilty of 22 counts of fraud and falsifying documents

Benny Leon Rewentlow (28) — the name he took when he discarded his original name Christensen — wore a pinstripe suit as he stood trial originally on 27 fraud counts

He admitted using the fictitious

name to pass himself off as lord of Bjoerholm Manor. He did live on the country estate, but only in rented quarters built for a farmhand

He told the court he used the alias to write rubber cheques to buy a new car and pay for world trips

But Rewentlow denied he cheated a stereo dealer out of R1 200 worth of merchandise

He threw out two men who tried to reclaim it "because those company people behaved in a manner which I found unacceptable in a private home".

Police said it was Rewentlow's fifth fraud conviction since 1979 — Associated Press

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22/8 Star 27/9/84

Namibia government employees are furious over extended hours

By Peter Honey,
The Star Bureau

WINDHOEK — Namibia's 19 000 central government employees are up in arms over extended working hours and cuts in subsistence allowances which come into effect on Monday.

In terms of an inter-departmental agreement the civil servants will be required to work three or four hours extra each working day.

The central personnel

institution says the move will reduce the number of government posts and provide "greater convenience to the public".

And the planned cuts in subsistence allowances could save up to R1 million a year, it adds.

The announcement brought an immediate outcry from the government staff association's chairman, Mr Alan Hattle, who said the move was "seemingly high-handed".

He acknowledged that

wastage of public funds had been exposed by the Thirion Commission of Inquiry

"But are all civil servants now being asked to pay for these excesses resulting from poor or un-disciplined control?" he asked.

A spokesman for the central personnel authority said the measures had been introduced after several government "think-tanks" had considered ways to improve state productivity.

NUM's challenge FM

The National Union of Mineworkers (NUM) plans to challenge in court a Bill passed by the Namibian National Assembly last month which effectively forbids non-Namibians from organising Namibian workers into trade unions. The NUM has begun organising employees of Consolidated Diamond Mines (CDM), a De Beers subsidiary, and talks have already taken place between the union and the company.

CDM public relations manager Clive Cowley says negotiations over representation are taking place in connection with NUM members working on a CDM-owned farm in SA, and will continue. However, the company has decided to discontinue preliminary discussions over an access agreement for union organisers. Says Cowley "We are committed to freedom of association and the right of our employees to organise themselves into the union of their choice. But this must be done in terms of Namibian law. We cannot operate outside it."

Cowley says his company was not consulted before the introduction of the Bill. He declines, though, to comment on CDM's view of its merits.

Deputy Minister of Manpower Dr Siegfried Tjijorokisa, who piloted the yet unsigned Bill through the Assembly, tells the FM that while his government has no objection to Namibians organising themselves, it does not want outsiders to interfere.

The NUM, though, plans to challenge the Bill in court as soon as it is signed by the Administrator General. The NUM has organised De Beers employees in Pretoria, Kimberley and Namaqualand, and a union spokesman says the wages and working conditions of Namibian workers are exactly the same as those of their South African colleagues. He says it is unfortunate that the interim government is "following the same course as the independent homelands." The NUM has faced similar difficulties in Bophuthatswana, where the Mangope government also barred SA unions from operating.

X

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Decade to exploit gas strike

The Star's Africa News Service
WINDHOEK — The extensive gas field off the Namibian coast could be 10 years away from full production, says the gas concession holder Swakor (Southern Oil Exploration Corporation)

In a statement issued in Windhoek, Swakor said that the costs involved in probing the Kudu gas field off the Luderitz and Oranjemund coast would be enormous

It was estimated that test wells would cost about R12 million each to drill. The drilling of such test holes would be the only way of confirming seismic surveys of the

222
STAR 15/9/85
areas carried out earlier this year which had indicated that there could be a considerable quantity of gas in a 190 square kilometre area inside Namibian territorial waters said the company

An economic feasibility study which will probe possible markets and potential demand, as well as look into production and manufacturing processes and costs, has been commissioned with a view to determining whether gas production would be a profitable undertaking

The study is expected to be completed by the end of this year.

and if its conclusions are optimistic, then Swakor will call for partners to become involved in the drilling of test holes

It was envisaged a further test well would be drilled towards the end of 1987, said the Swakor statement

If all the preliminary steps are completed successfully, detailed planning of the project could start in 1988, with the earliest construction beginning in 1990, with a completion date of late in 1994

Initial estimates put the value of the Kudu field at many thousands of millions of rand

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Proof

Building

net service income
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YOU MUST HAVE HEARD ABOUT OUR SERVICE!

One small step forward for Namibia's working masses

The Star's Africa News Service

A draft labour bill presented to Namibians earlier this month by self-proclaimed Marxist, Mr Moses Katjuongua, who is Minister of Health and Welfare in the interim government, did not spur workers to take to the streets singing his praises

Flamboyantly dressed in flowing "Afro" robes and hat, Mr Katjuongua — sometimes referred to in Windhoek as "Chairman Mo" — told the assembled Press that the proposed legislation did not cover agricultural workers or domestic employees, two of the largest employment categories in the country. Nor, he added, did the draft lay down any minimum wages, because the economy of the territory was in an "extremely unhealthy" state

As a "non-independent country belonging to the Third World" (to use Mr Katjuongua's own words), Namibia is barely out of the 19th

No reason to sing in the streets


century as far as its labour laws and practices are concerned Existing legislation only covers a small minority of workers, primarily in the building, manufacturing and mining sectors. Even then, while workers may have some form of statutory protection as far as their jobs are concerned, the scope of the laws is limited and many employees are still vulnerable to "unfair labour practices".

In the areas of agriculture, transport, the hotel and tourist industry and in private households, workers have no legal rights at all Trade unions to safeguard the interests of workers are few and far between.

100 Years Ago

From The Eastern Star
The idea is gaining ground everywhere that the question of reducing the enormous salaries of our higher officials will have to be tackled next session in downright earnest. Not only the salaries of higher officials, but of every employee in the Civil Service, should be retrenched — and that too by a considerable amount.

IN MY JUDGMENT
The Star's Ombudsman **JAMES McCLURG** discusses readers' complaints



If you have a complaint about editorial matter in The Star, write to the Ombudsman, c/o The Editor, Box 1014, Johannesburg 2 000

STAR 222

While it excludes domestic and farm workers, the new bill proposes that.

● Workers should work no more than 46 hours a week, or between 8-9¼ hours daily, depending on whether a five or six day week is worked.

● Workers should have at least one hour off daily as a meal time (but this may be altered by agreement between both sides)

● Overtime should be paid at the rate of one-and-a-third times the normal rate of pay, and that overtime should be paid for work on Sundays and public holidays

● There should be set provisions for annual leave for all employees (Because domestic and farm workers are not included in the other provisions of the bill, they should be entitled to 21 days leave a year, by way of compensation)

● There should be a fixed provision for sick leave

● Written contracts of employment should be signed between both parties, and written notice of termination either way will be required

● The employment of anyone under the age of 15 years will be prohibited.

Having been placed before the eight-man cabinet of the Multi-Party Conference (MPC) Government and been approved in principle by them, the draft bill will now be presented to the National Assembly for debate and ratification

Like any moderate compromise "reform", the new draft bill is



MOSES KATJUONGUA ... "economy in an extremely unhealthy state."

bound to draw fire from the extremist points of view on both sides. Already there has been criticism that it does not go far enough, to include domestic and farm workers, who are often the most exploited in the country, and also that no minimum wage is provided for. There are also likely to be grumbles from those who see the proposed liberalisation as giving the "masses" that much more power and opportunity to become a threat to the capitalist way of life. Businessmen may also argue that formalising labour rules may reduce productivity.

The Government is hoping that the new labour laws will promote better relations between workers and employers and in turn lead to increased productivity in the ailing economy. But it remains to be seen whether the country's workers will be happy with what is offered them or whether they would be tempted by Swapo's grand design for more of a socialist way of life — *Brendan Seery in Windhoek.*

70/11/85 (22) Day

SWA unions on their own

WINDHOEK — SA-registered trade unions or employers' organisations will no longer be allowed to acquire registration in SWA

NOEL BRUYNS

This will be the effect of the Wage and Industrial Conciliation Amendment Act — passed without opposition or debate in the National Assembly on Monday.

sations in the country.
Deputy Manpower Minister Siegfried Tjijorokisa said the legislation was not meant to take away SWA workers' rights to form trade unions — it was aimed at ensuring they carried out this right on their own initiative and without the influence of people outside the territory.

The Act also prevents "foreigners" from helping to establish trade unions or employers' organi-

Mine union to seek registration in Namibia

The Star's Africa News Service



WINDHOEK Officials of the South African Union of Mineworkers (NUM) have said they are taking legal advice about new Namibian legislation which effectively prevents foreign trade unions from operating in the territory.

The new law which was passed without objection or comment by the National Assembly in Windhoek last week, also bars non-residents of Namibia from becoming involved in

trade union organising in the territory.

Mr Howard Gabriel, the national safety officer of the NUM, told *The Namibian* newspaper here that the union was in the process of negotiating to register inside Namibia. Union officials had held talks with the management of Consolidated Diamond Mines (CDM) which operates the massive diamond workings at Oranjemund.

CPMPC Jewish schools wait

However, the NUM had been instructed this week by Windhoek's Department of Civic Af-

fairs and Manpower to postpone its plans for the opening of a branch here.

The NUM has 230 000 signed-up members and 100 000 paid-up members, said Mr Gabriel, adding that it would be an advantage for Namibian miners to be members of such an organisation.

He commented "This legislation is a complete turnaround from the earlier standpoint of the authorities. It appears to NUM that the present interim-government is going the route of

all the so-called homelands in South Africa by banning trade unions from operating in the territory.

Like Bophuthatswana and Ciskei, the interim government is clearly restricting the right of workers to freedom of association."

The new law was described as nothing unusual by Deputy Civic Affairs Minister Dr Siegfried Tjijoroklisa. Speaking in support of the Bill in the National Assembly, he said that "Namibians should do their thing without outside interference".

...note last Friday.

ARGUS 25/11/85

Namibian ban on foreign trade unions

222 Argus Africa News Service

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DIAMONDS

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LABOUR ROUND-UP

9/12/85 9/12/85

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SWA labour Bill arouses criticism

THE PASSAGE of a Bill which effectively prohibits outside trade unions from registering or organising in SWA has unleashed a volley of criticism from concerned groups.

The Wage and Industrial Conciliation Amendment Bill has already passed through SWA's National Assembly, but has not yet been officially promulgated in the *Government Gazette*.

It is a significant development for SWA workers because they are not generally organised and there are not reported to be any active, representative or effective unions for black workers in the country.

The National Union of Mineworkers (NUM) has strongly condemned the Bill, saying it is a violation of the Bill of Rights adopted by the interim government.

NUM's national security officer, Howard Gabriel, said the Bill was clearly aimed at the NUM and that the union would definitely be taking steps to oppose it.

"The workers of Namibia approached our union to be organised because conditions of employment are exactly the same with De Beers in SA.

"The present interim government is taking the same disastrous route as the governments in so-called independent homelands by banning the right of workers to join any trade union of their choice," he said.

A prominent Windhoek labour lawyer, David Smuts, said a lot of criticism had been levelled against the interim government's Manpower Minister Moses Katjuongua, who claimed the Bill did not curtail trade union rights and would simply prevent possible political manipulation.

Smuts said there was already a law which prohibited any union from affiliating to or receiving assistance from a political party.

"The Bill, which contravenes the principle of freedom of association, is undesirable and



BUSINESS DAY labour reporter, CLAIRE PICKARD-CAMBRIDGE, looks at topical issues in a weekly round-up of events on the labour front.

unconstitutional in terms of the Bill of Rights," he said.

Consolidated Diamond Mines (CDM) public relations manager, Clive Cowley, said CDM had not been consulted by the government about the contents of the Bill.

He said CDM had been having discussions with the NUM and had agreed to grant access to the union prior to the introduction of the legislation in the National Assembly.

"We remain committed to the principle of freedom of association and the right of employees to organise themselves into trade unions of their choice within the framework of Namibian laws."

He said CDM would continue negotiating with the NUM for employees on the SA side of the Orange River. These employees worked on a CDM farming operation which provided fresh food and vegetables to people in Oranjemund living on the mine.

It is understood that the legislation will be contested by a recently established group in SWA, the Workers' Action Committee, which formed to promote the establishment of unions and to protect worker rights.

□ □ □

IT SEEMS as if the dust has settled on a dispute which flared between two formerly close associates, the SA Boilermakers' Society (Sabs) and the Metal and Allied Workers Union (Mawu).

The two unions had enjoyed close contact as fellow affiliates of the local International Metalworkers' Federation (IMF) council, and the Sabs was one of the few established unions to have good links with

an emergent union.

However, a strike by Mawu at Feralloys in Machadodorp in July led to a loss of accumulated benefits for workers who were dismissed and reinstated. The 21 Sabs members told the Industrial Court they had been forced to take part in the strike after intimidation by Mawu members and the court granted the temporary reinstatement of their lost benefits.

Sabs assistant general-secretary, Willie Coetzee, announced last week that Feralloys had agreed after meeting with Sabs this week to reinstate benefits lost by Sabs members.

Coetzee said Sabs was very satisfied with the arrangement and believed there had been a reconciliation with Mawu. He believed the relationship between the two unions was improving and said Mawu had sent Sabs a letter undertaking to consult with Sabs shop stewards at Feralloys if any action was taken in future.

□ □ □

ON THE other hand it is not clear whether an acceptable settlement has been reached for all the general assistants in public hospital services who are to receive pay rises backdated from November 1.

Unionists are claiming the workers will still be receiving "poverty wages" because some of these workers receive as little as R150 a month.

The increases, announced soon after the Baragwanath strike, affect thousands of workers who are likely to receive average increases ranging between 6 and 18.5%, according to the Director of Hospital Services Dr Hennie van Wyk. Van Wyk said it was not department policy to re-

lease further details about salaries.

The increases were approved by the Commission for Administration after representations by the Department of Hospital Services.

Increases for nursing staff have not yet been announced.

A spokesman for the Black Health and Allied Workers Union of SA (Bhawusa), which organises in most Witwatersrand hospitals, said although any increase was welcome, most workers would still be left impoverished.

He said the increases would not quell the dissatisfaction of workers at the Baragwanath and Witwatersrand hospitals until the last nine workers who were dismissed for refusing to work about three weeks ago were reinstated.

He said hospital workers needed grievance and negotiating machinery otherwise the chance of strikes would remain. The type of worker representation should be negotiated with workers, and authorities should recognise unions to which workers belonged, he said.

A physician at Coronation Hospital, Dr Yosuf Veriava, said yesterday workers remained insecure because they could still be dismissed within 24 hours. These workers, who worked a 48-hour week, worked the longest hours and were the lowest paid in the public sector, he said.

□ □ □

LEGAL argument has been completed in the case of a worker who was fired after refusing to remove a United Democratic Front (UDF) badge from his overall.

Isaac Phooko, a former employee at Atlantis Diesel Engines in Cape Town, has applied to the Industrial Court for permanent re-instatement on grounds that he was unfairly dismissed.

The company did not lead evidence. Judgment is expected early next year.

W/6 ARGUS
19/4/86

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Namibia's giant labour step . . .

By **BRENDAN SEERY**
Weekend Argus Africa
News Service

WINDHOEK.— To paraphrase Windhoek's Minister of Labour, Mr Moses Katjuongua, the territory's newly-approved labour legislation is a small step in the eyes of the rest of the world, but a leap for Namibia.

Presenting the new laws to the National Assembly here this week, the one-time Marxist described them as an "attempt to lay down the beginnings of civilised, modern, humane, and more business-like labour relations".

But stopping, as they do, short of the sweeping, worker-orientated laws in force in other African countries, such as socialist-aspiring Zimbabwe, the new legislation has not found much favour with radicals and then few workers' representatives in the territory.

The Conditions of Employment Act — when it is eventually signed into law by South

Africa's Administrator-General, Mr Lous Pienaar — will provide for widespread formalisation of working relationships between employer and employee. Covering many workers not already protected by labour agreements, the new law lays down a number of new working conditions, including:

- Workers should work no more than 46 hours a week, or between eight and nine-and-a-quarter hours daily, depending on whether a five or six-day week is worked

- Workers should have at least one hour off daily as a meal time (although this may be altered by agreement between both sides).

Overtime

- Overtime should be paid at one-and-a-third times the normal rate of pay, and should also be paid for any work on Sundays.

- Set provisions are made for annual leave for all employees and there are also laid-down allowances for sick leave.

- Written contracts will have to be signed between workers and employers.

- No person under the age of 15 may be employed

The National Labour Council Act will provide for a body act and advise on labour matters and will serve, according to Mr Katjuongua, to help the State "monitor" developments in the labour field

Undoubtedly, the new legislation will go some way towards rectifying labour practices in the territory which are, in many instances, reminiscent of the 19th Century. However, while workers may get increasing protection from "unfair labour practices", critics of the new legislation say it does not go nearly far enough

Domestic and farm workers — two of the biggest and most exploited categories of employees in Namibia — are not covered by the new laws. Also, there is no provision for a minimum wage, so in reality the positions of the bulk of the territory's workers will be little changed

W/E Markus 14/3/87

Mine closes

222

WINDHOEK — Klein Aub copper mine near Rehoboth in central Namibia has closed after a strike by its 500 workers. The mine was to have closed on April 30 — Sapa

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[The remainder of the page contains extremely faint and illegible text, likely bleed-through from the reverse side of the paper.]

2 / SOUTH, JUNE 4 TO 9

Victory for Namibia meat workers

By MARK VERBAAN

THE Namibia Food and Allied Union (NAFAU) scored a major victory this week when the managements of two meat processing plants agreed to reinstate more than 600 workers fired almost one month ago.

Their dismissal followed a strike three weeks ago by 400 workers at the Swavleis abattoir in Windhoek, and 200 in Okahandja.

According to the general secretary of NAFAU, Mr John Pandeni, the workers were paid "starvation wages".

On May 4, workers demanded an increase of 60c an hour across the board after their initial demand of R1,50 an hour increase for new workers and R3,50 an hour for the long-service employees were turned down.

Ten days later they stopped overtime after discussions with management broke down.

As discussions reached a deadlock, management fired 600 strikers. Workers were flown in from South Africa but demanded higher wages.

On Wednesday Swavleis management gave in. New wages scales and various other alterations will be announced within the next few days.

In Namibia, another giant metal union

W/ Metal 29/5-4/6/87

222
NAMIBIA'S emergent-trade union movement received another boost this week when workers banded together to launch the potentially powerful Metal and Allied Namibian Workers' Union

The union, with a possible membership of about 8 000, was united under the slogan "Organise or Starve".

Last Sunday, more than 100 delegates representing workers committees from across the country converged on Windhoek for the founding congress. At least 31 companies were

By JEAN SUTHERLAND

represented

Catholic activist Barnabas Tjizu was voted in as acting general-secretary by the newly-elected executive

Manwu will join the Namibia Food and Allied Workers' Union and Mineworkers' Union of Namibia as an affiliate of the umbrella National Union of Namibian Workers

Growing worker power in Namibia was demonstrated earlier this month in a show of unity hailed as

"historic" as an estimated 25 000 workers marched and rallied nationwide under the NUNW banner as May Day was marked in Namibia

The NUNW, which has firmly aligned itself with the struggle for freedom and independence in Namibia, has fast established itself as the country's leading labour force

On May Day, rival unions could barely muster a few hundred workers. And it has been NUNW-affiliates which have been in the thick of industrial disputes and strikes.

COPIED FROM ARGUS AFRICA NEWS SERVICE
Service *Argus 11/6/87* Sergio Vieira

Union slates SWA police search

WINDHOEK. — The National Union of Namibian Workers today described as "illegal and unwarranted interference" weekend police searches of its offices. Police say the searches were in connection with a recent murder in Katutura township. — Argus Africa News Service.

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Worker dies of bleeding after raid

16-21/7/87 Santh

222

A 44-YEAR-OLD Luderitz worker died of intra-cerebral bleeding last week — four days after a police raid on the compound at the small coastal town.

According to the general secretary of the National Union of Namibian Workers, Mr J. Pandeni, the death of Mr Philemon Lilomeni Kalangula was due to injuries sustained during the raid.

Pandeni said Kalangula had been arrested on Friday, and was released on Monday.

After complaining of pain, a room-mate took him to the nearby hospital where he died the next day.

The district surgeon of Luderitz, Dr Ivan Marais, said that as far as he knew nobody by that name had died, and that he had not issued any death certificate that week.

Two hours later Dr Marais was at the Luderitz police station, where he was "busy" in a meeting with Adjutant Officer Noel Kenneth Minnaar.

'Natural causes'

When reached back at work, Marais said there had been a "mix-up" and someone had died from "natural causes" on Tuesday.

He said this person had no sign of any injuries.

He also said the deceased man was not Philemon Kalangula.

Later a spokesman for the hospital confirmed that Philemon Lilomeni Kalangula had been treated for "hypertension" but had died on Tuesday from "contributory" causes. He said he had not seen the death certificate.

On Friday, a senior police spokesman said that Kalangula's death had been caused by "intra-cerebral bleeding".

Bleeding on brain

An inquest revealed that he "died from bleeding in the left part of the brain".

"But there were no external injuries," said the spokesman.

A police public relations officer in Windhoek denied that anyone arrested last Friday had died.

Meanwhile, there are still 20 people in custody from the Luderitz compound raid.

Twelve have been charged with the possession of stolen property, four for the possession of dangerous weapons and four charged with trespassing. — *Namibian News Service*

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City Parking 23/7/87

Dockers won't load uranium

Own Correspondent

LONDON. — Dock-
workers in Liverpool
will refuse to handle fur-
ther shipments of urani-
um hexafluoride manu-
factured from South
African and Namibian
uranium.

Till now it has been ex-
ported through Liver-
pool for further process-
ing in the United States.

The dockers' decision
follows a direct appeal
made to trade unionists
by Mr Ben Ulenge,
general secretary of the
Mineworkers' Union of
Namibia, speaking to a
Labour conference on
Southern Africa in
Liverpool in February.

Too late for classification

BIRTHS

222

reign supreme on the mines, that whites should stop insisting on being called baas and that black workers be recognised as people

GfSA has called the strike illegal but this has been rejected by Ulenga who asked why management had spoken with workers if the strike was illegal

He alleged that a 100% strike was in effect at the Otjihase mine. The GfSA spokesman said the list of demands had been sent to Namibia and it was unlikely a reply would be available until today

Striking GfSA miners set out terms

of the contract system and permission for workers to live with their families, improvement of safety conditions, provision of free safety equipment and free working clothes, adequate compensation for injured workers, an adequate workers' pension scheme and paid annual leave.

They further demanded the abolition of white supremacy, apartheid and discrimination "all of which still

three mines is held by Newmont USA, BP Minerals and GfSA. GfSA and its affiliates have a 47% shareholding.

A GfSA spokesman said yesterday management had held discussions with workers but the strike was continuing.

Ulenga said demands from workers included a 120% increase in wages of R195 a month, reduction of their 48-hour working week, abolition

The majority of the 5 000 workers on three Namibian mines — Tsumeb, Otjihase and Kombat — downed tools after midnight on Sunday in what the union calls one of the biggest strikes in Namibian mining history.

GfSA management has estimated about 65% of workers are out on strike, while the union estimates 4 600 of 5 000 workers.

The majority shareholding in the

DIANNA GAMES

THE National Union of Namibian Mineworkers (NUNM) — several thousand of whose members are on strike yesterday demanded that Gold Fields of SA (GfSA) unequivocally voice its opposition to the war waged by "racist SA" against workers and their families in northern Namibia.

A statement from NUNM general secretary Ben Ulenga said 99% of workers at the mines and their families had lost relatives in the war.



World in brief

Argus 28/7/87 222

Tsumeb miners strike

WINDHOEK — Sixty-five percent of the 3 000 workers at the Tsumeb Corporation copper mine are on a pay strike, the corporation said. — Argus Africa News Service

Namibian miners fired

3/17/87
222
b/day

ABOUT 1 700 workers who had been on strike at three Namibian mines since Monday were dismissed yesterday, Gold Fields of SA (GFSA) said in a Press release.

The miners who were fired failed to turn up for the day-shift yesterday morning, and amounted to about 55% of the striking workers. A spokesman for GFSA said night-shift workers who stayed away last night would be fired this morning.

The striking workers had been told on Wednesday they would be dismissed unless they returned to work. Management said that during dis-

GRETA STEYN

cussions with worker representatives this week they made it clear that it could only deal with the issues raised once the workers had returned.

Demands by the Mineworkers Union of Namibia (MUN) include a 120% increase in wages of R195 a month, the reduction of a 48-hour working week and permission for workers to live with their families.

The MUN also demanded "the abolition of white supremacy, apartheid and discrimination"

Tsumeb mines won't close

The Star's Africa
News Service

222
5/10/87 Star

VINDHOEK — The Tsumeb Corporation will not close down its three mines and smelting plant, which have been hit by a strike of about 3 000 workers.

Corporation chairman Mr Bob Meiring said production at the Tsumeb, Otjihase and Komabt mines, and at the Tsumeb smeltery was continuing at a reduced rate.

More than 3 000 strikers were fired by the company last week when they refused to return to work.

The strike has been organised under the auspices of the Swapo-affiliated Mineworkers Union of Namibia. Workers are demanding a 120 percent wage increase, improvements in working and living conditions, and also that the corporation takes an "unequivocal" stand on the war in northern Namibia.

The dismissed workers are still occupying single quarters hostels at Tsumeb, and there has been speculation that the company may go to court to get eviction orders against them.

W/maul
L, July 31 to August 6, 1987

15

An upsurge of militancy as Namibia's miners strike

By EDDIE KOCH

A STRIKE by thousands of workers at three copper mines in Namibia this week highlighted a recent upsurge of worker organisation that could become a new force in the fight for the territory's independence.

About 4 600 workers at the Tsumeb Corporation's Kombat, Tsumeb and Otjijase mines stopped work on Monday in the latest of a series of strikes and worker demonstrations that have erupted in the past few weeks.

"This is the biggest stoppage in Namibia since the strike wave in 1977 and symbolises the growing importance of the trade union movement in the political struggle," said Ben Ulenga, general secretary of the Mineworkers' Union of Namibia.

The mineworkers' demands include a 120 percent increase in wages of R1,02 an hour (R195 a month), a 45 hour working week, paid annual leave and free mattresses for the concrete slabs on which hostel miners sleep.

Ulenga said other demands include an end to the contract labour system, no racial discrimination and "an unequivocal statement from the company in opposition to the war waged by racist South Africa in the north of Namibia"

Similar demands were made in May Day demonstrations attended this year by 35 000 workers, a two-month boycott of white stores in Tsumeb that preceded the miners' stoppage and strikes that rocked the fishing and meat processing industries in June and July.

The wave of militancy reflects a reorganisation of the Swapo-affiliated National Union of Namibian Mineworkers, said NUNW press officer Anton Lubowski. The labour organisation, formed after most of the old leadership went into detention or exile. But in the past 15 months about 32 000 workers have been recruited into NUNW's ranks through:

- The Namibian Food and Allied Union, which has 12 000 members in the meat processing, commercial food and fish canning industries in Windhoek, Walvis Bay and Luderitz as well as in shops and hostels.

- The MUN which has 10 000 members on diamond mines, Rossing uranium mine and other smaller mines.

- The Metal and Allied Namibian Workers Union which was launched in May this year with a membership of between 8 000 and 10 000 in the building industry, small engineering works and garages.

- A public sector union which is due to be launched in the near future.

The extent of the fledgling unions rapid growth becomes clear when one realises Namibia has a population of only 1,3-million.

Asked to explain the political significance of the burgeoning movement, Swapo's secretary for labour Jason Kangula said "Swapo started as a workers' movement and always had a close relationship with migrant workers .. Swapo has had three levels — mobilisation, diplomacy and the military. The internal wing is concerned only with diplomacy and the mobilisation and the union movement is part of that way of operating."

But some academic observers believe the organisation realises it came to rely on armed struggle and international diplomatic initiatives in the Seventies and Eighties at the expense of building mass-based structures in the country

Andre du Pisan, director of the SA Institute for International Affairs and author of a recent book on Namibian history, believes that in the past 15 years Swapo has concentrated on an effective diplomatic strategy and a less successful guerrilla struggle, while neglecting to build a firm internal organisational base

"In the Seventies . Swapo wanted to use the church's communication network to legitimate its actions in terms of church philosophy as most members were Christians. But this did not provide a strong platform for political mobilisation," said Du Pisan

When Swapo's guerrilla army suffered military setbacks in the Eighties, its internal wing had not developed the capacity to launch alternative domestic political campaigns

Lubowski said the NUNW has been able to use its political programme to grow despite police raids on its offices and workers compounds in Luderitz and Windhoek recently.

Although black workers have the legal right to join unions and to strike, most employers are reluctant to recognise the unions. The NUNW does not yet have a single recognition agreement and no stop order facilities.

The territory also lacks defined collective bargaining procedures, has no industrial court and little legislation governing workers conditions of employment around which organisation can take place, said Lubowski.

Tsumeb tense as workers refuse to accept the sack

222

Sawefan

1/18/87

WINDHOEK — More than 4000 workers at three Tsumeb Corporation Limited copper mines and a smelter plant continued striking yesterday and refused to accept wages offered by the company in termination of their employment, the general secretary of the Mineworkers Union of Namibia, Mr Ben Uulenga, said in Windhoek.

A court application by TCL was expected later this week to validate the company's claims that the workers had been legally dismissed but the MUN would oppose the application, he said.

The workers came out on strike two weeks ago at Tsumeb Kombat and Otjijase over wages and other grievances.

They were still occupying mine hostels pending the TCL court action, but MUN branches elsewhere in Namibia, particularly at CDM's Oranjemund diamond mine, indicated they would take labour action in sympathy with the TCL miners if the company went ahead with an eviction process, Mr Uulenga said.

He reported the atmosphere was tense in Tsumeb's black township.

People were being searched at roadblocks and several with knives "including pocket knives" had been fined up to R100 in the magistrate's court for possession of dangerous weapons, Mr Uulenga said — Sapa

Struggle on to 'cut the wire'

SOUTH CORRESPONDENT

A LEGAL battle is set for court between more than 4 000 striking workers and the management of a mining company in northern Namibia with both sides frantically preparing court applications.

The entire workforce of three mineral mines owned by the Tsunneb Corporation Limited (TCL), downed tools at the stroke of midnight on Sunday, July 26

The general manager of TCL, Mr Bob Meuring, condemned the strike as illegal while majority shareholders, Goldfields of South Africa, announced the dismissal of the striking workers

The employees, who are mainly unskilled and semi-skilled migrant workers from Ovamboland, are refusing to consider themselves dismissed

They have not handed in their identity cards nor have they drawn the wages owing to them

The workers have submitted a list of 12 demands, which revolve mainly around wage increases, improved conditions and a policy statement from TCL management condemning the war being waged in northern Namibia

The management have attempted to get a court application to have the workers evicted from the TCL hostels

Legal representatives of the workers have prepared a counter-application to have the dismissed employees reinstated, claiming that the dismissals are illegal in terms of the conditions of the Employment Act

While a statement position has been reached, however, the strike has shown that trade unions could become

a new force against South African domination of the territory.

The strike is the latest and largest in a rash of boycotts, demonstrations and work stoppages since Swapo revived the National Union of Namibian Workers (NUNW) last year.

On May Day this year NUNW organised rallies throughout Namibia attracted 35 000 of the country's 1.3 million people — the biggest demonstration in the country's history

A two-month-old boycott of white stores preceded the current miners' strike. And in the past two months a wave of strike have rocked the Windhoek meat-packing industry and the lobster factories around the port of Luderitz

Worker grievances, like those expressed in the current industrial unrest, have historically fuelled the na-

tionalist movement in Namibia

The industrial and commercial union ICU, South Africa's first major trade union body, had a significant presence in the Namibian fishing industry and the docks of Walvis Bay in the 1920s

The food and canning worker's union, one of the most militant and oldest unions in South Africa, was also very active in the fish-packing factories in the 1950s.

Even Swapo, recognised by the United Nations as "the representative of the Namibian people", has its roots in the country's labour conflict.

SWAPO was launched in 1960 out of the Ovamboland People's Organisation (OPO).

The OPO was formed specifically, although not exclusively, to fight for an end to the contract labour system the workers called "odalade" (the

wire) because of the way it bound them to one employer at extremely low wages

In 1971 Swapo helped organise the historic massive general strike by 14 000 workers in 22 towns and 12 mines which won some reforms to "the wire" contract labour system.

The strike served as an inspiration for the huge strike wave which hit South Africa two years later in 1973, which in turn sparked the growth of the militant trade union movement

The demands of the current Namibian miners' strike echo those of 1971 - an end to contract labour, better wages, freedom to choose where to work and where to live, and a right to a normal family life in the towns - and serve to reinforce the widespread view of SWAPO as a major factor in the struggle to "cut the wire"

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South

13-19/8/87

documentary photo group
-mission to the north

Cape Times 19/8/87 (222)

Swapo's Lubowski held

From JEAN SUTHERLAND

WINDHOEK. — Leading Swapo member and trade union activist Mr Anton Lubowski was arrested last night as security police swooped on the homes of a number of Namibian trade unionists

Security police declined to comment on whether any other unionists had been arrested

Mr Lubowski, Swapo's most prominent white member and spokesman for Namibia's largest umbrella union, the National Union of Namibian Workers (NUMW), was arrested in terms of article six of the Terrorism Act, his wife, Gabi, told the Cape Times

The police raid came only hours after Windhoek's Supreme Court yesterday ruled that more than 3 000 workers of Tsumeb Corporation, which operates a copper mine, should be evicted from the company hostels following a three-week strike, one of the largest mining strikes in Namibian history

● UN official sees Pik on Namibia — Page 2

Returning Namibian unionist fears arrest

The Star Bureau

LONDON — Mr Ben Ulenga, general secretary of the Mineworkers' Union of Namibia, returns home today fearing he will be detained without charge.

Told police had a warrant for his arrest, he said "I am returning I see no point in remaining here"

Mr Ulenga, who is also national organiser of the National Union of Namibian Workers, has had several days of talks with union representatives.

Britain's Trades Unions Congress has pledged material and political support for striking workers in Tsumeb — as well as those in South Africa — who are demanding improved wages and working conditions

Speaking on the detention of senior Swapo and union figures in Namibia, Mr Ulenga said: "There has been a sharp escalation recently of the general repression of Namibian workers and people."

He urged Britain to exert pressure on companies with interests in Namibia to improve conditions and "oppose the war affecting most Namibian workers"

The Anti-Apartheid Movement will campaign against South African mines advertising to recruit staff in Britain and against the funding of research in Britain for South African mining interests.

(222)

8/20 21/8/87

Eviction of TCL miners ordered

South 20-26/8/81
227

WINDHOEK — A Supreme Court judge here this week ordered the eviction of more than 3 000 dismissed mineworkers from the hostels at three mines in Namibia.

A dispute between the entire workforce of Tsumeb Corporation Limited (TCL) and its management concerning wages, racial discrimination and poor living conditions, broke out late last month.

More than 4 000 TCL workers from the mines at Tsumeb, Otyhase and Kombat downed tools after negotiations failed.

TCL management refused to talk to the Mineworkers Union of Namibia (MUN), claiming that the union was not representative of its employees.

Goldfields of South Africa, the majority shareholders in TCL, announced the dismissal of the striking workers.

The miners, however, refused to accept their dismissal and continued to occupy hostels at the mines.

The result was a legal battle in the Supreme Court with TCL management applying for an eviction order in respect of workers who were still living on mine premises. — *Namibian News Service*

— Argus Africa News Service.

ARGUS 26/8/87 272
Strike-hit mine seeks new labour

WINDHOEK. — The copper-mining Tsumeb Corporation is recruiting to replace more than 3 000 miners dismissed during a strike at its mines in northern SWA/Namibia. — Argus Africa News Service.

ARGUS 26/8/87
Two sentenced for terrorism

MARITZBURG. — Zenzele Terence Dlamini, 23, of Kwamashu, and Moses Jabulani Mkhize, 31, of Hammarsdale, have been sentenced to 10 and six years respectively for terrorism. — The Argus Correspondent.

Embezzler Snowy gets 10 years

JOHANNESBURG. — Snowy Tebelo Moshoeshe, 30, ex-girlfriend of a fugitive Soweto tycoon, has been sentenced to 10 years for embezzling R7,7-million from the Standard Bank. — Sapa.

ARGUS 26/8/87
Call to stop Zulu faction fighting

JOHANNESBURG. — The Kwazulu government has asked all Amakhosi (tribal leaders) under its jurisdiction to discuss ways of ending faction fighting following an outbreak at Tugela Ferry, where eight people were killed. — Sapa.

Four held for R209 000 robberies

PRETORIA. — Four men have been arrested in connection with at least three armed robberies involving more than R209 000. — The Argus Correspondent.

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Police responsible for Nchabeleng death

A SESHEGO inquest magistrate this week found that nine members of Lebowa police's Mankweng riot unit caused the death of UDF leader Peter Nchabeleng, 59, who died within 12 hours of his arrest on April 11 last year.

The Nchabeleng family lawyer, Nic Haysom, said dockets handed to the magistrate, CN Nkweonyane, by Warrant Officer Molapo included statements by the riot police which he (Molapo) knew were false and which concealed Nchabeleng's interrogation

Haysom said his firm intend to request the attorney general to investigate not only the actions of the policemen who assaulted the UDF leader but also those who conducted the investigation into his death "It appears from the evidence and the findings that the investigating officer's efforts had the effect of concealing who assaulted Nchabeleng as well as the circumstances of the assault," he said

Counsel for the Nchabeleng family, Bob Nugent, argued that police "at a very high level" attempted to conceal the identity of those responsible for Nchabeleng's death.

Nugent said the police failed to make enquiries or give an explanation

By THAMI MKHWANAZI

until three months after the death Molapo only investigated the riot unit after he had received the post-mortem report which indicated there had been a severe assault. Yet no mention of assault or interrogation appeared in any of the statements he had taken

Findings of the post-mortem conducted by the chief state pathologist, Professor Johan David Laubser, revealed that Nchabeleng's body was so covered with lashes that it was not possible to distinguish one lash mark from another. There were more than 25 lash marks.

The width of the tram marks indicated that two kinds of instruments were used

The beatings had caused subcutaneous bleeding. The loss of blood was so intense that Nchabeleng had lost consciousness. He had inhaled vomit which had blocked his respiratory system

The Detainees' Parents Support Committee said in a statement it was "no good for the South African government to claim that it is not responsible for Nchabeleng's death merely because it happened in Lebowa" It was "that type of attitude" which gave homeland police "total license".

Namibian court orders strikers out

By MARK VERBAAN

A WINDHOEK Supreme Court judge this week ordered the eviction of more than 3 000 dismissed mine-workers from the hostels at three mines in Namibia.

A dispute between the entire workforce of Tsumeb Corporation Ltd and mine management concerning wages, racial discrimination and poor living conditions broke out late last month

More than 4 000 TCL workers from the mines at Tsumeb, Otjehase and Kombat downed tools after negotiations failed. TCL management also refused to talk to the Mineworkers Union of Namibia, saying that the union was not representative

Goldfields of South Africa, the majority shareholders in TCL, then announced the dismissal of the striking workers. The miners refused to accept their dismissal and continued to occupy the mine hostels

The result was a legal battle in the Windhoek Supreme Court last Friday, with TCL management applying for an eviction order. Respondents in the matter were 3 010 workers still living on mine premises.

During the hearing, counsel for the workers, Ian Farlam, stressed they had temporarily withheld their labour because there was a material breach of contract on their employers' part.

FOR THE RECORD

Security ²⁷ Swoops on Swapo, unionists

By MARK VERBAAN,
Windhoek

POLICE arrested most of Swapo's internal leadership as well as several prominent trade unionists throughout Namibia in a security swoop this week.

The Swapo leaders, who were arrested at their homes late on Tuesday night and during the early hours of Wednesday morning, were the organisation's joint secretary for foreign affairs, Niko Bessinger, Swapo deputy national chair Dan Tjongarero, and Swapo vice-president Pastor Hendrik Witbooi. The Walvis Bay home of Swapo acting president Nathaniel Maxhulili was also raided but he was not arrested. Squads of security policemen descended on the leaders' homes with search warrants and warrants of arrest.

Trade union leaders of the National Union of Namibian Workers, the Namibia Food and Allied Union, including its general secretary John Pandeni, were also picked up. They have been arrested in terms of section 6 of the Terrorism Act, which provides for indefinite detention without trial, with the detainee having no rights to a lawyer or visitors.

Before police arrested Bessinger, after searching his home for five hours, he said the authorities had arrested the Swapo leadership inside Namibia so as to continue their intentions of holding internal elections without interference.

"We will continue our resistance to colonialism even if it means continued incarceration under their laws," said Bessinger. "We are prepared to pay the supreme penalty under the circumstances."

The Windhoek offices of the vice Bishop of the Evangelical Lutheran Church (Rhenish Mission) were also raided. Vice Bishop Dr Zephania Kammeta is also Swapo's joint secretary for health and welfare.

The commissioner of police, Major General Koos Myburgh, said the raids and arrests were in connection with "possible assistance and instigation of the committing of deeds of terrorism" such as the bomb blast which rocked Windhoek last month.

He said five people, Pastor Hendrik Witbooi, Daniel Tjongarero, Nico Bessinger, Anton Lubowski and John Pandeni, were being held in terms of the Terrorism Act (section 6). A large quantity of documents and pamphlets were confiscated and investigations were continuing. —

The Namibian

21-27/8/87

W. Moul

ted — Sapa *ARG 2/9/87* Miss Scott-Wilson

Mine dispute: Conciliation refused

WINDHOEK — The Mineworkers Union of Namibia has been refused permission for a conciliation board to resolve the dispute at the Tsumeb copper mines in the north of the territory — Argus Africa News Service

— 1 —

SWA headman's kraal attacked

WINDHOEK — A kraal of a senior headman in SWA/Namibia's Owambo region was bombarded with mortars and small arms fire last night. The South West Africa Territory Force is tracking Swapo insurgents said to be responsible — Argus Africa News Service

ARGUS 2/9/87 222

Union recognition agreement

WINDHOEK — Rossing Uranium Ltd and the Rossing Mineworkers' Union have signed a formal recognition agreement after 12 months of negotiations — Sapa

'R3-billion diamonds secretly stripped'

The Argus Foreign Service
LONDON. — De Beers has secretly stripped SWA/Namibia of R3-billion worth of top-quality gem diamonds through over-mining at the Consolidated Diamond Mine, says a documentary shown here

"The Strange Case of the Disappearing Diamonds", a "World in Action" production by Granada shown on ITV, says De Beers is mining without United Nations sanction and charges that Namibia's supposedly independent diamond board is nothing but a "sham".

'No comment'

The film quotes United Nations officials who say that all companies mining without UN permission are now being investigated

Approached by the filmmakers, De Beers declined to comment and researcher John Coates was detained for five hours at Windhoek's international airport before being allowed to go home

Much of the programme is based on allegations by Mr Gordon Brown, former assis-

tant to the CDM mine manager and Namibian businessman Mr Eric Lang

The issue first came to light when South African judge Mr Justice P W Thirion began a routine inquiry into corruption in local government in the territory

Bad mining

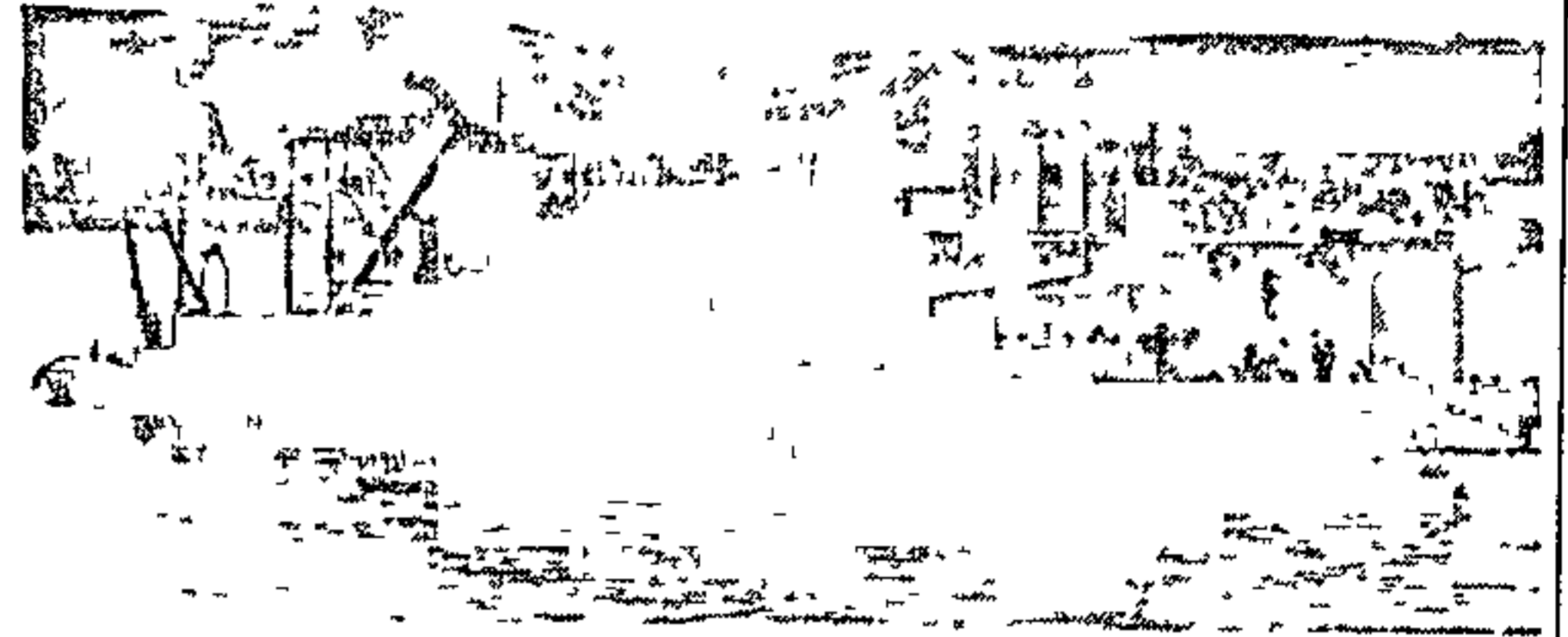
Mr Brown said De Beers was guilty of bad mining practice for mining out only the richest diamond deposits

As a result, he said, the mine would become uneconomic to run and would be forced to close down 13 years early, depriving the state of revenue and the mineworkers of their jobs

But De Beer's policy, he claimed, was to make the highest profit possible before the territory gained its independence

Mr Lang charged that the diamond board was tightly controlled by De Beers.

Mr Justice Thirion found last year that De Beers had broken its agreement with the state by excessively depleting rich deposits and recommended that all members of the diamond board be appointed by the government



RECOVERING DIAMONDS: Above, a typical diamond recovery barge as used off the West Coast and, below, scrapers and bulldozers remove sand overburden at Consolidated Diamond Mines in SWA/Namibia



THE ECONOMY

WEEKLY MAIL, October 16 to October 22, 1987 19

Worried Windhoek jets in Wiehahn

By ERNEST SIDERIS
in Windhoek

WHEN Professor Nic Wiehahn, architect of South Africa's labour relations system, jetted into JG Strijdom Airport near Windhoek last week, his arrival underlined the concern of Namibia's interim government at the dramatic rise in organised worker militancy that has spread across the territory in the last 18 months.

At a press conference soon after Wiehahn's arrival, the manpower minister in Namibia's interim government, Moses Katjuongua, told reporters that the professor had been invited to head a commission of enquiry into the territory's labour legislation. The decision to launch the commission, he said, was taken by the nation's highest authority "out of a concern for the fact that the existing labour system was "exploitative" and had over the years satisfied the needs of only a very small section of the population".

Katjuongua's understatement was referring to the regimented system of migrant labour. Profits that successing this system to extract wealth from the land's rich mineral and fishing resources have been one of the main reasons for their reluctance to grant the territory its independence. So the announcement of imminent changes to the labour system by an administration widely regarded as a tool for continued South African overrule took many by surprise.

Dave Smuts, human rights lawyer and member of the nine-man commission, says: "The real reason for the interim government's decision to set up the inquiry is that it is worried about the activities of the trade union movement that has become a real force in the past few months and now wants to establish a system to regulate industrial conflict."

Namibia's fledgling union movement has set up office in the remains of the migrant labour compound in Katutura that was partly demolished in the late Seventies. From here a small band of union activists coordinate the activities of the National Union of Namibian Workers and its affiliates, the Mineworkers' Union of Namibia, the Namibian Food and Allied Union and the Metal and Allied Namibian Workers' Union.

In the past few months the unions have netted more than 32 000 members — some 10 percent of the nation's 220 000 industrial workers — in a recruiting drive that has spread to every corner of the territory since NUNW, set up by Swapo in 1978, began reviving itself in early 1986.

On May Day this year, 35 000 people attended rallies organised by NUNW — the biggest demonstration in Namibia's history.

May 1 was followed by a spate of militant strikes in the meat processing plants of Windhoek, the fish packing factories of Luderitz and Walvis Bay and three copper mines belonging to the Tsumeb Corporation.

This rise in labour organisation was achieved in the face of an archaic set of labour regulations. Namibia's main law governing labour relations is a 1951 proclamation, based on South Africa's 1937 amendments to community. — Agenda Press

its now-defunct Industrial Conciliation Act. In 1978, a clause barring "natives" from the definition of "employee" was removed — allowing black workers to participate in the outdated system of wage boards, conciliation boards and arbitration procedures laid down in the law.

In 1986, a Conditions of Employment Act added to these miniscule rights with regulations governing leave, hours of work and dismissal procedures. But farm and domestic workers remain without any legal protection. An absence of minimum wages allows employers to continue paying industrial workers as little as R60 a month.

Ben Ullenga, Mun's general secretary, said: "The Wiehahn commission has to be seen in the context of the interim government trying to legalise itself in the eyes of the international community. — Agenda Press

Fears of higher taxes allayed

Namibia 'no' to Thirion mine report

2217
B/dow
2/11/87

LINDA ENSOR

THE Namibian government has rejected the most far-reaching of the recommendations of the Thirion Commission of Inquiry into state control of mining in the country.

In doing so it has allayed fears by diamond-mining houses that they would have to pay millions of rands in higher taxes to the Namibian government.

Commission chairman Mr Justice Thirion said yesterday it was "immaterial" to him what the response to his report was and he did not wish to comment.

An inter-departmental government committee threw out as unsubstantiated allegations that the mining houses depleted diamond-mine reserves and engaged in malpractices such as transfer-pricing and tax avoidance.

The committee said the subject of overmining by CDM was outside the commission's terms of reference as it had been mandated only to investigate irregular practices by state officials and the misuse of state funds.

But the judge said yesterday: "You should not put blinkers on — but look at all the problems and decide whether the government functionaries have performed their duties in the light of the situation as it is. The failure to exercise control resulted, in the commission's view, in something undesirable occurring."

The committee's report on the eighth interim report of the commission was tabled in the Namibian parliament in Windhoek on Friday together with a

white paper, which for the first time outlined the government's national mineral policy.

In its white paper, the government rejected the commission's recommendations that tax income be derived from rentals, levies, royalties and surcharges, emphasising its support for profit-based taxation — as opposed to a tax on production — to encourage mining by the private sector.

It also threw out the commission's recommendation that mining ventures be prevented from writing off their capital expenditure — including exploration costs — against income for tax purposes.

The commission's proposal that capital expenditure redemption be spread over the life of the mine rather than allowing redemption in the same year as expenses were incurred was dismissed by the government as was the proposal that the diamonds profit tax be abolished because it was a liability to the state.

But, in what is sure to be a controversial move, the government said that up to 15% of the shareholding in any mining venture would have to be offered to a government-appointed National Unit Trust for purchase. The trust would sell share units to nationals and Namibian financial and commercial institutions.

However, the mining houses — which vigorously opposed the commission's

© To Page 2



P.T.O.

LINDA ENSOR

UNDERLYING the conflict between the Thirion commission of inquiry and the Namibian government were sharply differing views on the role of the State in the country's economic development and how this could best be fostered.

It was the re-surfacing of an age-old debate and one which is likely to be passionately pursued in future.

The differences touched on who ultimately owned the rich mineral wealth of the land and how it should be exploited for the benefit of the economy.

The commission focused on the need to recompense the State for revenue lost through tax evasion and the repatriation of profits. It stressed that profits should be ploughed back into the economy.

On the other hand, the government-appointed committee, which reported on the commission's recommendations, was concerned about creating an attractive climate for investment.

Superficially, this would seem a conflict between the short- and long-term interests of the country.

Profitability of mines

But the committee strongly believed it was only by improving the profitability of the mines that the amount of income tax paid to the State could be increased.

The commission felt there was no advantage in attracting investment if the

221R
8/1009 3/11/87

Thirion: an old debate surfaces

only gain to the economy was the wages paid. Creating the right conditions had to be counter-balanced with limiting profits to a "fair return".

The committee might perhaps accuse the commission of "killing the goose that lays the golden egg", but the commission could retort that "what you win on the swings you lose on the roundabouts".

In the view of the commission — which was chaired by Mr Justice P W Thirion — the mineral deposits of Namibia belonged to the people and ought to be developed and exploited with a view to improving the standard of living and the quality of life.

As such, the mineral deposits, the commission said, "belong to the State" which, in effect, sold its mining rights and should demand a rental on prospecting.

It should not give away its mineral wealth merely to attract investors.

In the commission's view the State should receive compensation over and above normal income tax and it recom-

mended payment of a levy or royalty on mining profits or on the sales value of minerals produced (not on the net profit). It also said the State should ensure minerals were "disposed of at market-related prices".

Going a step further, the commission said the State should have control over the amount (or percentage) of profit taken by a mining company.

"The investor or exploiter of minerals is entitled to no more than a reasonable return on his investment and reward for his efforts," it said.

And, in a more radical vein, the commission suggested a compulsory reinvestment of profits for a period of time.

Production quotas

It stated that "a curb ought to be placed on the repatriation of profits from the country to the extent that multi-national companies should be required to invest their profits in Namibia for say five years before being allowed to repatriate them".

To prevent over-mining and to preserve the country's mineral reserves, the commission proposed that government should have a say in production quotas, either in the form of final consent to an increase or decrease in production, or through the appointment of directors to the board of the mining company.

For the government committee, the crucial question was one of attracting investment in the current economic and political climate of Namibia.

The government said in its white paper on its mineral policy "SWA/Namibia, as one of many developing countries that are largely dependent on the export of raw materials to maintain an orderly process of socio-economic development, has to compete on the international money markets for investment capital."

Therefore, the white paper went on to say, the provisions under which mineral

rights were granted had to be competitive with the rest of the world "bearing in mind the risk generally associated with developing countries".

Considering the high risk and expensive nature of mining, "investors expect a reasonable return on their investment", the white paper said.

This was also the view adopted by the government-appointed committee when it assessed the recommendations of the Thirion commission. Proposals which hampered investment or made it less attractive for investors were rejected.

Although it was not in principle opposed to the proposal of withholding dividends of non-resident shareholders for a five-year period, the committee said it "would act as a disincentive for investment in the country".

However, it added it was "certainly possible that conditions could develop in which a case could be made for these recommendations".

Similarly, on the question of over-mining, the committee stated it was "not in principle opposed to limited government representation on the boards of directors of mining companies". However, it believed there was a coincidence in interest between mining companies and the government to efficiently exploit mineral deposits over the longest possible period.

It did, however, feel very strongly that the additional taxes proposed by the commission would act as a disincentive to investment. For instance, it rejected a low but flat rate royalty on all minerals won during prospecting, and a rental related to value of minerals mined because these would amount to a tax on production and could discourage production and prospecting.

'Custodian' of rights

Likewise, it opposed the imposition of a royalty or severance tax on all mineral sales as this would jeopardise marginally profitable mining operations.

Unlike the Thirion commission's view that mineral reserves belonged to government, the committee held the view that the State was the "custodian" of mineral rights. It had a duty to allocate them to those best able to develop and exploit any mineral deposits they may find.

The committee believed the role of the State was limited to acting as the watchdog of the national interest and to monitoring and regulating the exploitation of the mineral resources.

Empro: R1m expansion

EMPRO, a company in the recently formed Murray & Roberts Plastics, has completed a major expansion and upgrading of its manufacturing and packaging facilities, costing over R1m

"In fact, Empro has only recently manufactured and installed SA's largest fibreglass silo at a petro-chemical plant in the Transvaal," said Willi Schutten, chairman of Empro

"However, it is essential that Empro continues to concentrate its efforts on research and development

"We are most fortunate in being associated with a number of European licensors."

own Trans 3/11/82

Namibia to check mineral tax losses

2219
Own Correspondent

JOHANNESBURG — To combat transfer-pricing and tax evasion which has allegedly cost the State millions in lost revenue, the Namibian government is to demand that the mines submit details of all sales of mineral products mined in the country.

In its White Paper on national mineral policy the government states that the mines will in future have to submit regular, comprehensive returns on the quantity of minerals produced and sold and the prices obtained. Government officials will conduct regular checks to ensure that the information is correct

And, if necessary, the government will investigate metal and mineral sales before issuing sales or export permits to ensure that the terms of the sale are in the best interest of both the mining industry and the country

The government will also conduct regular audits of the analyses of mineral consignments to ensure that their quality and quantity comply with the permits issued to the exporters

The returns submitted by the producers will be annually reconciled with the permits

Sigh of relief from the Namibia mine owners

The multinational mining companies operating in Namibia reacted with shock in March last year when Natal Supreme Court judge Mr Justice Pieter Thirion presented his long-awaited report on alleged government corruption and maladministration as it affected mining.

Not only did the judge accuse the corporations of various malpractices, including over-mining, tax evasion and transfer pricing, but his prescription for a cure sounded like the African socialism of the Robert Mugabes and Julius Nyereres which has sent apprehension through boardrooms around the world.

Just over 18 months after the judge dropped his bombshell, however, the mining magnates are resting considerably easier following the publication of a Windhoek government White Paper on mining policy which rejects many of Mr Justice Thirion's findings and recommendations.

Intense study

While accepting the need for improved controls on and monitoring of the mining industry, the policy document spells out clearly a free market approach in which "the government must co-operate with private industry in a supportive manner."

The White Paper is the result of an intense study of the Thirion Commission findings by an inter-departmental committee of top civil servants, including Economic Affairs secretary Mr Piet Kruger, Finance secretary Dr Johan Jones and Receiver of Revenue Mr Hannes Lubbe

A report rejecting many recommendations of the Thirion Commission is examined by Brendan Seery of The Star's Africa News Service in Windhoek.

diamond fields. The committee said this seemed very unlikely, as CDM had been mining the deposits since 1923 and was constantly exploring new ways of using low-grade ore bodies to prolong the life of the Oranjemund workings.

● The imposition of a tax or royalty on the value of minerals produced, regardless of profit. The committee said it believed such a tax would be "counter-productive from the point of view of encouraging the opening up and exploitation of the country's mineral resources"

The civil servants also disagreed with the judge that the current income tax structure, which allows all development costs of a mine to be written off against tax, be revised.

The committee said it did agree with the Thirion Commission that the government should have some stake in mining operations as it was the legal custodian of the minerals of the territory

Mr Justice Thirion's suggestion that a single national Department of Mines be formed most favour with the government policy-formulators. They suggested that such a department be given all the necessary staff and technical back-up, such as computers, that would enable it to keep track of the multinationals and ensure that possible tax evasion, transfer pricing and ruinous mining practices could be controlled or prevented.

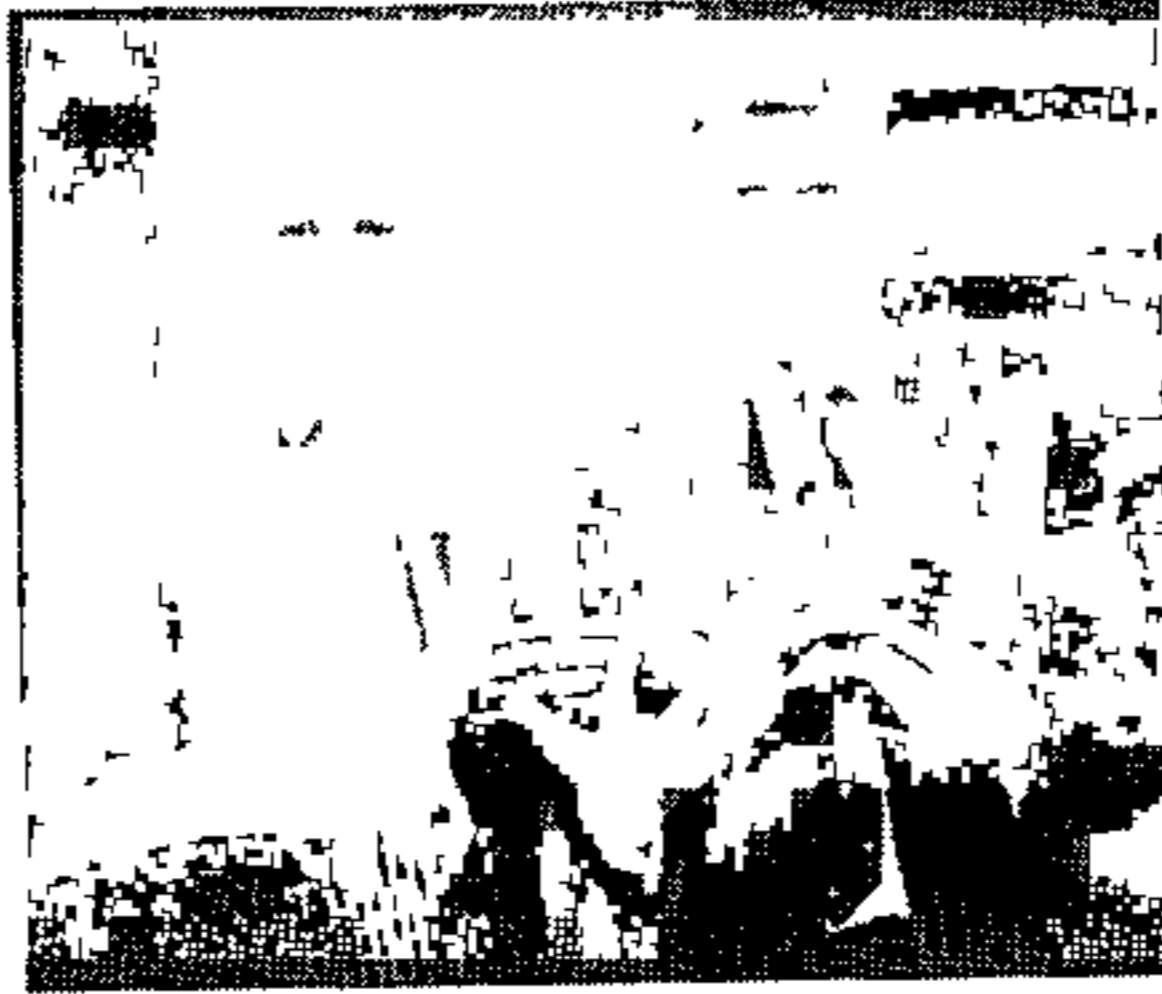
Incentives urged

Elsewhere in the policy document, it is stressed that conditions for starting and continuing mining operations in Namibia should be made as attractive as possible, through incentives and the lack of over-restrictive legislation.

The policy-makers said the mining industry in Namibia and in the world in general were in a state of decline, with many base metal mining operations in the territory only marginally profitable at present.

They concluded "In order to support those companies that are still actively mining and prospecting in SWA/Namibia, and to attract new investment in this field, greater effort is required of the government."

JSE SURVEY



The special *FM* survey of the JSE at its centenary which appears with this issue has been overtaken by current events. Of necessity it was written, produced and printed before the recent quoted share price collapse. Neither the occasion nor the Exchange's history are affected by this shift in market mood.

mond Mines (CDM), the world's premier producer of high quality gems. It was arguably sensible business practice for De Beers to satisfy the market when demand for stones soared. Untoward bureaucratic controls might therefore prejudice shareholders.

Falling profits would certainly impact CDM's exploration activity, high in recent years. But the Namibian government-appointed committee has stopped short of Thirion proposals of company involvement which would damage investors.

Government surveillance, after all, is practised elsewhere. Botswana has monitored De Beers' CSO sales for years.

Neither does the possible purchase of 15% of CDM's issued shares carry much threat. Purchase seems to be the operative word.

Unlike Botswana, which took 50% of Orapa without putting up a cent, Namibia seems likely to pay ruling prices.

The spectre of a new capex deal extending redemption over the life of a mine, suggested by Thirion, apparently has been rejected.

CDM is now a relatively small, yet still important, contributor to De Beers' earnings — 14% last year. Namibia will not want to harm itself more than it harms its profitable "exploiter." A 15% shareholding seems a fair compromise.

Dave Edwards

THIRION REPORT

Simplest view

At first glance, news that Namibian mines will have to submit regular, comprehensive returns on quantities of minerals produced and sold appears ominous. Suspected transfer pricing and tax evasion have been hot topics for debate.

Focus appears to be Consolidated Dia-

FM 2/11/87

Income growth

Activities: The group has various motor franchises, and property interests in Namibia. It also distributes a wide range of industrial and consumer products.

Control: Directors have a controlling interest.

Chairman: E P H Bieber, managing director A M Behnsen

Capital structure. 3,5m ord's of R1 100 000 cum prefs of R2. Market capitalisation R12m

Share market: Price 338c. Yields 4,1% on dividend, 22% on earnings, PE ratio, 4,7, cover, 5,4. 12-month high, 400c, low, 220c. Trading volume last quarter, 2 300 shares

Financial: Year to June 30

	'84	'85	'86	'87
Debt				
Short-term (Rm)	0,9	0,3	0,4	1,8
Long-term (Rm)	0,67	0,4	0,3	0,3
Debt equity ratio	0,09	0,04	0,04	0,09
Shareholders interest	0,95	0,95	0,97	0,65
Int & leasing cover	7,5	9,2	48,6	40,4
Debt cover	1,2	2,6	3,2	1,4

Performance

	'84	'85	'86	'87
Return on cap (%)	15	14	18	14
Pre-int profit (Rm)	2,9	2,6	3,8	4,8
Taxed profit (Rm)	1,6	1,4	2,1	2,7
Earnings (c)	45,8	39	59,8	74,9
Dividends (c)	9	10	12	14
Net worth (c)	492	521	569	1060

Rising consumer spending in the motor market and building sector contributed to Metje & Ziegler's improved results.

Operating income advanced by 26% to R4,6m on a 40% increase in turnover, so trading margins deteriorated despite the sales growth. Pre-tax income benefited from a R32 722 surplus on the disposal of fixed assets. EPS rose by 25% and dividends were lifted 16,7%, maintaining the steady flow of income growth which shareholders have enjoyed for the past four years.

The motor business — the major contributor to turnover — remained the star performer, thanks largely to strong perform-

ances from the Volkswagen and Mercedes subsidiaries. After-tax profits in this division rose by 88% to R2,3m. Property income, which accounts for only 2% of turnover, grew by 16%.

General merchandise remained the laggard, recording losses of R101 311 — some 4% larger than in the previous year, with the sales contribution dropping from 43% to 38%. Financial director David Oram expects this widely diversified division to make a

DEFINITIONS

Debt equity ratio: All interest-bearing debt plus redeemable prets expressed as a ratio of total shareholders' funds

Total shareholders' funds: The total of ordinary, minority and irredeemable preference shares plus all capital convertible into equity, less intangibles and adjusted for the market and, or directors' valuation of investments.

Capital employed: Total shareholders' funds plus deferred tax and long-term debt, plus all current liabilities — equal to total assets.

Shareholders' interest: Total shareholders' funds expressed as a ratio of capital employed

Pre-interest profit: Pre-tax profit plus all interest paid.

Interest & leasing cover: Pre-interest profit plus leasing charges expressed as a multiple of interest and lease payments

Gross cash flow: Profit after tax and redeemable preference dividends, but before minorities, plus depreciation and deferred tax

Debt cover: Gross cash flow expressed as a multiple of interest-bearing debt.

Return on capital: Pre-interest profit as a percentage of capital employed

Net asset value: Net assets attributable to ordinary shareholders after adjustment for market and/or directors' valuation of investments, less intangibles

Return on equity: Earnings per share as a percentage of net asset value

Current ratio: Current assets divided by current liabilities

Pre-interest margin: Pre-interest profit less dividend income as a percentage of turnover

Stock turnover: Turnover divided by the average stock value.

Capital commitments: Contracted and audited capital expenditure commitments.

Market capitalisation: Number of ordinary shares and convertible preference shares multiplied by their latest market price.

Cover: Earnings attributable to ordinary shareholders divided by ordinary dividends paid

PE ratio: Earnings per share's purchase of the company's shares represented by the current share price



Palabora Mining Company Limited

Registration Number 56/02134/06

(Incorporated in the Republic of South Africa)

Declaration of Dividend No. 82

Notice is hereby given that Dividend No 82 of 80 cents per R1 share, being the third interim dividend for the year ending 31 December 1987, has been declared payable to shareholders registered in the books of the company on 4 December 1987

The dividend is declared payable in the currency of the Republic of South Africa. Dividend warrants will be posted on or about 29 December 1987

In terms of the Republic of South Africa Income Tax Act 1962, as amended, Non-Resident Shareholders' Tax at the rate of 15% will be deducted by the company from dividends payable to shareholders whose addresses in the Share Register are outside the Republic of South Africa

The Transfer Books and Register of Members will be closed from 5 December to 18 December 1987, both days inclusive

By order of the Board
Rio Tinto Management Services South Africa (Pty) Limited
Secretaries
per J G Paterson

Transfer secretaries
Union Provident Trust
South Africa Limited
16th Floor, 37 Sauer Street
Johannesburg 2001

Registered office
Fourth Floor
Rio Tinto House
1 Pybus Road
Sandton 2199

18 November 1987

NAMIBIA- LABOUR

1987-1989



WORKERS are joining Namibian unions in increasing numbers.

Namibian unions

THE black trade union movement in Namibia is growing by leaps and bounds

In the past year it has not only been engaged in the battle for workers' rights, better wages and improved working conditions, but it has also stimulated the political scene in Namibia to compensate for the politicians' inability to organise anything with a measure of solidarity and unity

Pivot

The Mineworkers Union of Namibia is following in the footsteps of the South African National Union of Mineworkers and the British National Union of Mineworkers

The MUN operates in the country's major industry, the pivot of its economy

Formed on November 23 last year, the MUN has a membership of 6 700 of the estimated 10 000 mineworkers in the country

This membership is rising fast.

Workers' committees from five mines met in Windhoek last year under the slogan "A people united will never be defeated," and formed

222 8/4/87 Sowetan

on the way up

FOCUS

Sowetan writer, **JOSHUA RABOROKO** recently visited Namibia and during his visit he spoke to trade unionists in that war-torn land.

the MUN

According to the MUN officials, the only thing that restrains further expansion is finance

Mr Anton Lubowski, a member, said the union was studying health and safety on the mines

The union believes certain minerals could be poisonous and that some mines pay very low wages

He gave the example of one mining magnate who was believed to be imposing long working hours

The union was fighting a copper mine management over what the union termed "unjust and unfair retrenchment"

The union has established links with the British trade union movement

The general secretary Mr Ben Uulenga, and other officials visited Britain earlier this year. On his return he condemned the recent British veto of a United Nations sanctions resolution against South Africa. He said that it would be "completely unforgivable" if the British Government maintained its opposition to the UN sanctions in the face of South Africa's continued illegal occupation of Namibia in defiance of the UN's own edict and the international community as a whole

He said the British NUM had committed itself to assisting the MUN in every way possible

Another trade union which has been successful since its inception last September is the 6 500-strong Namibia Food and Allied Workers Union (Nafawu)

Nafawu draws its members from the food, milling and hotel industry

The union has made

"tremendous strides" in Okahandja, Luderitz and Windhoek

The establishment of the MUN and Nafawu should also revive the National Union of Namibian Workers, which is recognised by the International Labour Organisation in Geneva

NUNW played an important role in the strikes of 1971, when union officials were either imprisoned or persecuted

Other unions in Namibia are the general unions, the Namibian National Union (NTU) and the Namibian National Trade Unions. All these unions are affiliated in the Namibian Federation of Trade Unions

Growing

While the trade union movement is growing some unions from South Africa are attempting to operate there too

In terms of legislation South African unions may not organise and have members in Namibia. Violation of this law may lead to prosecution

There are few strikes compared to the labour unrest in South Africa. "The reason is possibly because we are still young," one unionist said

A spokesman for the Namibian Civic Affairs and Manpower Department, Mr Johan van Rooyen, has said that there are 11 registered trade unions in the country — five of them registered only in 1986

About four unions have applied for registration among them are the MUN and Nafawu

Laws

Mr van Rooyen stressed that it was government policy not to interfere with the formation of trade unions, but they had to meet certain requirements such as submitting their constitutions, which have to be consistent with the Wage and Industrial Conciliation Ordinance of 1952 and other laws

Trade unions are not allowed to affiliate to any political party, grant or receive financial assistance from any political party

Walvis Bay police use teargas on jobless 'mob'

CAPL Timp
1/4/82
222

PRETORIA. — Police used teargas in Walvis Bay yesterday to disperse a "rowdy" mob of about 700 people outside a fish factory

A man was arrested during the incident, a police spokesman at headquarters said

The spokesman said the factory had advertised for workers. More people turned up than the factory could accommodate

He rejected claims that police and defence force units had "moved into" Walvis Bay's black township on Saturday following an alleged strike at the municipal workers' compound after complaints about the quality of the food served there had met with no response from the authorities

"We have no information on that and security forces have not 'moved into' the township." Giving details of yesterday's

incident, he said about 700 people had turned up at the gates of a tuna-processing plant near the township about 11am in response to an advertisement that jobs were available

Those who were not employed had become rowdy following agitation by "elements" and police had dispersed the crowd with teargas, arresting one man

Meanwhile in its regular un-

rest report for the 24-hour period ending 6am on Sunday, the Bureau for Information said there were "only a few unrest-related incidents"

Fifteen people were arrested after Katlehong High School, near Alberton, was stoned

Also in Katlehong, no damage was done when about 100 people threw a petrol bomb at the house of the mayor, a Mr Seloma. Police arrested one man — Sapa

TOTAL

13 027

172645 16/4/87
May 1 holiday for SWA (222)

WINDHOEK. — South Africa's Administrator-General in Windhoek, Mr Louis Pienaar, has signed a special proclamation declaring May 1 this year a public holiday in the territory. — Argus Africa News Service.

Thirion mining proposals rejected

Own Correspondent

JOHANNESBURG — The Namibian government has rejected the most far-reaching of the recommendations of the Thirion Commission of Inquiry into state control of mining in the country.

In doing so it has allayed fears by diamond mining houses that they would have to pay millions of rands in higher taxes to the Namibian government.

The chairman of the commission, Mr Justice P W Thirion, said yesterday it was "immaterial" to him what the response to his report was and he did not wish to comment.

An inter-departmental government committee has thrown out as unsubstantiated allegations that the mining houses depleted diamond mine reserves and engaged in malpractices such as transfer-pricing and tax avoidance.

The government committee's report on the eighth interim report of the Thirion Commission was tabled in the Namibian parliament in Windhoek on Friday

together with a White Paper, which outlines the government's national mineral policy.

In its white paper the government rejected the commission's recommendations that tax income be derived from rentals, levies, royalties and surcharges, emphasizing its support for profit-based taxation (as opposed to a tax on production) to encourage mining by the private sector.

Capex redemption

It also threw out the commission's recommendation that mining ventures be prevented from writing off their capital expenditure — including exploration costs — against income for tax purposes.

The commission's proposal that capital expenditure redemption be spread over the life of the mine rather than allowing redemption in the same year as expenses are incurred was dismissed by the government as was the proposal that the diamonds profit tax be abolished because it was a liability to the state.

But, in what is sure to be a controversial move, the govern-

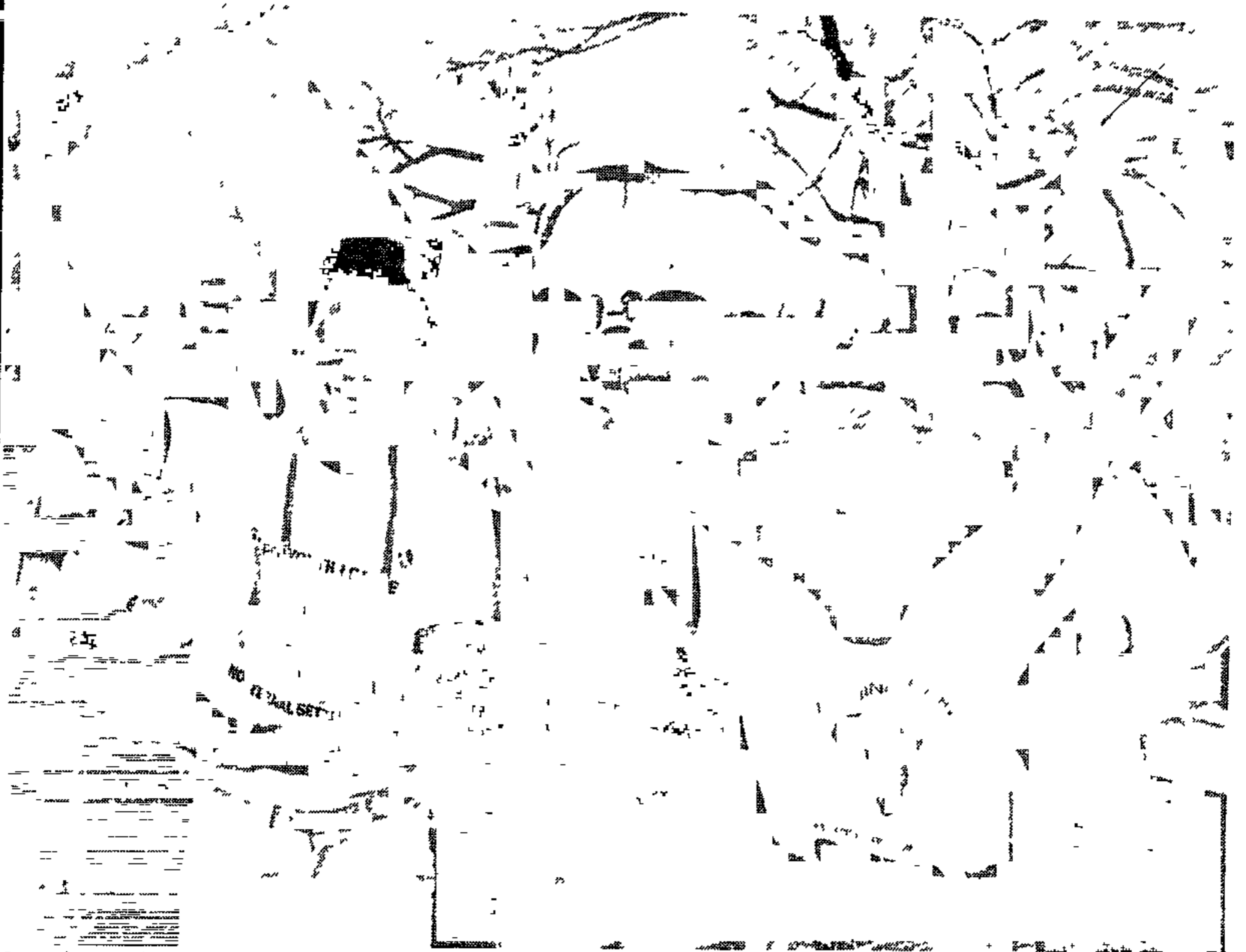
ment announced in its White Paper that up to 15% of the shareholding in any mining venture would have to be offered to a government-appointed National Unit Trust for purchase. The trust would sell share units to nationals and Namibian financial and commercial institutions.

However, the mining houses — which vigorously opposed the commission's proposals in representations to the government committee — can expect more stringent control in areas such as the granting and monitoring of prospecting rights.

They will also be required regularly to submit data to government on the sale and export of mining products.

While the government committee exonerated the mines of transfer-pricing, the White Paper accepted that government held a watching brief over the marketing of minerals in order to see that mineral products are sold at fair prices (arms-length deals), and that transfer pricing was not practised to the detriment of the country.

Walking Namibia's wire



A rising militancy: Namibian workers at a rally last week in Omaruru

Picture. ERIC MILLER, Afrapix

An archaic labour system under union attack

While the United Nations Security Council met last week in its annual attempt to break the deadlock over South Africa's continued occupation of Namibia, a new force that is set to speed up the fight for independence was growing in the country

In the past 20 months a fledgling trade union movement has swept across the territory, from trading stores in the northern war zone to the world's richest diamond mines in the southern areas of the Namib Desert, revitalising domestic resistance to South African overrule as it goes

On May Day this year, the young National Union of Namibian Workers organised the biggest political demonstrations in the country's history. In the past six months, a spate of strikes has rocked the mining and food processing industries — in which one of the key demands was that employers come out publically against South Africa's role in the 20-year bush war

What explains this spread of militant unionism? During an interview outside the retail store where he works in central Windhoek, Simon Nehale, Swapo militant and rank and file union member, gave two answers — a short one and a long one.

Nehale's long answer begins 30 years ago, when a truck arrived in the Ovambo district of Ondangwa to take the young men of the area on their first jobs as contract workers

On the day he left, Nehale's mother gave her son an *oshukwila* — a loaf of bread baked under the ground — as was the custom of the village. During the hot ride on the back of the bouncing truck, the men decided to pool their loaves and eat them one at a time. Such collective behaviour was, says Nehale, essential to survive in the world of contract labour that workers called *odalate* — the wire.

Six hours later, the truck pulled up outside the the compound in Grootfontein, 300km down a dirt track from Ondangwa, where the South West Native Labour Association, the government's labour recruiting agency, kept workers in transit to their new jobs.

"We were given a chain to put around our wrists, with an A, B or C stamped on it," says Nehale. "C was for farmworkers, B was for kitchenboys and A was for strong men who could work on the railways. White men came to the compound and ordered so many Bs and so many Cs according to their needs."

Nehale's chain was stamped with a B and he was taken to a cattle ranch where he worked as a cook for £2 a month. He had signed a contract for 20 months and in that time was not allowed to go home. Breaking the

'A chain was put on our wrists, stamped A, B or C. The C was for farmworkers, the B for kitchenboys and the A for strong men.

Then white men came and ordered so many Bs and so many As ...'

— A Namibian mineworker describes how he was recruited as a labourer

contract was an offence punishable by flogging

Such experiences, which earned Namibia's labour system its popular name, were typical for the bulk of the territory's population of 1.5-million — and thus fed a long tradition of resistance to the "wire".

Swapo, the main liberation organisation fighting to free Namibia from South African overrule, was launched in 1959 as a movement to fight specifically for the rights of contract workers. In 1971, while Nehale was a domestic worker in Windhoek, Swapo activists helped organise a general strike in which more than 12 000 people in 12 towns stopped work for three months

That display of solidarity won some reforms to the contract system — and served as inspiration to South African workers who, after a long period of quiescence, began a strike wave in 1973 which sparked the growth of South Africa's union movement.

In 1978, Swapo's internal wing set up the NUNW. But drained by detentions under a State of Emergency, declared after the 1971 strike, and emigration of activists into Swapo's guerrilla wing, the union collapsed within months.

For all their courage and resilience, the efforts by Namibian workers to break the "wire" had failed to build a

lasting organisational base. So when a group of Swapo cadres, just released from Robben Island, decided in early 1986 to revive the NUNW, Nehale threw all his energies into the effort

This time the NUNW abandoned its status as a general union and focussed on setting up industrial affiliates in the main sectors of the economy. It also began a shop steward training programme to develop a leadership at factory level — avoiding the danger of losing its leaders in the kind of clampdown that killed the first NUNW.

Nehale was the perfect organiser for the union. He had risen through the ranks to become organising secretary for Swapo, despite a Std 1 education, and lived with the 7 000 workers who were housed in the "Ovambo" compound of Windhoek's township of Katutura. Although the contract system was formally abolished in 1978, the compounds still dominate most townships of Namibia. Nehale says the workers' quality of life has worsened since the Seventies.

In Windhoek, some workers earn as little as 60c an hour — about R100 a month. A recent church-run survey found the subsistence wage for a family of six is R400 a month. Namibia has no minimum wage laws. Some 43 percent of working people in Windhoek are jobless. There is no unemployment insurance fund. The bush war and an eight-year drought has devastated village agriculture. This year, the local administration budgeted to spend R160-million on the war — three times the amount set aside for health and welfare.

These material conditions allow Nehale to give his short explanation for the surge of unionism that is bound to effect the struggle for independence in Namibia. "It's the heaviness that you find in Namibia," he says, "that teaches workers to fight for freedom". — Agenda Press

Rescue commission

222

After a year of turbulent industrial relations in Namibia, Professor Nic Wiehahn and his commission of eight members are looking at improving the country's labour legislation. The commission, appointed on September 15, recently completed its "planning stage" at its second meeting.

Wiehahn tells the FM that the commission will aim to provide Namibia with an indigenous labour system "We will look to other countries for principles and guidelines, but not for models." He says such a system must create as many jobs as possible and promote labour peace. It must be flexible, provide for growth within the system and comply with international labour standards. Representatives of trade unions will go to the International Labour Organisation in Geneva to research labour laws in Third World countries.

Though different in character, the system must be as dynamic as the one Wiehahn designed for SA in the late Seventies. He applauds the fact that industrial court cases in SA have increased over the past year, adding that the politicisation of the trade unions in SA cannot be laid at the door of the labour system.

The investigation into Namibia's labour system entails covering the entire country, as well as other African states, to gather evidence. It's hoped that the report will be completed next year. Wiehahn says he will deal with the entire labour spectrum, including migrants, domestics and farmworkers.

(Domestic and farmworkers still have no labour rights in SA)

Namibia's industrial relations system has been governed mainly by the Wage and Industrial Conciliation Ordinance of 1952, which was based on SA's 1937 amendments to the now-defunct Industrial Conciliation Act. Other ordinances governing labour date back as far as the Thirties, when blacks had few rights and hardly any statutory protection.

Namibia's Minister of Manpower, National Health and Welfare, Moses Katjuongua, voiced concern over the "exploratory" labour system which has "over the years satisfied the needs of only a very small section of the population." But the decision to appoint the commission was probably sparked off by the huge economic losses from industrial unrest over the past year.

Activity on the labour front gained momentum when the Swapo-inspired National Union of Namibian Workers (NUNW), which was formed in 1978 but remained dormant, was revived in early 1985. It acts as an umbrella trade union.

This year Namibia experienced its biggest strike since the early Seventies — lobster

fishermen at Luderitz struck for higher wages. They had been receiving 11c/kg of lobster since 1974, and demanded R1/kg. The strike was settled at 35c/kg. Other strike points this year included the meat processing plants at Windhoek and copper mines at Tsumeb, Kombat and Otyhase. Until recently, Namibia had 13 trade unions — many of them extensions of those in SA — representing about 30 000 workers (about 10% of the total industrial work force).

About two weeks ago, however, another trade union was formed by more than 100 representatives of government service employees from all over Namibia. Claiming that it had already enlisted 8 000 members, the Namibia Public Workers' Union could become the country's most powerful. It has strong ties with NUNW, and its potential membership is estimated at 17 000 workers in sectors ranging from municipalities through to central government.

The appointment of the Wiehahn Commission reflects growing labour conflict in Namibia. The Transitional Government, it seems, finally realises that unions have become a force to be reckoned with.

Nic Wiehahn

22

Chasing Namibia's spirit of freedom

By Inga Molzen

Serene and good-humoured Namibian World Council of Churches worker, Ms Nora Chase works with refugees and is striving for her country's independence from South Africa

Ms Chase was in South Africa recently to speak at the Black Sash 33rd national conference which focused on human rights

Asked about her refugee work, Ms Chase, exiled for 16 years in West Germany and Tanzania said "I was in some ways a refugee myself."

DESPERATE

Refugees left their country of birth not by choice but out of desperation, said Ms Chase, who is based in Geneva

Her work with refugees and her fight for Namibia's independence are intricately linked with her views on women's rights

"One cannot see the struggle for women's rights as separate from national liberation," said Ms Chase

Men in liberation movements still needed to be educated. But, she said, "you can challenge them with the constitu-



NORA CHASE: "The struggle for women's rights is inseparable from national liberation"

● Picture by Alf Khumalo.

tion of any of these movements because they guarantee women's equality"

Since her appointment as deputy director of the WCC's Commission for Inter-Church Aid for Refugee and World Service in January last year, Ms

Chase said she had seen a deterioration of human rights in Namibia

Schooled at a "South African high school for so-called coloured people" and after obtaining a degree in education at the University of Cape Town, Ms Chase went into exile in 1962

Her three children were born abroad and later her marriage broke up because of apartheid in Namibia

"An agreement of my marriage to a West Indian was that my work in the country of my birth came first. Apartheid was unfamiliar to my

husband and in Windhoek he was regarded as a 'cheeky kaffir' because he spoke neither Afrikaans nor an indigenous language," she said

Ms Chase said her children understood her need to fight for human rights

Bearing witness to her rejection of colonial values, her two daughters and her son have African names

RETURNED

After being granted amnesty along with other leaders, Ms Chase returned to Namibia in 1978 to participate in the expected elections under United Nations Security Council Resolution 435 — which provided for free and fair elections and independence for Namibia

But this peace plan, accepted by all major political parties in Namibia including the South African Government, was not implemented

Rejecting employment as a civil servant or in the private sector, Ms Chase's first post was with the Christian Council of Namibia's education department

Her arrest for political activities in 1980 along with five other Swanu leaders led to the establishment of a legal aid bureau, said Ms Chase

Despite hardship and the demands of travel, Ms Chase said she still had hope

The answer came eight years ago, when daughter Afra (7) questioned her mother's arrest and asked "Is it for politics?"

When the reply confirmed this, she said "Oh, that's all right. Freedom will come"

FORMULA 1 Food D10
FORMULA 2 Ap-3 Lec-000

GET-IT-OFF

DIET DROPS

GET-IT-OFF

SEIZING AND CAPSULES

Labour Update



TAWU'S general secretary Mr Maduke Rankholo.

SWA unions threaten Govt

Sowetan 15/6/88 (222)

TRADE unions in Namibia have threatened national protests against the transitional government unless certain demands, including the release of all detainees, are met by June 17.

"Workers have taken note of the ongoing vicious police action leading to injuries and detentions in northern Namibia, in Windhoek, in Swakopmund, Arandis, Walvis Bay and Gibeon," said a joint statement

The statement was endorsed by the National Union of Namibian Workers, Mineworkers Union of Namibia, Namibia Food and Allied Union, Metal and Allied Namibia Workers Union and the Namibia Public Workers Union

It said the unions held meetings in the past week to discuss the "deplorable police action against boycotting schoolchildren and students witnessed throughout Namibia during the past 10 days"

The statement said workers supported the students' demands that

- SADF bases be removed from the vicinity of schools in Northern Namibia
- All detainees be released immediately
- Koevoet and its allies end their terror against students and be withdrawn from the townships immediately. — Sapa

222

Windhoek set for two-day strike

WINDHOEK — Full-page advertisements by Swapo-affiliated trade unions and statements by senior officials of the Namibian transitional government have set the scene in Windhoek for a planned general labour strike today and tomorrow.

The umbrella trade union — the National Union of Namibian Workers (NUNW) — said in its demands, linked to the Namibian schools boycott, that all security force bases should be removed by last Friday from schools in the northern war zone, detainees released and police withdrawn from black townships.

If the demands were not satisfied "then workers have decided not to go to work on Monday, June 20, and Tuesday, June 21".

In a statement that coincided with the third anniversary on Friday of the Namibian transitional government, Cabinet chairman Andrew Matjila said the authorities would not hesitate to deploy security forces against "instigators and intimidators" to protect law-abiding citizens.

Finance Deputy Minister Katuutire Kaura said in the National Assembly that he challenged anyone "to stop me on Monday when I take my child to school and my wife to work". — Sapa.

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CATCH UP ON THE
LATEST, GREATEST
MOST EXCLUSIVE
TIMESHARE - SECTIONAL
TITLE RESORTS

20th - 26th JUNE
FOUNTAIN COURT - SANDTON CITY
10.00hrs - 18.00hrs DAILY
ADMISSION FREE

W
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11/6/85 20/6/88 (222)

Call for thousands to join general strike

WINDHOEK. — Thousands of black workers in Namibia have been called out for a two-day strike starting today, in spite of warnings by authorities that force will be used to prevent disorder

The planned general strike has been organised by trade unions in solidarity with a four-month-old schools boycott by black students

It is the first time in recent years that concerted anti-government action on a large scale has been planned by students and the increasingly active trade unions

Mr Andrew Matjila, Minister of Education in Windhoek, has warned that authorities will not hesitate to deploy security forces to protect citizens from people he labelled "instigators and intimidators"

Mr Ben Ulenga, general secretary of the Mineworkers' Union of Namibia, denied government charges that workers were being forced to join the walk-out, which he estimated would involve 60 000 workers

He said workers were angry about

police violence against their children in the boycott

The students demand that army bases be moved away from schools in northern Namibia

Officials in Windhoek claim the general strike is part of efforts to destabilise Namibia and make the territory ungovernable

Mr Matjila accused Cuba and Angola of trying to exploit unrest and possibly sabotage the peace talks on the Angolan and Namibian conflicts. — Sapa-Reuter.

Namibia faces two-day solidarity strike (222)

WINDHOEK — Tens of thousands of black workers in South African-supervised Namibia have been called out for a two-day strike starting today, despite warnings by authorities that force will be used to prevent disorder.

The planned general strike has been organised by trade unions in solidarity with a four-month-old mass schools boycott by black students.

It is the first time in recent years that concerted anti-government action on a large scale by students and the increasingly active trade unions has been planned.

Mr Andrew Matjila, chairman of the governing body in Windhoek, has warned that authorities will not hesitate to deploy security forces to protect law-abiding citizens from people he labelled "instigators and intimidators".

Mr Ben Uenga, general secretary of the Mine-workers Union of Namibia, which is helping to organise the strike, denied government charges that workers were being forced to join the walk-out, which he estimated would involve 60 000 workers.

He said workers were

angry about police violence against their children in the school boycott.

STUDENTS' DEMAND

The students have been demanding that army bases be moved away from schools in northern Namibia where troops operate against the South West Africa People's Organisation (SWAPO).

Officials in Windhoek charged that black unions and students have come under the sway of Swapo and other leftist organisations.

They say the general strike is part of efforts to

destabilise Namibia and make the sparsely populated territory ungovernable.

Mr Matjila accused Cuba and Angola of trying to exploit unrest in Namibia, and possibly sabotage peace talks on the inter-twined Angolan and Namibian conflicts.

Tough emergency laws enforced in South Africa do not apply in Namibia.

But an opposition newspaper, *The Namibian*, last week published details of what it said were secret government plans to give police sweeping powers similar to those in South Africa.

On Friday police arrested the newspaper's editor, Ms Gwen Lister, under laws allowing detention without trial for 30 days — Sapa-Reuter.

Namibian unions begin 2-day strike

APC 1/15
20/6/88
JJA

WINDHOEK. — Tens of thousands of workers in Namibia have been called out for a two-day strike starting today despite warnings by authorities that they will use force to prevent disorder.

The planned general strike has been organized by trade unions in solidarity with a four-month-old mass schools boycott by black students.

It is the first time in recent years that concerted anti-government action by students and trade unions has been planned.

Mr Andrew Matjila, chairman of the interim government, has warned that authorities will not hesitate to deploy security forces.

Mr Ben Ulenga, general secretary of the Mineworkers' Union of Namibia which is helping to organize the strike, denied government charges that labourers were being forced to join the walkout, which he estimated would involve 60 000 workers.

He said workers were angry about police violence against their children in the boycott.

"When workers arrived home they found their children had been tear-gassed, beaten and arrested."

The pupils are demanding that army bases be moved away from schools in northern Namibia where South African-led armed forces operate against Swapo guerillas.

The Swapo news agency (Nampo) said the South African-installed

STOCKHOLM. — Swapo leaders opened talks with influential white Namibians on Saturday in an attempt to allay fears about how the black nationalist guerilla group might rule Namibia independently of South Africa.

"Namibian whites need to understand our fight is not against them personally, but against the racist regime," Swapo leader Mr Sam Nujoma told a news conference before the meeting.

Mr Nujoma is leading the black delegation in talks with a group of 30 white Namibian liberals from various professions. The talks are scheduled to last until tomorrow.

"The political and military crisis in our country is affecting everyone, including the whites whose economic interests and physical security have begun to be threatened," Mr Nujoma said. — Sapa-Reuter

government was contemplating imposing a state of emergency to deal with the crisis.

The planned emergency powers would prohibit meetings, and allow the authorities to close businesses and restrict people's movements.

● Namibian nationalist leader Mr Sam Nujoma has urged journalists around the world to campaign for the release of Ms Gwen Lister, editor of The Namibian newspaper, who was detained on Friday.

Ms Lister was arrested after publishing a report hinting that the authorities in the territory might adopt emergency powers similar to those imposed in South Africa.

"South Africa is fearful of the voices of truth and justice that Ms Lister's journalistic activity exemplifies," Mr Nujoma said in Stockholm.

Ms Lister was to have been one of the group of white Namibians who met Swapo delegates at the weekend to discuss South Africa's continuing delay in implementing Namibian independence — Sapa-Reuter

Argus 21/6/88 222

Windhoek quiet on second strike day

Argus Africa News Service


WINDHOEK — The streets of the central business district of Windhoek were quiet this morning as a general strike called by trade unions entered its second day.

Few buses were running from the city's black and coloured townships and there were markedly fewer taxis on the roads than normal. However, most businesses were open and trading as usual.

Windhoek stayaway ^{Sowetan 21/6/88} 222

WINDHOEK — Although a mass work stayaway appeared to have met with mixed success in the central business district of Windhoek, elsewhere in Namibia the strike was being hailed by the trade unionists who organised it as a “roaring success.”

Mr Ben Ulenga, of the Mineworkers Union of Namibia (MUN), said the stayaway was very successful considering the massive police and security force presence in the townships of the capital.



A crack police counter-insurgency unit patrols outside a hostel in Katutura township as part of a massive security deployment on the first day of a two-day general strike. 222

Namibia hit by massive stayaway

WINDHOEK — Calls for national protest action against the presence of SADF military bases and against alleged police "terror" had been heeded by workers in all major towns of Namibia, a joint statement from five Namibian unions said last night

The stayaway was decided on last Saturday by shop stewards from the National Union of Namibian Workers, Mineworkers Union of Namibia, Namibia Food and Allied Union, Metal and Allied Namibia

Workers Union and the Namibia Public Workers Union

Members of these unions are staying away from work in support of demands that SADF military bases be removed from the vicinity of schools in the north and all detainees be released immediately.

Further, they are demanding that "colonial police" and "Koevoet" be withdrawn from the townships

Taxi services, shops and most filling stations in Katutura remained closed in support of the stayaway

The unions claim that 70 to 90 percent of the Windhoek workforce at all major places of employment stayed away from work yesterday.

"Workers at meat factories, breweries and beverage factories, hotels, restaurants, postal services, municipality, railways and transport services supported the stayaway call"

The mining sector had been hit by a 100 percent stayaway at the CDM Diamond Mine in Oranjemund and at the Rossing Uranium Mine in Arandis, the unions said

"Workers at TCL Mines have not taken up strike action to a great extent, as workers have all been issued with written threats of summary dismissals if they should strike"

In the northern towns of Oshakati and Ondangwa the government services — the major employers in the north — came to a "complete standstill" yesterday

In the coastal towns of Swakopmund, Walvis Bay and Luderitz the support for the stayaway action varied between 75 and 100 percent

In Okahandja, major plants including MKU Enterprises, Southern Pipelines, South West Engineering and SWA-Vleis were badly hit by the stayaway. There is also a heavy police presence in the township of Okahandja, the statement said.

The unions pledged they would actively campaign for the reinstatement of all workers in the spirit of "an injury to one is an injury to all". — Sapa

222

21/6/88

Cape Times, Tuesday,

2-day stayaway hits Namibia

WINDHOEK. — Police yesterday reported no incidents or disturbances as thousands of Namibian workers went on the first day of a two-day stayaway from work, while many others turned up for duty.

Worst-hit were Consolidated Diamond Mine's diamond mine at Oranjemund and the open pit of Rossing Uranium at Arandis near Swakopmund, where production came to a standstill.

The general secretary of the Namibian Public Works Union, Mr Festus Hengare, said the first day of the stayaway was "very successful". He said workers were demanding the immediate release of children detained in terms of the school boycott and the withdrawal of the SADF from Namibia.

The stayaway was called by the National Union of Namibian Workers (NUNW), which represents 10 trade union groupings and 55 000 workers.

At least 30 000 workers stayed away yesterday, in solidarity with the three-month-old school boycott, Mr Hengare said.

A CDM spokesman said all the company's Namibian workers were absent from work yesterday, and a Rossing spokesman said absenteeism at the mine was between 60 and 70%.

But a Mineworkers' Union of Namibia (MUN) representative said there was a 100% stayaway at Rossing. — Sapa and Own Correspondent



patrol a hostel
day of

Cam Times 21/6/88

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222



Police patrol a hostel at Katutura township near Windhoek. They were part of a massive security deployment on the first day of a two-day general strike called in support of an anti-government school boycott

Picture REUTERS

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Cop shot in

Namibia stayaway: Claims on effectiveness clash

222

CALL TALKS
22/6/88

WINDHOEK — Police here reported that there had been no incidents of violence or other disturbances in a two-day labour stayaway which ended in Namibia yesterday amid conflicting claims of its effectiveness

The Minister of Civic Affairs and Manpower, Mr Moses Katjuongua, said 70% of Namibian workers had ignored the call by Swapo-affiliated trade unions to stay at home in solidarity with boycotting schoolchildren

But the National Union of Namibian Workers said in a statement that support for the stayaway action had ranged from 70% to 100% in various centres throughout Namibia

They demanded the removal of security force bases from schools in northern Namibia, the release of detainees and the withdrawal of police from black townships

Hardest-hit by the stayaway were the diamond-mining operations of CDM at Oranjemund and the uranium open pit of Rossing at Arandis near Swakopmund

A CDM company spokesman said two-thirds of the workforce failed to report for duty. A Rossing spokesman said 60% of its workers stayed away. Both said they would not dismiss workers

Attendance was normal at the Tsumeb copper mines

The chairman of the Damara Administration, Mr Justus Garoeb, announced at Khorixas that his administration had suspended work for two days "in solidarity with the people of Namibia"

The stayaway was triggered by a schools boycott in Ovambo a few months ago, which then spread

40 000 workers stay away 222

WINDHOEK — At least 10 companies were closed in Windhoek yesterday as more workers remained at home for the second and final day of the national stayaway, Official Namibian Public Works Union general secretary Festus Hengare said.

He said about 40 000 workers participated in the second day of the work stayaway, protesting the pres-

ence of the SADF in Namibia and the detention of school children in solidarity with the three-month-old schools boycott.

Indications were most companies would not be disciplining strikers.

2/4/82
BRONWYN ADAMS

222

Namibian strike ends

23/6/88. Blday

WINDHOEK — Namibian workers returned to work yesterday after a two-day stayaway and production was back to normal, employers said

Police reported no incidents of violence in the stayaway which began on Monday and ended on Tuesday

Production resumed at the uranium open pit at Arandis and the Ornajemund diamond diggings and the Windhoek municipal bus service was carrying its usual complement of passengers yesterday. — Sapa.

Workers cast ballots

Sowetan 23/6/78

222

WINDHOEK — Swapo-aligned trade unions claim to have scored a "tremendous success" in the nationwide Namibian work stayaway, which ended on Tuesday

Mineworkers Union of Namibia secretary general, Mr Ben Ulennga, said the strike action had shown that workers had rallied together and demonstrated their opposition to the "colonial government" and the "South African occupation of Namibia"

He claimed between 75 percent and 100 percent of workers at mines, businesses and in the public service had stayed away from their jobs on Monday and Tuesday. He estimated the total of workers who stayed out on strike at between 45 000 and 50 000 — *Sowetan Africa News Service*

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Cart 23/08
Back to work *222*

WINDHOEK — Namibian workers returned to work yesterday after a two-day stayaway and production was back to normal, employers reported

Force to be reckoned with

222
South 14-20/7/88

NAMIBIA — The launch of a new trade union and a major recognition agreement this month has shown that Namibia's union movement becoming a major force which can no longer be ignored.

Although trade unionism in Namibia has a history dating back more than 30 years, it was only in 1986 that Swapo's Windhoek branch decided to revive the dormant National Union of Namibian Workers (NUNW). Since then five trade unions, embracing virtually every sector, have been established under the NUNW umbrella body.

The most recently-formed, the Namibian Transport and Allied Workers Union (NATAU), was established at the beginning of this month. It joins the Mineworkers Union of Namibia (MUN), the Namibia Food and Allied Union (NAFAU), the Namibia Public Workers Union (NAPWU) and the Metal and Allied Namibia Workers Union (MANWU). During the launch of NATAU, NUNW chairman Mr Barnabus Tjizu urged delegates to wage their labour battle within the context of national liberation.



Koevoet members guarding a bus stop during a recent stayaway

Stayaway

In the space of two short years, these unions have accumulated a membership of approximately

hundred workers found that they had been fired, and union officials are busy investigating each individual case. Court action may follow in coming months.

union offices in Katutura township have been regularly searched and unionists have in the past been assaulted and arrested when police move into the township on various

MUN officials or members. The company will not unlawfully interfere with MUN activities either.

The agreement, which is legally

PPY BIRTHDAY!!!!

We're striving for with zeal.
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IN THE SOUTH AFRICA

Namibia unions gear for mass strike

SOUTH AFRICA'S interim government in Namibia has until today to meet certain demands made by the country's most powerful trade unions — or face a national two-day stay-away next week.

The demands, relating to several crucial issues, were made this week by the Mineworkers' Union of Namibia (MUN), the Namibia Food and Allied Union, the Metal and Allied Namibian Workers Union and the Namibia Public Workers Union, which fall under the umbrella body of the National Union of Namibian Workers (NUNW).

According to an NUNW representative, "the prevailing feeling among

union members is that parents cannot go to work while the lives of their children are endangered by brutal police action.

"Only the removal of South African Defence Force bases from the vicinity of schools in the north, the release of detainees and an end to Koevoet violence in the townships will defuse the steadily deteriorating situation."

Observers believe it highly unlikely the interim government will concede to any of the demands — and the stayaway on Monday and Tuesday seems inevitable.

MUN general secretary, Ben Ullenga, insisted this week the workers themselves, not the leaders, had suggested a general strike.

"The idea of a strike .. did not come from any organised political or trade union force ... it came from those thousands who are directly affected by South Africa's occupation and the presence of the SADF in Namibia," he said.

"In the last two or three years, there have been dramatic calls for South Africa to withdraw from our country — coming not only from the inhabitants of the war zone, but from countless others who are also affected by South Africa's presence."

Ullenga said workers in and around Windhoek became actively involved in the campaign calling for South Africa's withdrawal when pupils in Katutura township outside the city began boycotting classes last week.

"When workers arrived home in the evening they found their children had been teargassed, beaten or arrested," he said. "As parents, this alone was sufficient reason for concern."

He emphasised that Namibian workers were affected by the presence of the South African army throughout the country.

"The vast majority of migrant workers have children in schools in the north, and the presence of the

SADF and the proximity of its bases are a constant threat to the lives of their children. What affects their children affects them too."

Ullenga said the question of a general strike arose last Wednesday when several shop stewards and workers met in Katutura. "They decided that unless the police violence ended, and their demands were met, action would be taken." Union officials then contacted worker committees throughout the country, said Ullenga, and "the feelings were the same".

The strike would be seen as an "expression of how serious the workers feel about South Africa's occupation of Namibia."

Conditions at Namibian mine criticised

3/11/88
By Mike Siluma, Labour Reporter

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"At TCL, if a lady gets pregnant, she is automatically fired without any pension or pay ... Words such as 'kaffir' are used against us in our jobs ... You have to work eight hours without a break or tea time."

This is how a domestic worker describes her conditions of employment at a TCL (Tsumeb Corporation Ltd) copper mine in Namibia. She is one of several workers quoted in a publication by End Loans to Southern Africa (Elsa), which accuses Consgold, through its Namibian operation, the TCL, of unfair employment practices.

'APPALLING' TREATMENT

TCL is managed by Gold Fields of SA, itself controlled by Consgold.

The authors accuse Consgold, by virtue of its control of GFSA, of "an appalling record" in the treatment of workers in its operations in Namibia and South Africa, and of anti-union activities

According to the authors, the publication — compiled by an Elsa member who recently visited Namibia — is aimed at enabling TCL employees "to speak for themselves". However, say the authors, the interviewees could not be named "because it would endanger their own safety".

The publication, called "A Kaffir is just a Kaffir — Consgold in Namibia", quotes the domestic worker at the mine, a member of the Mineworkers Union of Namibia (MUN), as saying of her working conditions: "You have no right to touch the boss's cup. You are not even allowed to use the boss's toilet. What they often say is that the kaffir is just a kaffir"

Another interviewee, an MUN leader, report-

edly told the author. "We are the people who produce, but we don't get a fair share ... By getting a fair share, we don't mean that we want to get all the profit which the mine makes. We just want to get a living wage, the wage which will allow us and our families to live better"

He accused TCL of apartheid practices by maintaining the hostel system for black mine-workers

Interviewees also blame TCL for the dismissal of 2 000 workers during last year's mine strike.

On safety, TCL is accused of failing to provide workers with safety clothing and of treating injured workers at first-aid stations instead of sending them to hospital. Injured workers, it is claimed, run the risk of being fired

Elsa has called on Consgold to sell all of its South African and Namibian interests

● Replying to the allegations made in the Elsa document, a GFSA spokesman said the report "does not reflect the realities of the situation".

OPPOSED TO INTIMIDATION

"We deny the allegation that Tsumeb at any time circulated anti-MUN pamphlets (as claimed by Elsa) as Tsumeb is not opposed to unions. The management is not aware of instances of intimidation (of workers)

"It supports the principle of freedom of association and is strongly opposed to intimidation of its employees by any quarter.

"The allegations regarding the conditions of employment consist mainly of inaccuracies and distortions and we are not prepared to involve ourselves in a public debate on these matters," said the spokesman.

1986.4.9/11/88.

Seven missing in mine flood²²²

JOHANNESBURG.— Seven workers are missing after a flash flood at the Kombat mine in Tsumeb, Namibia.

Gold Fields of Namibia said in a statement issued here today that there was a major inrush of water in an exploration drive at the Kombat mine at 3.15pm yesterday.

Kombat is one of the three operating mines of the Tsumeb Corporation, a wholly owned subsidiary of Gold Fields Namibia.

More information was expected later — Sapa

7 thought drowned
in Tsumeb mine²²²

JOHANNESBURG — Seven workers are still missing, believed drowned, in a flash flood that occurred on Tuesday at the Kombat mine near Tsumeb, Gold Fields said in a statement yesterday

The underground workings at the mine are still flooding and all production has ceased

Attempts are being made to save the mine's eastern section by installing concrete plugs in the two inter-connecting underground drives

It is impossible to estimate, at this stage, how long it will take to recover the underground section of the mine, the statement added.

During the quarter ended September 1988, the underground section of the Kombat mine accounted for about 15% of total tonnage treated, 21% of the copper in concentrates produced, 16% of the lead in concentrates and 11% of the silver in concentrates

The Asis Ost mine is unaffected, as are the Tsumeb and Otjijase mines, Gold Fields added — Sapa

State of emergency censorship restrictions apply to a wide

Seven copper miners still missing

Star 10/11/88 Staff Reporter 222-240
Seven copper miners are still missing, believed dead, after the Kombat mine near Windhoek was flooded during exploration on Tuesday

The flood occurred 530 m underground after a water burst

"The underground workings are flooding and all production has ceased. Attempts are being made to save the eastern section of the mine by installing concrete plugs in the two interconnecting underground drives," a mine statement said

"During the quarter ended Septem-

ber 1988, the underground section of the Kombat mine accounted for approximately 15 percent of total tons treated, 21 percent of the copper in concentrates produced, 16 percent of the lead in concentrates and 11 percent of the silver in concentrates

"It is impossible to estimate, at this stage, how long it will take to recover the underground section of the mine," the statement said.

The mine is one of three operated by Tsumeb Corporation, which is wholly owned by Gold Fields of South Africa's affiliate, Gold Fields Namibia Ltd

PART One of the Wiehahn Commission report on Namibian labour was handed to the Administrator-General and the Cabinet chairman this week

Commission secretary Awie Kotze says the commission's report consists of 330 pages in four chapters

"The chapters consider the social, economic and political environment in Namibia, labour standards, conditions of employment and labour relations

"The second part is expected to be completed in about two months and

Nic's Namibian recipe

222

S/ Times 20/2/89

will also be in four chapters. They will be called employment, vocational training, social security and labour administration."

Mr Kotze says the document will be regarded as confidential until the Cabinet has considered it and taken a decision. He cannot say how long this will take.

The commission was formed towards the end of 1987 when South African labour relations architect Nic Wiehahn flew to Windhoek to con-

sider the increase in organised worker militancy.

The Namibian Government invited Professor Wiehahn to set up a nine-man commission to investigate labour legislation.

It is believed the reason for the invitation to Professor Wiehahn was that the Government was concerned about the activities of trade unions which had been gathering much support.

Professor Wiehahn cannot give details about the re-

port. But he says it is an in-depth study and would bring about change in Namibia if accepted.

The report comes when widespread change is taking place in Namibia as independence arrives this year.

Namibia is estimated to have a population of about 1.3 million. Official unemployment is given as 20%. Only 30% of the people are wage earners, the rest being subsistence farmers.

In addition, Namibia will be faced with the release

of 20 000 South West African Territory Force members and the return of about 100 000 refugees. It suffers from inadequate social infrastructure and a large shortage of skilled manpower.

It will be interesting to see how the report deals with these problems.

Although Mr Kotze cannot put a date on the release of the information to the public, he suggests it will be before the end of this year.

Close ties already established

Star 28/2/89

Trade union movement in Namibia to back Swapo

222

By Mike Siluma, Labour Reporter

The trade union movement in Namibia will support the South West Africa People's Organisation (Swapo) in that country's pre-independence election, says leading Namibian unionist, Mr Ben Ulenga.

Mr Ulenga, general secretary of the Mineworkers' Union of Namibia (MUN), was in Johannesburg to address a seminar organised by *Tribute* magazine on present and future developments in the South African-controlled former German colony.

In an interview with *The Star*, Mr Ulenga said unions, including the MUN, had decided to throw their weight behind Swapo because they believed that "only a Swapo victory will facilitate the struggle for workers' rights"

However, the unions were not affiliated to Swapo and would conduct their pro-Swapo campaign as independent entities.

According to Mr Ulenga, close ties already exist between Swapo and the five industrial unions, representing between 50 000 and 60 000 workers in a population of between 1.5 million and two million.

"Although the nature of our relationship with Swapo in an independent Namibia will have to be decided by members, I think unions will remain autonomous. Swapo, for its part, has not insisted on our affiliation to it.

"It must be remembered that Swapo itself started as a workers' body bent on fighting the migrant labour and compound systems, so it was a working class organisation," said Mr Ulenga, pointing out that many union members were prominent Swapo members

On the role of unions in the Namibian anti-colonial struggle, Mr Ulenga said unions had helped in extending the "message of liberation to the factory floor", by establishing democratic structures and questioning the attitude of Namibian companies to South African occupation.



Mr Ben Ulenga, leading Namibian trade unionist.

democratic structures and questioning the attitude of Namibian companies to South African occupation.

"The establishment of union structures for the election of representatives enabled many Namibians to exercise their democratic rights for the first time in their lives," Mr Ulenga said

Asked about the economic system preferred by the Namibian labour movement, Mr Ulenga explained that although a collective economic policy had yet to be developed, workers generally wanted control over their workplaces

"For example, the MUN members want to see the mineral resources placed under the control of the people"

Although serious attempts to organise Namibian workers started only just over three years ago, the unions were already recognised as an important force for change in the political arena in that country, with union delegates being regularly invited to Swapo conferences

A programme to revive the National Union of Namibian Workers as the co-ordinating union body was under way

A former fighter in Swapo's military wing, the People's Liberation Army of Namibia, Mr Ulenga served nine years of a 15-year sentence on Robben Island after being captured by South African forces

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

MANPOWER
MIRROR by
ROBYN
CHALMERS



Wiehahn's charter for Namibian labour

SOUTH Africa is folding its tents in Namibia, but its legacy could be a sweeping new set of rules drawn up by SA's labour relations architect, Nic Wiehahn

Part one of the commission of inquiry's report into Namibian labour matters, chaired by Professor Wiehahn, has been accepted in principle by the Administrator-General, subject to a White Paper's conclusions

Professor Wiehahn says the present labour set-up in Namibia is outdated — an extension of the 1937 Industrial Cor-



Nic Wiehahn the way ahead for labour in independent Namibia

The 330-page report deals with four major issues — the political, economic and social back round of Namibia, in-

ternational labour standards, conditions of employment and labour relations. Principles are laid down in the foreword

"The existing system should be de-South Africanised and the new one be indigenised, it should in the greatest degree comply with and conform to international labour standards and practices and should be flexible and allow for maximum growth and development in the future."

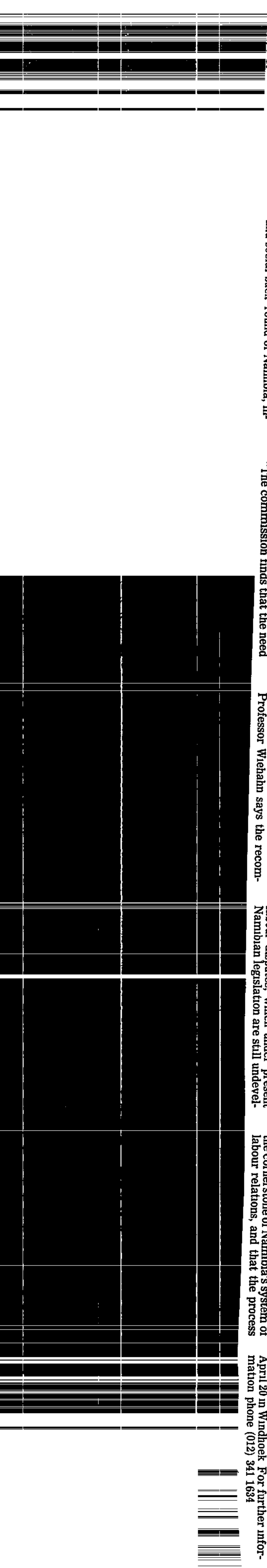
Professor Wiehahn says four of the most important recommendations include the appointment of a labour court, labour commissioner, an industry council system and the promulgation of a labour code

for a special judicial body to deal with labour disputes is well proven. The proposed labour court should be autonomous but form part of the department of labour and be headed by a president to adjudicate labour disputes, interpret labour legislation and alleged cases of unfair labour practices (ULP), among other functions"

mentation of a single labour code is significant

oped concepts. Strikes are generally prohibited unless application has been made for a conciliation board and certain time periods have elapsed

be developed by the application of the proposed labour court and other dispute settlement mechanisms in the existing system



Business hopes for Untag bucks

Star 17/3/87

In a country where unemployment runs at a conservatively estimated 20 percent, word soon spread and there were queues of hopeful job applicants outside the United Nations Transition Assistance Group (Untag) offices in the United building in Windhoek's Kaiser Street

With R1 150 million to spend on the implementation of the Resolution 435 peace and independence plan for the territory, Untag should, in theory at least, provide a valuable shot-in-the-arm for the local economy. The reality, though, is somewhat different.

Much of the money Untag will be spending in this region will find its way into the bank balances of South African businesses, while the money spent in Windhoek will go to a comparative handful of existing businessmen, reinforcing the old axiom that "the rich get richer and the poor get poorer"

In fact, the peacekeeping operation has already started to hurt the poorer man-in-the street in the Namibian capital

Potential problems

The head of administration for Untag, Mr Abdou Ciss of Senegal, recognised the potential problems when he told reporters after his arrival that he hoped the presence of the large UN group (4 650 soldiers and more than 1 500 civilians) would not make life more difficult for the locals

Journalist Andre de Bruyn complained this week in his column in a local newspaper that the Untag deployment had been a signal for all-out price scalping by local businessmen with dollar signs in their eyes. He cited the example of a brandy and coke and a fruit juice costing R8,24 in a city centre hotel where many of the UN personnel are staying. All prices were rising to the point where Windhoekers were getting squeezed, he said

Those aiming to make a fast profit at the expense of their local customers should remember, he warned, that the Untag dollars would not be here forever

Making a quick buck has become the watchword

BY BRENDAN SEERY L22
The Star's Africa News Service

Three days before advertisements appeared in Windhoek newspapers, people had heard through the grapevine that the UN's Transition Assistance Group was looking for 800 local employees.

of not only the businessmen, but also property owners, who have seen that there is a dire shortage of both office and living accommodation and that Untag is prepared to pay to get what it wants

Mr Ciss said the three biggest problems facing Untag were "accommodation, accommodation and accommodation". Modest three-bedroomed houses, which would probably rent for around R800 a month in South Africa, are fetching anything between R1 700 and R2 000 a month. Tenants who have lived in some houses for many years are finding themselves out on the street as greedy landlords double and even treble rents

One local company, which provides housing for its senior management staff, has had approaches from a number of its lower level employees for assistance, as they have been given notice to quit their homes. Some skilled and valuable people have already been lost to the Namibian economy because of a lack of suitable housing

Scores of nurses and doctors living in state-provided flats at the Windhoek Hospital complex were given notice to move out when their buildings were made available to Untag. Single male railway workers had to vacate their rooms in the Phillip Troskie hostel to make way for UN people

House prices, significantly higher than those in South Africa, have not felt an upwards acceleration, but could do so soon, according to estate agents

Buying of property by foreign embassies has boosted the market significantly, with 21 houses so far having been sold for diplomatic accommodation. The West Germans stole the headlines by paying more than R3,7 million for a hillside mansion

OUT-OF-WORK Namibians are queueing for jobs with Untag, crowding into UN offices and spilling on to pavements.

"The other day I could not get through to my office," said Untag administration chief Abdou Ciss, adding that the UN sought to be "among the best" employers.

Job-hunters spilled on to the pavement outside the UN's Windhoek administration headquarters after the organisation advertised for interpreters proficient in English and any one of some 11 ethnic languages spoken in the territory.

Queues for UN jobs

Ciss said UN policy on salaries was "not to be the best, but to be among the best".

"We are paying local salaries," he said, which would earn an interpreter the salary of a school-teacher.

Ciss said UN officials vetted applicants to ensure the organisation did not employ convicted criminals or political activists, but said the

UN would not consult police.

"The policy we follow is not 100% proof. We just do our best. But we have no intention of going through any police."

The UN planned to employ some 800 Namibians in civilian posts throughout the country during the eight-month run-up to territory-wide elections under UN stewardship, Ciss said.

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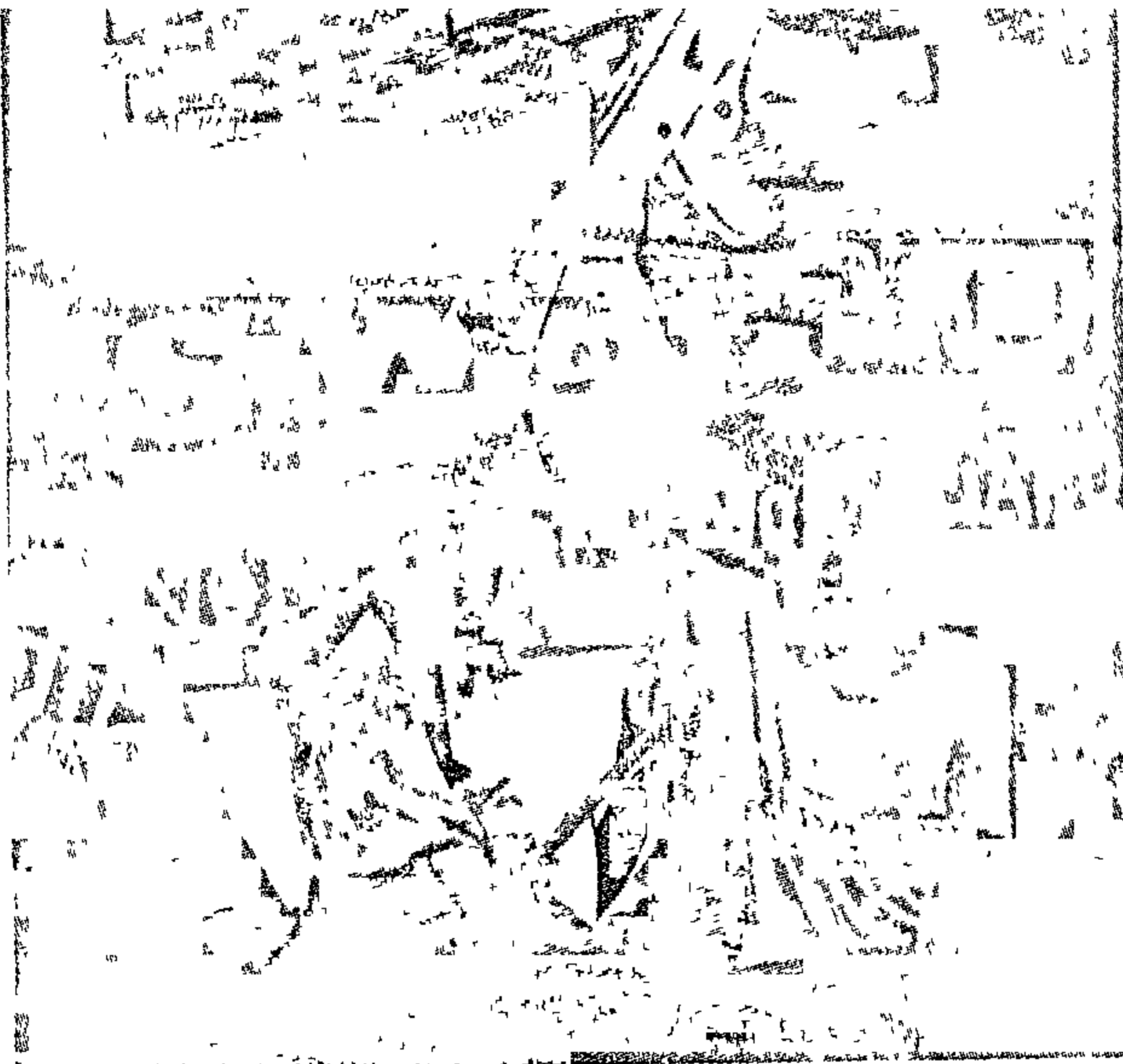
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Preliminary Announcement

Following are the abridged consolidated statements for the year ended 31 December 1988 together with comparatives for 1987.

Consolidated Income Statement			Consolidated Balance Sheet		
	1988 R'000	1987 R'000		1988 R'000	1987 R'000
Turnover	62 709	50 903	Capital Employed		
Operating profit before interest, taxation and extraordinary item	9 464	10 061	Share capital	187	187
Interest	1 787	1 507	Share premium	21 786	21 786
			Non distributable reserves	735	1 394
			Distributable reserves	9 244	4 757



Children at a May Day rally held yesterday in the Katutura township hoist a Swapo banner.

1989

Mayekiso hits out at Untag for backing SA

By Jon Qwelane,
The Star's Africa News Service

WINDHOEK — Trade union leader Mr Moses Mayekiso, in his first major public address since his acquittal on treason and subversion charges, yesterday lambasted the United Nations Transition Assistance Group (Untag) and accused it of being in cahoots with the South African Government

Mr Mayekiso, with former United Democratic Front (UDF) publicity secretary Mr Murphy Morobe, was the guest speaker at a major May Day rally held in open grounds in Katutura township here

He said Untag and the UN special representative for Namibia, Mr Martti Ahtisaari, must redeem themselves in the eyes of Namibians and drive the South African armed forces out of the country.

Mr Morobe also attacked the role Untag had played since arriving in Namibia several weeks ago, and criticised the UN body for having done nothing when South African forces attacked Swapo guerillas in Northern Namibia on April 1.

Mr Morobe said: "We are obviously critical of the role of the United Nations, but because we are interested in change we will give them another chance.

"We must also remember that not all those who are members of the UN are our friends or lovers of freedom. We must remember the events in the Congo in the 1960s when (Patrice) Lumumba was found to have been murdered by some who were members of the United Nations," Mr Morobe said

He appealed to Namibian workers to close ranks and to remain vigilant, and to isolate "all forces whose aim is to preserve the old order of oppression and exploitation"

He called for solidarity between the people of Namibia and their "fellow-oppressed and exploited" in South Africa

Swapo's deputy national chairman and central committee member, Mr Danny Tjongarero, said the workers' struggle and that of Swapo were one, because Swapo was founded by workers in 1960.

It was for that reason that workers would ensure that Swapo would sweep the boards on election day

Not a single speaker had anything complimentary to say about Untag, and Mr Ahtisaari was condemned by speaker after speaker for having "let loose" the Koevoet police counter-insurgency unit and 101 and 202 Battalions

Untag policemen, monitoring the huge gathering from across the road, listened quietly as they and their Namibian head were attacked for "having done nothing" when South African forces "massacred" members of Swapo in the north on April 1 and following days

A number of white Namibians turned out for the rally, clad in the T-shirts of the pro-Swapo National Union of Namibian Workers

The shirts proclaimed, among other slogans, "Freedom from South Africa", "Freedom from exploitation" and "Freedom for strike action"

Striking ⁽²²²⁾ teachers go ^{516.89} back to work

WINDHOEK — Striking teachers and employees of the Administration for Kavangos all returned to work yesterday, an official spokesman, Mr George Nel, said at Rundu

About 1 000 teachers from approximately 250 schools in the north-eastern region of Namibia went on strike last week in sympathy with seven Kavango teachers removed from their posts for allegedly taking part in political activities

The school boycott in Owambo continued — although teachers reported to their schools.

The deputy director of the Owambo Administration, Mr Albert Mundt, said at Ondangua about 1 000 matric pupils would not be able to write the end-of-year examinations

With few exceptions the 189 019 pupils at 518 schools in Owambo were still supporting a class boycott now in its third week — Sapa

Outlook for workers gloomy, but unions still back Swapo

222

Star 24/6/89

KATUTURA — Black trade unions are backing the Swapo in Namibia's independence elections, but their future could be bleak under a Swapo government.

Worker support for Swapo, which espouses Marxist principles, is obvious in this dilapidated township outside Windhoek. Union offices are festooned with Swapo banners and slogans.

But labour experts are worried that a Swapo government will crack down on the unions if it nationalises or takes a share in the country's important mineral mines, banks and farms.

"There is no doubt in the minds of the unions that Swapo is the only political party capable of winning these elections," said Mr Barnabas Tjuzu, general-secretary of the

CHRISTOPHER WILSON

11 000-member Metal and Allied Workers Union of Namibia

"The unions are working on a non-political basis but it is a fact that the majority of union members support Swapo," he said

In a country of only 1,2 million people, the backing of about 60 000 unionised workers is vital in the poll on November 1 which will lead to Namibian independence after more than 70 years of South African rule

But independence could mean harder times for the unions, the experts say, noting that Zambia's copper mines were profitable under

private ownership but sank into heavy losses after the government took over

"African countries have proved that when a majority government comes to power the unions tend to disappear," said Mr Axaro Tsoverseb, head of industrial relations at Rossing uranium mine, Namibia's biggest employer.

"A government trying to build a nation doesn't want to deal with unions that will demand higher wages and put other pressures on them," he added.

"Over the past few years all the Swapo rallies have been organised by the unions but now there is no union work

going on," said one union official, who asked not to be identified.

"Swapo officials are taking over the running of the unions. If they call for nationalisation, it will conflict with the workers' interests and unions here could collapse as they have done in Zambia and Zimbabwe," the official said

Minerals — mainly uranium, diamonds and copper — account for about 85 percent of Namibia's total exports but no one is sure whether Swapo intends to demand part ownership of mining and industry and, if it does, how big a share it will want

The organisation's information secretary, Mr Hidipo Hamutenya, declined in an interview with Reuters to answer questions on Swapo's economic policies — Reuter

KEEP the Government out of labour relations and educationists out of education, says Anglo American group consultant of industrial relations and public affairs Bobby Godsell

He was speaking at a seminar on labour issues in Namibia, addressing the question of how Namibia can learn from South Africa's manpower situation

He said the first lesson Namibia could learn from SA was the importance of liberating labour relations from political control
"The Rand Revolt of 1922

Danger of elitist learning

5/12/81

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taught the Government two lessons — the limits of coercive control and the need for labour and manpower to cooperate. Those who are closest to the action should determine fair wages and conditions of employment, not bureaucrats or the Government

Mr Godsell says the second important lesson to be learnt by Namibia is not to go the route of SA and educate people to be industrially inefficient and unproductive.

"State education is aimed at getting people into university, yet no more than one in five can usefully go. The system is run by professional educationists who teach what they themselves hold dear and produce professional people

Instead of producing only the critical thinker, we should rather educate the person to be useful in society in all senses — to be a critical thinker, but also to be economically useful

"We have developed a profoundly elitist idea about education. Vocational and technical education has the connotation of people who can't quite make the grade"

Mr Godsell says the State has ignored the recommendations of the De Lange Commission into education, which advised against the present academic bias of the SA system

He believes education should be privatised, and a closer relationship set up between parents and teachers. One of the greatest areas of concern within this whole debate, which has raged for some time now, is that about 30 000 black matriculants are roaming the streets each year with no jobs

These are the hard facts. There is obviously a wide gulf between what universities produce and what industry needs. This is what schools, technicians, universities and other educational bodies should be addressing

Mr Godsell says surely, after 12 years of training, one can expect a student to have basic cognitive skills. The emphasis must be on producing a good citizen, who can be economically active

Row over anti-Swapo advert

Editorial staff of newspaper quit in protest

By Brendan Seery, The Star's
Africa News Service

WINDHOEK — The editor and editorial staff of a Windhoek English-language daily newspaper, *Times of Namibia*, resigned in protest yesterday at what they claimed was political interference by the management, a company which has close links with Mr Dirk Mudge's Democratic Turnhalle Alliance (DTA)

The row concerned an advertisement by the Parents' Committee, a group acting for former detainees held by Swapo

Reconciliation

Editor Ms Jean Sutherland said she had opposed the placing of the advertisement which she claimed was "over the top" and would not help to promote "the reconciliation which is so desperately needed in this country"

The advertisement likened Swapo to the Gestapo of Hitler's

Germany and implied the organisation had killed, tortured and raped its victims

The *Times of Namibia* was recently bought by the DTA-supporting Republikein Group of newspapers

Ms Sutherland, who had followed an independent line since starting the *Times of Namibia* 15 months ago, was promised that she would retain her editorial independence

After she had refused to take the advertisement on Wednesday, she was ordered by the management to do so. She then wrote an editorial which she intended to place on the front page in yesterday's edition

Management pulled out the editorial, making the situation impossible, said Ms Sutherland

She and the seven other editorial staff members handed in their resignations simultaneously. They were later given an ultimatum to clear their desks and leave their offices

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Star 21/7/89

Namibia: Field day for SA insurers

CHE TUIS
11/2/89
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Own Correspondent

WINDHOEK. — Namibian civil service jitters over pension security under a Swapo-dominated government are boosting business for three South African insurance giants by at least R600m.

Old Mutual, Sanlam and Southern life — chosen because of their investment in Namibia — between them will probably get up to two thirds of a billion-rands government pension fund in individual retirement annuity contracts.

Sanlam has also been chosen by tender to take over administration of the territory's nine-year-old government pension fund

Legislation to be implemented by October 1 will switch management of the R1 080m pension fund to the insurance company and give 49 000 fund members the option of withdrawing accumulated benefits for reinvestment, Finance Secretary Dr Johan Jones said in an interview yesterday

Members opting to take out contributions, multiplied fourfold with government contributions, will be required to place the accumulated benefits in retirement annuities with one of the three insurers

Commissioner of Civil Pensions Hugo Truter said he estimated at least 60% of the fund's members were likely to take up the payout option

Jones said a decision to privatise administration of the fund was efficiency-motivated

"It was mainly for the reason of efficiency We looked at what happened

in South Africa and we did not want that to happen here," he said

"There came a time when we decided this is something that should be managed very professionally, but at the same time to create a structure in which the government still has a decision"

Eight trustees will control the new fund, four appointed by government and four by members

The lum-sum payout option was prompted by widening concern at security of pensions, and fears among government servants of retiring destitute, Jones said

"It was really motivated by insecurity and uncertainty among civil servants by a future government's approach to this issue"

Reported and rumoured statements by Swapo officials — among them Sam Nujoma and Anton Lubowski — that the movement would not honour pension or debt obligations triggered concern that valuable government staff would resign

"We in the service got worried that there would be an efflux of government officials from Namibia We wanted to prevent that"

Truter said officials were confident the fund was strong enough to honour payouts

Pension buy-backs, which bedevilled SA's civil service pension fund, have not troubled Namibia's fund, Truter said

"We have that facility and quite a lot of people have made use of it But with the new fund we are going to stop it, so it ends at the end of September," he said

Pienaar moves to stem threats to quit

From Johannesburg

From KEVIN JACOBS

WINDHOEK. — Namibian administrator-general Mr Louis Pienaar has stepped in to stem civil servants' threats to quit amid a row fuelled by fears of future Swapo rulers raiding the billion-rands government pension fund

"To a large extent, uncertainty still reigns in the ranks of officials concerning their pension benefits," Mr Pienaar said yesterday

To keep any future government's hands out of the fund, officials are handing its administration to Sanlam from October 1. At the same time, nervous civil

servants are being offered a one-off chance to withdraw accumulated benefits — with a 3-to-1 government contribution — strictly for reinvestment in retirement annuities with Sanlam, Old Mutual or Southern Life

Political opponents of the scheme have accused Mr Pienaar's administration of bleeding Namibian money into South African investments — a charge officials have denied

Finance Secretary Mr Johan Jones said the privatisation was prompted by fears among the 49 000 fund members that a Swapo government would raid the billion-rands fund, leaving

long-service civil servants destitute on retirement

"The gist of the problem is that resolution 435 did not provide for the rights and privileges of officials after independence," Mr Pienaar said, adding that the UN's blueprint for Namibian independence lacked a Zimbabwe-type guarantee on pensions for pre-independence government officials

Mr Pienaar stressed that privatisation of fund management benefited its members and denied the move was intended to steal Namibian capital for investment in South Africa



Mr Louis Pienaar

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R200 m property boom for Windhoek

W/E AAGUS 9/9/89
ZZZ

By MAGGIE ROWLEY
Business Staff

PROPERTY is booming in Namibia with new commercial investments totalling about R200-million under construction in Windhoek alone, says Anglo American Property Services (Ampros).

Four large projects are under way in the central business district in spite of remaining uncertainty about the country's future, says Ampros.

There is at present about 187 000m² of existing office space in Windhoek with a further 23 400m² under construction.

Existing retail accommodation totals 94 500m² with a further 33580m² under construction.

Vacancies in both retail and office space is very low

New projects underway include

- THE Sanlam development which is proceeding on schedule and will provide 4100m², 14800m² of offices and 235 parking bays on three levels. All the shops and 88 percent of the offices are prelet

- MUTUAL Platz, Old Mutual's R44-million development, which will comprise 10 000m² of shops, 5000m² of office space and 200 parking bays when completed, is fully let

- SOUTHERN Life Tower, presently under construction will have a total lettable space of 3700m² and will provide 80 parking bays. Shops and offices are 50 prelet

Influx of visitors

Wernhil Park, the R50-million development in the Tal Valley, will provide 19000m² of retail space, a cinema complex and parking. The project is 75 pre-let

In the planning stages is the Kaiser Street Plaza with 8000m² of office space and 5000m² of retail space.

In order to accommodate the in-

flux of visitors to the city, three of the major hotels have undergone refurbishment or are planning extensions

Occupancy rates

These include the Kalahari Sands Hotel, now owned by the Sun International group, which is currently spending R6,5-million on refurbishment. Occupancy rates averages about 90 percent

The Safari Hotel is also proceeding with extensions and plans are in progress to add a further 1000 rooms to the Namibia Sun Hotel

And the recently listed Karos Hotels has announced the go-ahead for a major R30-million development in Namibia following the formation of a Namibian-based company Netgrow (Pty) with domestic and international investors

Located sites

Mr Selwin Hurwitz, chairman and joint managing director of the group, said that three strategically located sites had been purchased in Namibia for future development.

Construction of a 400 bed hotel, 3km from the Etosha Game Reserve gate, is to start on a 22 000 ha site in January and is due for completion in December next year

The hotel will also offer conference facilities for up to 150 delegates.

In addition to the hotel development, an exclusive game lodge for about 30 guests is being developed.

Landing strip

Both resorts will be served by a private landing strip.

Two other sites have been acquired — one on the Zambesi River in Caprivi and the other in Sesriem near the Namib Naukluft Park

These would be developed at a later stage, Mr Hurwitz said.

CMT
Times
16/10/88

New pension fund law a 'serious crime'

WINDHOEK — Administrator-General Mr Louis Pienaar has signed into law major changes to the Namibian civil service pension fund that critics claimed would strip millions from the retirement cushion.

He said the move to privatise administration of the R1,1-billion fund was to prevent a future government raiding it for official squandering, and in the interest of expert fund-management.

But Mr Sam Nujoma said at the weekend that political opponents targeting the accusation at Swapo were committing "a very serious crime".

"No one, whether the government or an individual, has the right to take that money."

Mr Pienaar's proclamation places administration of the fund in the hands of insurance giant Sanlam.

The changes give the 49 000 members the option of converting accumulated payments boosted by threefold government contributions into retirement annuities contracted with Sanlam, Old Mutual and Southern Life.

Mr Pienaar said he estimated that only 10% of members would opt for payouts in SA.

KEEP SA WHITE VOTERS OUT



Mr Martti Ahtisaari

Namibian unions demand

By MONK NKOMO

THE National Union of Namibian Workers, a federation of Namibian workers, has lodged a protest about the participation of South African whites in the November 18 elections.

It has submitted a petition to the secretary - general of the United Nations, Dr Javier Perez de Cuellar, and Mr Louis Pienaar, Administrator - General of Namibia.

Mr Willie Seriti, whose firm Seriti, Mavundla and Partners, represents the NUNW, yesterday confirmed that the petition was submitted on Tuesday and hoped that an urgent meeting of the Security Council would be convened to discuss the matter.

The UN special representative in Namibia, Mr Martti Ahtisaari, has received a copy of the letter.

According to the NUNW, "the indigenous people of Namibia feel cheated and betrayed by the granting of voting rights to white South Africans who are also on the voters roll in the Republic."

It said thousands of indigenous Namibians living in Walvis Bay (which has been declared part of South Africa) are barred from voting in their homeland in terms of a proclamation signed by Pienaar in June this year.

ROOTS

The union described these whites as "members of a colonial occupation force with no historical and cultural roots in Namibia itself, with deep roots in the mother country of the occupying power, and involved in Namibia substantially only on behalf of and in the interests of the occupying power."

• To page 2

'Keep whites out'

• From page 1

The NUNW requested that action should be taken urgently to redress "these patent wrongs"

The union warned that the Namibian people, especially its workers, "are not prepared to allow their deep - felt, legitimate and historically delayed aspirations again to be aborted at a significant moment in their history as the Namibian nation poised to be reborn."

The NUNW submitted that it represented a number of workers who were indigenous Namibians and who have, for generations, suffered racial discrimination, colonial domination and economic exploitation.

"They have sought emancipation from these forms of oppression through worker organisation and political articulation designed to restore the land of Namibia to its people"

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25/10/84

Sowetan

ing facilities, a downturn in the world economy can have a negative impact on SA steel's export performance."

BEER INDUSTRY

Frothy tussle

On the face of it, the strike at SA Breweries and the painful beer boycott that has come in its wake creates an ideal opportunity for rival SW Breweries to grab a bigger share of the SA beer market (see *Currents*)

Not so SW Breweries has problems of its own. The company, it turns out, is recovering from its own strike and related consumer boycott

The action against the Windhoek brewer was called by Swapo two months ago after a Namibia Food and Allied Union member was fired. During the 45-day stoppage, drinkers in the two main Namibian beer markets, Katutura, north of Windhoek, and Owambo,

Final 3/11/89.



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in the far north, were intimidated into not buying the brewery's products

That was the cue for SAB to make a big push for the 45m l/year Namibian market. Castle, Lion and Amstel, known among black beer drinkers as *boerebier*, quickly replaced the local brew

So, not only has SW Breweries missed a heaven-sent opportunity to dent SAB's share of the SA market, it's actually losing ground to its chief rival at home

SW Breweries marketing director Ernst Ender believes that SAB may now have as much as 15% of the Namibian market compared with little more than 10% a few months ago

"Our strike was heavily politicised," says SW Breweries' MD Bernd Masche. "It started because we dismissed one man in terms of our disciplinary code. The union, which is Swapo aligned, objected and eventually we dismissed 192 workers. Of those, 30 have returned and production and deliveries are now back to normal"

The boycott is also over except for small pockets in the north where there is still resistance to the company's products

SAB sales in SW Breweries' backyard are not letting up. An official at Stellenbosch Farmers' Winery in Windhoek, which distributes SAB products, says "Our sales have shot up and it doesn't appear as if they are tailing off"

Unhappily, there's little SW Breweries can do to retaliate. Ender says it's not feasible to "exploit the situation in SA from our plant in Windhoek in the same way SAB did in Namibia. SAB's products were well known because it provided all the beer for the SADF before hostilities in Angola ended. We thought that was unfair"

Ender adds "When we had our problems, SAB came on strongly and delivered beer to the black market, offering incentives — which we won't do in SA. We supply on demand and penetrate the premium beer market in direct competition with Amstel"

SW Breweries is at least reaping some benefit from SAB's troubles. Ender says the National Taverners' Association which supports the SAB boycott asked it to supply its members

"It's a way of launching our Windhoek Lager and Special into a new segment of the market. They started buying only two days ago, so I can't say if that development is having a significant effect on our penetration. I do know it will be good for the quality beer market"

SW Breweries estimates it has 1% of the 2bn l/year SA market. SAB puts the share much lower at 0.02%

Beer importers appear to be having even more difficulty in taking advantage of SAB's problems. Inge Nubel, joint MD of N M K Shulz probably the biggest importer of beer says it's tough to sell beer from overseas because of the 60% surcharge, but we bought more when we knew SAB was running into trouble. However orders from our clients haven't increased, which indi-

cates SAB is still catering for demand"

SAB marketing director Peter Savory says he's more concerned with the effects of the boycott on workers than with SW Breweries selling more beer in SA

"There are 1400 licensed black liquor outlets and no one knows how many she-beens. Each of those probably employs six people, which means that just the licencees employ 8400 people. What the union is saying is that all those people must starve. That concerns me much more than SW Breweries pushing its share of the SA market higher"

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R60 480 a year for politicians

WINDHOEK — The 72 members of Namibia's Constituent Assembly have decided to pay themselves a minimum of R60 480 a year

SW 4/12/87
A report by the Assembly's Standing Committee on Rules, Orders and Internal Arrangements, presented to the House last week, proposed salaries of R60 480 a year for ordinary members, and R69 561 per annum for the chairman — The Star's Africa News Service

Namibia ^{Stev} has wealth ^{4/12/89} of human resources

*Who's Who of Southern
Africa 1989-90*
(First National Bank R139)
Reviewed by FRANK JEANS

As Namibia heads for independence amid an air of understandable uncertainty, there is no shortage of professional folk in business, science and the humanities to help steer the country into First World enterprise.

There are almost 170 top names of the Establishment ready to play vital roles in the dawn of Namibia and the Untag aftermath.

Certainly, First National Bank is to be complimented for including them in its in-depth and comprehensive Who's Who for 1989-91.

Passionate

The present mood of Namibia is summed up passionately by Professor Attie Buitendacht, Rector and Vice Chancellor of the Academy in Windhoek, in an introduction to the biographical section:

"To foretell the future would be impossible. What is possible, however, is to nurture faith and a positive attitude towards independence, which, thankfully, is present in most of the people of the country.

"There is generally a positive expectation, a sense of excitement but also much uncertainty. Polarisation is rife, fuelled, among others, by the media

"In general, every citizen grasps towards democracy as the saviour but it is also evident that there are many interpretations of what is meant by democracy.

Six-point thrust

That well-known forecaster of trends and events, Clem Sunter, believes there is a six-point thrust to national well-being: job-oriented education; the encouragement of healthy work ethic through a small government, low income tax, a sound family system, encouragement of big and small business, and social harmony.

In contrast to the Namibian "human staying power", one notes the South African "bran drain" and under the heading Who's Where, there are no fewer than 138 personalities and business luminaries who, for one reason or another, have left these shores.

NAMIBIA — LABOUR

1990

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Swapo acts to curb criticism by union

B/Dam 24/11/90 222

WINDHOEK — Democracy in pre-independent Namibia has suffered its first blow with Swapo clamping down on the National Union of Namibian Workers (NUNW), one of its most powerful allies during the struggle for independence from SA

NUNW-led opposition to secret negotiations for the draft constitution has been effectively silenced, and the debates are carrying on in secret, although Swapo has been forced into some hard trade-offs to secure its demand for an executive president

The NUNW, which spearheaded the internal struggle against SA for Swapo, demanded public debate on the constitution and insisted on certain workers' rights being entrenched. This led other groups to pressurise the Swapo leadership, with even pro-Swapo newspaper *The Namibian* criticising the way the constitution was being written

Swapo's frustration became evident when Constituent Assembly (CA) chairman Hage Geingob, tipped to be the first prime minister, met a union delegation and told it to end its public criticism. Swapo, he said, could not do what it wanted because it did not have a two-thirds majority.

Minutes of the meeting indicate he told the NUNW it should support Swapo and work hard for the next elections to ensure the party a two-thirds majority so it could

BILLY PADDOCK

write the constitution it wanted

Shortly after the meeting, NUNW staff were issued with a directive from Swapo's John ya Otto, who was installed as NUNW general secretary at a controversial AGM last year when he returned from exile. It said there were to be no more staff meetings by the trade union federation. Efforts to have the decision reversed have failed.

And this week, during a meeting of Swapo's Windhoek branch, the message was carried to other organisations and Swapo supporters

Shadow minister of land and resettlement Markus Hausiku turned the meeting into a lecture when he blamed Swapo's failure to win a two-thirds majority on the NUNW and other party field workers

Hausiku told them they would have to wait another five years before they could "get the constitution you are pressurising us in the CA to get for you".

He said voter illiteracy was the cause of Swapo not achieving the required majority, because people confused the symbols at the polls and voted for Swapo-D and the United Democratic Front.

However, even if Swapo had won all the votes these two parties received, it would still be three constituencies (25 000 votes) short of the 48 seats required for the two-thirds majority in the 72-seat CA

path (left) and journalist Ray Hudson with a fond
y.

Picture: ALAN TAYLOR

WINDHOEK. — A young policeman shot and killed his superior officer, wounded his brother and then killed himself at the Luderitz police station in southern Namibia on Monday, police said yesterday.

About 11.30pm an argument between Constable Gert Cloete, 22, and Sergeant Martin Smit, 28, allegedly took place, a spokesman said.

He said shots were fired and Sergeant Smit

OK Times 28/7/90

Suicide cop kills superior

was fatally wounded in the back with a 9mm police service pistol. Constable Cloete then allegedly fired at his brother, Constable Hendrik Cloete, 21, who was present and tried to intervene. He was shot in the stomach. — Sapa

Pienaar acts on early Namibian pensions

Opt Times 30/3/90 (222)

WINDHOEK — Namibia's last Administrator-General, Mr Louis Pienaar, has overruled the Government Service Commission and authorised full pension payments to officials who wanted to take early retirement before the country's independence last week.

Dissatisfied officials are said to have described it as "the best-kept secret" in the service and many more would have applied if they had known.

Commission secretary Mr Willie Brits said Mr Pienaar had asked the commission to allow full pensions to officials with less than five years to retirement. The commission could not comply and Mr Pienaar then acted on his own authority.

A small number of officials retired early.

It was the commission's policy that civil servants resigning were entitled to their own pension contributions plus interest.

According to a news report, Namibia's former Attorney-General, Mr Estienne Pretorius, 40, received full pension benefits when he resigned last Tuesday, one day before Namibia became independent.

Namibia's Finance Minister, Dr Otto Herrigel, said: "I was never consulted about the matter, and the Administrator-General did quite a few things before he left that we found difficult to accept." — Sapa

Little potential seen for expansion of Namibian mining

WINDHOEK — In 1883 Adolph Luderitz, a young Bremen merchant with a taste for adventure, bought a land from a Nama chief.

It expanded more than 300 km up the coast from the mouth of the Orange River and, like all of Namibia's coastline, was a barren and windswept desert of no apparent value.

But Luderitz was not interested in what lay above the ground. For him, the unclaimed territory that was shortly afterwards to become German South West Africa existed for one reason only.

"It would be lovely if the whole land were to be a single ore bed," he wrote.

The country did not become one vast pit, and Luderitz did not even find the diamond wealth hidden in the sand. The rights were sold, and the desolate coastal strip eventually formed the beginnings of the Oppenheimer mining empire.

But in one sense Luderitz was right. Mineral wealth became the chief reason for colonial interest, and its exploitation the basis for development.

If independence was disputed by South Africa for almost half

Nicholas Woodworth of the Financial Times assess the future of Namibia's mining sector.

a century, it was due in large part to the desire of South Africa to mine interests to retain control of a valuable resource.

Today, mining provides 66 percent of the value of Namibian exports, represents 28 percent of gross domestic product, is the largest source of corporate tax revenue and is the country's biggest private-sector employer.

Export sales

The sector, whose export sales totalled R1.5 billion in 1988, is dominated by three multinational mining giants.

Exclusive rights to diamond mining — an industry responsible for 30 percent of Namibia's total exports — are held by Consolidated Diamond Mining (CDM), a subsidiary wholly owned by De Beers.

The majority shareholder in the Rossing Corporation, the country's sole miner of uranium and a company claiming 23.5 percent of total exports, is

the British-based multinational RTZ.

Major shareholders include Rio Algom of Canada, Total of France, Germany's Uranengesellschaft, and South Africa's IDC.

Among Rossing's customers are Japan, France, and West Germany.

Copper mining, with just over 10 percent of total exports, is undertaken by the Tsumeb Corporation Ltd (TCL), a company operating in Namibia since the turn of the century. TCL is now 80 percent owned by Goldfields of South Africa, through Goldfields Namibia, a subsidiary created in 1988.

The relationship between black nationalist Namibians and the multi-national mining companies has, in the past, not been a happy one.

As a revolutionary socialist movement, Swapo was bitterly opposed to the exclusive foreign ownership of Namibia's mineral resources and what it saw as irresponsible mining policy. Its manifesto for last Novem-

ber, election called for a share of control in the industry, mandatory re-investment of mining profits in the national economy, the curbing of transfer pricing, and the imposition of higher taxes.

Wait-and-see

Since becoming a government-in-waiting last November, Swapo has greatly moderated its tone, and the mood has been one of wait-and-see on both sides.

Nevertheless, the Minister of Mines and General Secretary of

Swapo, Andimba Toivo ya Toivo, has now indicated that the same high degree of profit repatriation would no longer be tolerated.

He said an extensive study of the sector was being carried out, which focused on various policy options open to the government, including management rights, tax rates and capital recovery.

"Several factors, however, militate against outright nationalisation of the diamond industry, not least of all is CDM's legacy of a labour force untrained to immediately assume technical and management functions."

Mr Toivo ya Toivo said. While industry officials say they welcome a closer relationship with the Government, the question of increased taxation arouses anxiety in all three mining companies.

Dr Z.J. Ngaviru, who this month resigned his post as chairman of Rossing to head the National Planning Commission, advises against increased taxation for Rossing, which, like CDM's taxes are higher — up to 75 percent on profit.

"It is practically and morally impossible for boards of direc-

tors to neglect the interests of their shareholders," said De Beers' Mr Harry Oppenheimer, publicly appealing to government last month in Windhoek.

Mr Oppenheimer called for taxation at a "reasonable level allowing a fair return on capital", for freely realisable profits, and for the creation of a secure investment environment.

Little potential

Even if, as seems likely, a satisfactory working relationship with the government is established, the sector today offers little potential for growth or large new investment.

While CDM is now prospecting for off-shore diamond deposits, recovery rates for traditional on-shore operations have sunk from a high of 45 carats per 100 tons to 5.8 carats, and mining is not expected to last past the turn of the century.

Although Rossing uranium reserves are expected to last until 2012, international stockpiling and record-low world market prices have resulted in Rossing mining at about two-thirds of its annual 5,000 short ton capacity.

there is little hope markets will pick up for at least four years. TCL's main copper mine at Tsumeb has only four operating years left, while other smaller copper mines are being worked, a 25 percent drop in world market prices in the past three months indicates reduced profit margins in the future.

According to Dr Mike Bates, president of the Namibian Chamber of Mines, present potential for expansion in existing mining operations is "negligible", and the next few years will be difficult.

Prospecting investment is eagerly sought by the new government. In high-risk ventures, where potential returns are long term (these include hydrocarbon exploration and development), much depends on a new investment code now being prepared.

But, whatever the shape of the new code, sector analysts doubt whether there will be major new mineral discoveries. While diamonds, uranium and base metals will remain the backbone of the economy for the foreseeable future, mining in Namibia has, in all likelihood, seen its peak years.

Mineral	Mineral production ¹				Value (\$m)	% (1988)
	1985	1986	1987	1988		
Diamonds (carats)	939 702	1 008 600	1 037 261	974 565	280	37.5
Uranium oxide (tonnes) ²	3 992	4 093	3 992	4 140	285	38.6
Copper (tonnes)	47 800	50 145	37 833	42 183	103	13.8
Lead (tonnes) ³	38 500	40 047	40 634	44 447	28	3.7
Zinc (tonnes)	57 000	65 518	75 722	71 855	27	3.6
Silver (tonnes)	98	108	75	108	23	3.1
Tin (tonnes)	1 500	1 313	1 637	1 772	8	1.1
Gold (kg)	194	194	172	240	4	0.5
Others					8	1.1
Total					746	100.0

¹ Fiscal year ending March 30. Production figures from various sources. The Atomic Energy Act prohibits publication of Namibia's production, inclusive of production from imported concentrates. Source: West German Ministry of Co-operation.

(222)
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Nujoma seeks to cut unemployment

Argus Africa News Service
WINDHOEK — Reducing the high unemployment rate was his government's priority, Namibian President Sam Nujoma told a May Day rally in Windhoek

Sources estimate unemployment to be between 30 and 40 percent with the government referring most often to a figure of "more than 30"

The Department of Labour, Public Service and Manpower Development had presented a draft labour code to the Cabinet for consideration, said Mr Nujoma. This would be put to the National Assembly soon so that Namibia could shed the discriminatory legislation of apartheid labour

Minister of Labour Mr Hendrik Witbooi named as a priority "drastic measures to combat unemployment"

The government would "encourage training programmes linked to the requirements of the economy as a whole," Mr Witbooi said

The president of the National Union of Namibian Workers, Mr John Shaetonhodi, called on workers to fight for justice and "organise the weapons of struggle" in a call for "international proletarianism"

"We don't want our economy to be under the control of market forces"

Mr Nujoma and Mr Witbooi, while committing the government wholeheartedly to the plight of impoverished Namibians, took a more conciliatory line towards those market forces in their promises that the private sector would be involved in the development of a new and more just economy

Namibia woos investors in move to provide jobs

B/day 16/5/90

(222)

WINDHOEK — The Namibian government's economic regeneration policy would emphasise the creation of employment opportunities with the help of local and international investors, President Sam Nujoma said in Windhoek yesterday.

"To make this partnership possible my government is committed to creating an environment favourable to investment," Nujoma said in his opening speech to the first parliament of the Republic of Namibia.

An investment code was being set up with the help of UN experts to provide an investment environment.

"If not addressed immediately, the problem that threatens to tear apart not only the social fabric of our society but also our already fragile democracy, is unemployment."

Namibia had inherited an administration which "in answer to the call of apartheid, provided for duplication of monumental proportions.

"This system created the situation wherein already scarce human and material resources were overstretched."

Peace and reconciliation had "a high price tag" and, in keeping with the Namibian constitution, the majority of civil servants in the 11 ethnic administrations had to be retained, although not necessarily in the same positions, structures or institutions.

And in keeping with internationally agreed constitutional principles, Namibians who were excluded from the governing process had to be brought in.

Nujoma said the government was in the process of finalising the first budget of an independent Namibia, which would deal with the establishment of the new government — integrating existing systems with new ministries in order to create one unified government administration.

The budget would address development needs of Namibia such as unemployment, housing, education and the provision of water.

An unsponsored donors' conference to be held in New York from June 20 to 21 would seek international funding for Namibian development programmes. — Sapa.

07/16/90 22/5/90

Namibia, Angola in security agreement

Own Correspondent

WINDHOEK. — Namibia and Angola have signed a bilateral agreement to establish a Joint Commission on security to operate along their common border

This was disclosed in a joint communique released here yesterday by visiting Angolan Defence Minister Lieutenant-General Pedro Maria Tonha Pedale and Namibian Home Affairs Minister Mr Hifikepunye Pohamba.

Armed banditry has been on the increase in the northern border area of Namibia with former members of the South West African Territorial Force (SWATF), Swapo, Koevoet and Unita rebels all having been blamed

The ministers, however, blamed Unita for acts of banditry on both sides of the border

Jobless haunt proud new army

222 87- 2/6/90

WINDHOEK — As the first 200 men of the developing Namibian army graduate from a British-run training course today, there will be another 45 000 former Plan (Swapo liberation army) and South West African Territorial Forces (SWATF) soldiers waiting in the wings badly in need of jobs.

And although the Defence Force will be no greater than 10 000 men when it is fully established, even those 10 000 may have to wait several hungry, jobless months before the army can accommodate them.

Rations

Former SWATF members were on the former army payroll until March 31. Food rations for Plan men who, as freedom fighters were not paid, run out in July.

"Yes, it is a problem and the next two months are critical," said Hidipo Hamutenya, Information Minister.

One approach to the problem so far has been his announcement of "development brigades"

In these, former soldiers are to receive training in functional skills like agriculture, carpentry and construction under the auspices of the Defence Department and in army-style bases. They will then be demobilised and placed in the various economic sectors.

But this is the tip of the iceberg. There are not only the former fighters to accommodate but all those who have returned to Namibia after many years in exile. The international aid which has supported them until now runs dry in June.

Ex-soldiers wait, desperate and hungry, in the wings

DALE LAUTENBACH

He is hoping for "quick pledges" from the Donor Conference to be held in New York on June 20 and

21, aimed at extracting aid packages from the international community.

But today at Okahandja near Windhoek, the developing face of the country will be on show with the first military passing out parade. About 50 officers will graduate after a six-week course together with about 150 men and senior NCOs.

Not that the British are taking much credit. Brigadier Tony Ling, who heads the team of 50 British officers and NCOs training former Plan guerrillas and former SWATF members, says the first batch were very experienced men "We've just been blending them into the new army, regularising their skills," he said.

There has been some speculation about how former Plan and SWATF fighters were going to get along together in a united army. Reports have fluttered through the Namibian Press about alleged favouritism towards Plan guerrillas.

Brigadier Ling admits no such thing. "When soldiers are put together and go through the hardships of training they become colleagues. I would even say that there are some previous adversaries who've become friends."

Integration

A query about the ratio of Plan to SWATF members among the first army graduates receives an answer in similar spirit from Muhafa Ndilula, personal assistant to Defence Minister Peter Mueshange:

"The concept of national reconciliation (government policy bedrock) is based on integration

and that is what we're working with.

"So we're not working on who's who, we're not emphasising that. The people are from both sides."

Mr Ndilula says the figure of 10 000, the target size of the national army announced recently, is based on "economic sustainability", in other words what the Namibian budget will be able to support.

He denies that there have been any problems with training materials and facilities but admits that the army is starting

from scratch.

"South Africa took literally all the military equipment that was here, much of it paid for by Namibian taxpayers. The only thing we have had has been the Swapo donation."

Swapo gave what it claims was R8 billion worth of military hardware left over from the war. A large proportion of this was brought across the Angolan border in mid-April.

The tarnish on the bright new button of the army as presented by Brigadier Ling and his

Namibian colleagues in the ministry, remains out there in the streets with the unemployed presumably waiting to be taken up into the ranks over the next year.

Mr Ndilula says his department holds lists of former Plan and SWATF members who will be contacted when they can be accommodated.

Daunting

Mr Hamutenya says registration for the development brigades is starting now. But while this may ease the numbers slightly, the figures remain daunting and job creation and development — military, quasi-military or otherwise — are the new government's major challenge.

'TENSHUN! NAMIBIA'S NEW SOLDIERS ON PARADE

W/1 APR 66
2/6/90
222

Argus Africa News Service

WINDHOEK — The first leaders of the new Namibian army graduate from a British-run training course today

But while this first intake of 200 has a secure future, there are more than 45 000 other former Swapo and Territory Force soldiers without jobs

The Defence Force will number only 10 000 when fully established and many of those may have to wait of several hungry, jobless months before the army can take them

Paid until March 31

Former Territory Force officers were on the army payroll until March 31 Food rations for the People's Liberation Army (Plan) men who, as freedom fighters were not paid, run out next month

Information Minister Mr Hidipo Hamutenya said "Yes, it is a problem and the next two months are critical"

One approach has been his announcement on "development brigades" In these, former soldiers would be trained in agriculture, carpentry and building under the control of the Defence Department and in army-style bases

Then they would be demobilised and jobs found for them

All those who have returned to Namibia after long years in exile also have be considered The international aid which has supported them until now runs dry this month

Mr Hamutenya says development programmes are crucial

He hopes for "quick pledges" from the Donor Conference in New York on June 20 and 21 which is aimed at extracting aid from the international community

Today at Okahandja near Windhoek, the developing face of the country will be on show with the first military passing-out parade.

About 50 officers graduate after a six-week course and about 150 men and senior NCOs will be given the British military nod of approval

Not that the British are taking much credit Brigadier Tony Ling, who heads the team of 50 British officers and NCOs training former Plan guerrillas and Territory Force members, said the first batch were experienced men

"We've just been blending them into the new army, regularising their skills," he said

There has been speculation about how former Plan and Territory Force fighters would get along in a united army Reports have fluttered through the Namibian Press about alleged favouritism of Plan guerrillas

Brigadier Ling admits no such thing "When soldiers are put together and go through the hardships of training together they become colleagues I would even say that there are some adversaries who've become friends"

A query about the ratio of Plan to Territory Force members among the first army graduates gets a similar answer from Mr Muhafa Ndilula, personal assistant to the Defence Minister Mr Peter Muesihange

"The concept of national reconciliation is based on integration and that is what we're working with So we're not working on who's who, we're not emphasising that The people are from both sides"

Mr Ndilula says the figure of 10 000 soldiers is based on "economic sustainability" — what the Namibian budget can support

The army is starting from scratch

"South Africa took all the military equipment that was here, much of it paid for by Namibian taxpayers The only thing we have had has been the Swapo donation"

Swapo gave what it claims was R8-billion worth of military hardware left over from the war and a large proportion of this was brought across the Angolan border in mid-April.

Namibia survives an inherited disease

Ax603
11/6/90
222

By DALE LAUTENBACH of The Argus Africa News Service in Windhoek

NAMIBIA has inherited one of the consistently criticised aspects of South African National Party rule — an enormous civil service

As a government-in-waiting, Swapo calculated that it had some 40 000 civil servants coming its way from the old regime, at the very most 50 000. In fact it has 61 000 and while some among these are highly valued for their competence, the degree of duplication is "monumental", said Mr Petrus Damaseb, Permanent Secretary in the Office of the Prime Minister

ECONOMICS

"The present situation is a heavy burden for the taxpayer and some sort of rationalisation will have to take place," he said. "The principle is to retain people but where redundancies are found, people will have to give way

"This is the unenviable position we are in. Given the huge size of the public service, so much will go into just that wage bill. But as the Prime Minister says, this is the price we must pay for peace and reconciliation"

The government had undertaken that there would be no wholesale firing of people who had held posts under the previous administration

This job tenure is provided for in the constitution and proclaimed as the new government's policy. There is a provision in the constitution for waiving this, however

Under the section headed Apartheid and Affirmative Action, parliament can enact legislation to advance people previously disadvantaged by discriminatory practices, to redress imbalances, "or for achieving balanced structuring of the Public Service, the Police Force, the Defence Force and the Prison Service"

So far, though, government attitudes have reflected respect for the job tenure provision and the message has been that over and above this, the government would redress past imbalances by the incorporation of new faces into the services

Mr Hidipo Hamutenya, Minister of Information, has criticised past structures as being predominantly white, male and Afrikaans, a domination which would have to change, he said. Change so far though has emphasised incorporation and it is not an uncommon sight in

the corridors of government to see yesterday's people shoulder-to-shoulder with the new

A bill for the creation of a Public Services Commission was approved by the National Assembly recently and until its members are appointed the chairman of the old Government Service Commission, Mr Willie Brits, is doing the job with two old colleagues

And chances are he will be on the new commission too

The government respects the principle of continuity, according to Mr Damaseb, and it is striking in all the administrative buildings now occupied by the new order that little has been torn down in a mood of post-independence defiance

Equivalent

South African paintings share wall space with President Sam Nujoma's photograph and buildings still carry names with strong links to the past, like Viljoen

Said Mr Damaseb "We are trying to establish a civil service of the Republic of Namibia. Those from the old order and the new appointments must all be inducted into the new and this will require reappointment

"We have to look at the needs of government and try to give the old civil servants equivalent jobs"

He had not encountered a significant problem in the attitude of former civil servants in his office

"But there are bound to be people resisting change, some with attitude problems. It was because they could not interact with us in the past that these attitudes developed. Now we will all be working to build a new Namibia"

Of the attitude from Swapo's side he said "We have the friendly relationship of colleagues. They have experience in matters we don't and where we can we learn from them and vice versa"

Departments

So far the only new civil servants in the public service (aside from the police, prisons and health services) are permanent secretaries to the ministers and few private secretaries — a total of about 200

In some instances, secretaries to old departments have become deputy permanent secretaries in the new ministries

A certain amount of restructuring has already been achieved with the establishment of ministries where, for example, one former department has been divided into three separate ministries

Nujoma praises and warns mines

By Dale Lautenbach
The Star's Africa
News Service

WINDHOEK — President Sam Nujoma yesterday welcomed the latest Anglo American mining enterprise in Namibia, but also gave a thinly-veiled warning about the outflow of wealth from the country — particularly from the mining sector.

He said the country expected adequate revenue from its mineral resources

Opening the Navachab opencast gold mine near Karibib in central west

Namibia, President Nujoma said his government was presently formulating a tax regime for the equal treatment of the entire mining industry.

Mixed economy

12/6/90
The aim is to ensure reasonable returns on investment and adequate revenue for the state, which will be ploughed back into the economy for development"

He also urged labour-intensive mining to create job opportunities — Namibia's mining industry was "highly capital

intensive" and a relatively small generator of employment

This is borne out at Navachab, where the mine, expected to treat 840 000 tons of ore a year, employs just 300 people.

A mine official at the opening estimated in conversation that an underground gold mine treating the same amount of ore, would employ about 30 000 people.

Mr Nujoma reaffirmed Namibia's commitment to a mixed economy, but warned that the government would play a regulatory role

Navachab gold mine gets going

SK 12/6/90 Finance Staff 222



Half a million tons of material are mined monthly at Navachab, of which 70 000 tons are ore.

Namibia's newest mining enterprise, Navachab Gold Mine, near Karibib, was opened yesterday by President Sam Nujoma.

An opencast operation, Navachab was brought into production last December — just 21 months from the start of construction work — at a cost of R85 million.

Julian Oglvie Thompson, chairman of Anglo American, which has an indirect stake of 70 percent in the operation, said the mine was the first significant opencast gold operation in Southern Africa.

"This is a modest project by world gold mining standards and, to ensure economic viability, costs will have to be strictly controlled," he said.

At full production it will treat 840 000 tons of ore a year to produce 1 900 kg of gold. At the current average gold price of R32 000 per kilogram, this will earn Namibia R60 million a year in foreign exchange.

The main orebody, occurring in a marble formation, has an average grade of 2,6 grams per ton. Containing costs, through limiting overheads and expediting development, is thus vital to ensure the mine's viability.

Mining of known ore reserves, estimated to be 11 million tons, will take about 13 years. Lower-grade ore is being

stockpiled and will be processed towards the end of the 13-year period.

The life of the mine could be increased depending on the outcome of current exploration to find extensions to known reserves.

As grade increases with depth, there is a possibility that the mine could be deepened beyond its current forecast depth of 160m.

The actual mining operation is being done under contract by Karibib Mining & Construction. The mine's own staff, however, is responsible for management and planning.

Navachab provides work for 300 people, most of them locals. All are housed in either Karibib, where the mine is providing 90 houses, or in Usakos.

Mr Oglvie Thompson said the mine would pay direct tax of up to 50 percent of distributable profits. Further income will be derived from GST and income tax generated by wages.

Navachab is a joint venture between Erongo Mining & Exploration, Metall Mining of Canada and Rand Mines Windhoek Exploration.

Erongo has a 70 percent interest, Metall Mining 20 percent, and Rand Mines 10 percent. Anglo and its associates hold two-thirds of Erongo CDM, another Anglo subsidiary, has one-third.

Bank Bill should
give SA a boost

222 304A
Sta 19/6/90
PARLIAMENT — It was to be hoped that South African assistance in establishing a sophisticated reserve bank for Namibia would pave the way for this country's return to the bosom of the international financial community, Louis de Waal (DP, North Rand) said yesterday.

Speaking in the second reading debate on the Extension of the Powers of the South African Reserve Bank Bill, he said it underscored the positive and stabilising role South Africa had to play in the economic affairs of its African neighbours. — Sapa

Having aid pledged is one thing, putting it to use is another, Namibia finds

Government's governing power must be dropped in favour of free it from dependence.

The Namibian government has described the international aid-pledging conference held in New York recently as a resounding success, but the question now is whether it will be able to use all of the R718 million promised — if eventually it all materialises.

He is optimistic though that Namibia will be able to absorb and use the grants and other sorts of pledges from about 44 countries and several non-government organisations like the African Development Bank and United Nations bodies.

Projects

"We have the capacity to absorb the money because we have worked out projects carefully," he said.

Assistance from the international community seldom if ever comes in the form of a cheque made out to the government. It is designated by the donor country for specific fields or projects which the donor feels able or willing to assist. And the recipient is expected to account to the donors for use to which the money is

Having learned from the mistakes Zimbabwe made when it became independent, Namibia already has plans for spending all of the "birthday" aid promised it, officials claim **DALE LAUTENBACH of The Star's Africa News Service reports**

put. Even direct budgetary aid (which Namibia particularly asked for to see it over the short-term hump ahead and for which about R186 million of the total is dedicated) is usually not money in a government's pocket to spend as it needs. It is specifically directed by the donor to the project it seeks to support.

If, for example, a donor decides to finance the completion of a hospital project and it is stopped due to lack of funds, the money cannot be diverted to some other use. Dr Ngaviru's task now is to co-ordinate the aid and make

sure that funds made available are used. Essentially this involves ensuring that government departments initiate projects for which the government sought support.

Pledged

These projects were detailed to the donor community in an extensive document prepared by the Namibian government for the aid of the UN Development Programme office Windhoek.

The projects span the next five years and the sum of R32 million pledged covers

the immediate 1990 fiscal year only. Dr Ngaviru said that among the problems which he and his team highlighted for the world community was that over the past decade Namibia had not seen enough growth. Recently growth tapered to zero. Unemployment of about 30 percent had resulted.

The return of some 41 000 refugees further compounded the young nation's problems as did the demobilisation of the previously warring armies. Namibia had also inherited a R500 million budget deficit

from its previous administrators and a huge bureaucracy which had in the past been partly subsidised by South Africa.

Hand-outs

Part of the deficit was due to a R700 million debt to South Africa which Namibia was presently servicing.

In the last six to seven years there had been no major capital expenditure in Namibia, and capital investment was one area which needed boosting now with the help of the aid package. Dr Ngaviru said Namibia was aware that it could not live on hand-outs and many of the projects were aimed at creating growth in the econ-

omy to free it from dependence. About R159 million of the R320 million had been pledged in the form of concessional loans, despite Namibia having spent out that it was not in the position to take loans right now, said Dr Ngaviru. However, this did not rule out taking up these loans in the future.

The pledging package is a weighty mass of data which the government has still to analyse in detail. Opposition politicians and business people were also loathe to comment on the success or otherwise of the donor conference until they had studied the various pledges and attached conditions. DTA chairman Dirk Mudge said his party would be studying the documents.

French eye Southern Africa

Star 2/7/90 (222) (7)
WINDHOEK — French business is keen to invest in the potentially lucrative Southern African markets, but wants the governments of the sub-continent to structure themselves in a cohesive economic unit.

This was the conclusion reached at the end of a three-day visit to Namibia last week by a delegation of 30 representatives of powerful French companies

"We have decided to encourage our members to come to Southern Africa to invest," said Jean-Pierre Prouteau, chairman of the Africa committee of the Federation of French Business Executives (FFBE), who headed the delegation

"But it is a priority that you organise yourselves, because it is not easy to establish new economic relations"

Mr Proteau emphasised that Africa's economic destiny was firmly linked to Europe, as the two continents formed a natural economic sub-region in global terms.

"About 70 percent of Africa's exports go to Europe and about 70 percent of Africa's imports come from Europe," he said

"There is a reciprocal need for support between Africa and Europe."

Stressing the urgency for vigorous economic development in Africa, Mr Proteau said there were presently 550 million people living in the continent, but the figure would double to 1,1 billion in barely 20 years time

About 1 500 French companies are now active in Africa, mainly in the western and central parts, generating a turnover of about R50 billion a year and employing 400 000 Africans.

Continuous training programmes by the French have promoted the African section of middle management to 68 percent

A former French cabinet minister, Mr Proteau said the French private sector had identified Southern Africa with its 110 million inhabitants as one of the three major economic regions in Africa

To promote economic growth,

Southern Africa should ensure that it exported at least 30 percent of its manufactured goods, and imported about 30 percent of its consumer goods and engaged in cross-investment and diversification

"Otherwise you are going to be weak, which will not be in your interests and not in our interests," Mr Proteau said

The FFBE would be formulating investment policy for the next 10 years To begin with, small specialised French missions would visit Namibia in the months ahead to identify projects for investment

At the same time, a Franco-Namibia economic committee and working groups would be formed

"We have confidence in the economic future of Namibia," Mr Proteau said

The newly independent government had displayed a remarkable economic vision of the role of the private sector, "something which no known to us in Africa until about five years ago" — Sapa-Reuter

Namibia to grant oil concessions

Star
25/7/90 (222)

Star Africa News Service
WINDHOEK — International oil companies will be granted exploration concessions in Namibia by early in 1992, says Minister of Mines and Energy Andimba Toivo ya Toiva.

Legislation to regulate oil exploration is expected by the end of the year and Mr Toivo ya Toivo expects to be able to receive applications from hopeful companies by early next year.

Speaking in the National Assembly, he said Namibia viewed oil and natural gas exploration as a priority

Sources in the oil business here say there are numerous companies "waiting in the wings" for the Namibian exploration market to open up and intense competition is expected

Meanwhile, insurance company Mutual and Federal has cut its ties with its South African parent company to become the first independent insurer in Namibia.

The company, which will operate on share capital of R10 million, hopes to offer a more flexible service for Namibians and achieve greater penetration into the market here, says Rendall Reig, general manager.

Call 712 11/10/80
R36m will aid ex-soldiers *222*

WINDHOEK. — Unemployed former members of Koevoet's Peoples' Liberation Army of Namibia and of the South West Africa Territorial Forces will benefit from the R36 million pledged by South Africa to assist Namibian ex-servicemen, according to Defence Minister Mr Peter Mueshange.

Namibia sending food aid to Angola

So will on 1/11/90
WINDHOEK - Relief
food aid worth over R400
000 is being packed onto
trucks in Otavi in north-
ern Namibia for transport
to south-eastern Angola
this week under the flag
of the International Com-
mittee of the Red Cross.

ICRC delegation head
in Namibia, Nicolas de
Rougemont, said in
Windhoek on Tuesday the
convoy being prepared,
the second this month,
would take 120 tons of
maize meal, 36 tons of
beans and 24 tons of
cooking oil on six trucks,
mostly with double
trailers, to the Cacuchi
region of south-east
Angola through Bagan in
the Caprivi.

The area is a recog-
nised Unita stronghold.

"In the whole of
southern Angola, we have
identified separate groups
of people, about 120 000
altogether, who are going
to need help until the har-
vest in January," De
Rougemont said.

Victims

"Some are victims of
war (between Unita rebel
and Angolan MPLA
government forces), some
of drought and war and
some only of drought,"
he explained.

"The last group, in a
country at peace, would
be assisted by the Na-
tional Red Cross or
League of Red Crescent
Societies.

"Since none of these
exist or has had access to
south-eastern Angola, we
have to do it."

De Rougemont said
funding for the relief pro-
ject was provided by the
European Economic
Community and the Swiss
government.

The ICRC was not
going to areas where it
would be cheaper and
more direct to ship aid

from donor countries to
the southern Angola port
of Lobito, from where it
would be taken inland by
convoy or plane, when
too dangerous for a con-
voy.

"The ICRC convoys
from Namibia are going
to both parts of Angola,"
De Rougemont said,
referring indirectly to
Unita and MPLA gover-
nment-controlled regions
of the country. - Sapa

Greenpeace blasts Namibia seal trade

The Argus Foreign Service

LONDON — Greenpeace officials in Britain have warned that Namibia's trade in seals culled on its Skeleton Coast is on the rise again

According to sources in Namibia, the number of cubs culled has risen from 7 500 in 1987 to 27 500 last year

Greenpeace fears the number could increase even further, following the building of a new factory and processing plant and an increase in demand from Taiwan

Earlier this year a Taiwanese company, Red Sea Products, had its licence to cull seals in South Africa withdrawn following a worldwide outcry

A British newspaper said the company had moved operations to Namibia

Greenpeace spokeswoman Ms Elizabeth Mealey said the environmental organisation was unable to confirm the claim

The Daily Express quoted environmentalist Mr Charles Wartenburg as saying the company had gone "secretly" to Namibia and men were hired off the street to kill the seals

"What appals us is the cynical way the company has gone there," he said

Greenpeace activists witnessed and filmed the cull

Mr Wartenburg said Namibia "welcomed any chance to earn some foreign currency"

He called for a letter campaign protesting against the killing to be aimed at Namibia's Fisheries Minister, Mr Gerhard Hanekom

Namibia sinks SA fishermen

STILLER 4/11/90

By JULIE WALKER

SOUTH AFRICA's fishing industry off the coast of Namibia has been battered.

Since the new administration came to power in March, radical changes have been made among SA-registered fishing companies.

● Tiger Oats company Oceana Fishing sold its investment in Namibia Sea Products (Namsea) for R13,7-million to British-registered Arun Holdings — it is thought to have Norwegian connections.

● Fedfood this week sold its shareholding in Namib Visserye to Namib Fisheries Holdings of Windhoek, as part of a "rationalisation" of the Marine Products portfolio.

● WB Holding has sold its investment in Namibian Fishing Industries to Peter Clark Kuttel.

when the quota allocations fell under South African administration. It is a whole new kettle of fish now that quotas have to be negotiated with the Namibian Government.

SA companies owned most of the canneries based at Walvis Bay, but they have also been sold.

WB Holdings told shareholders that it had long been concerned about the uncertainty of an annual allocation of a pelagic quota by the Namibian authorities. It decided to realise its investments in Namibia, which fetched R8,75-million. WB Holdings has not reapplied the money to new investments.

Oceana's Walter Lewis also attributed the sale of fishing investments to the lack of clear policy. He says Oceana could not foresee a return on its investments in Namibia for at least three years. The outlook was also clouded by falling demand for canned fish and fishmeal.

Oceana's R13,7-million from the sale of Namsea have been applied to tuna and abalone investments. It has also reached an agreement with Masterbond to take part in the proposed marina at Hout Bay.

Fruit

Even before independence, WB Holdings (formerly Willem Barendsz) diversified into fruit orchards to preempt any difficulties SA companies might have in receiving fishing quotas from the new authorities.

The pilchard quota off Namibia was reduced from 50 000 to 40 000 tons, but those allocated to Namsea and Namibian Fishing were cut by more than 50% each before a wage deal was struck for the closed season.

Observers believe that Norwegian influence is heavy. The Arctic fishing nation was a sympathiser to Swapo and it has been suggested that Norway has worked its way into the new government's good books.

Norway sent a research vessel which concluded that stocks of pelagic fish were satisfactory.

Namibia made little out of the fish in its own waters.

R300m su

By Ian Smith

THE sugar industry has not been rock-bottom world prices. At least producers are willing to build their six years — at a cost of about R300m.

Barlow Rand's C G Smith and controlled Transvaal Suiker are their applications to put up a mill 150 000 tons a year in the Onderstepoort area of the Eastern Transvaal.

Engen extends oil search into Africa

Bloom 5/11/90 ZILLA EFRAT (S) 221A
ENGEN is involved in preliminary investigations into oil exploration off the shores of Namibia, Gabon, Angola and the Congo, says MD Rob Angel.

The Gencor-held energy giant hopes to have its plans more clearly defined by early next year.

Angel says most of the major oil multinationals are already involved in Gabon, Angola and the Congo. In these areas, Engen would be looking for partnerships and could take a stake of between 15% and 20% in the participation rights of a given area.

While gas was found in the Kudu gas field off the Namibian coast in the early 1970s, not much exploration has been done off Namibia since. However, Angel believes the geology off Namibia could be similar to that found in the high potential areas further north.

He says a flurry of interest is being shown in Namibia and he expects that blocks will be offered for exploration in Namibia in the first half of 1991.

Engen — which consists of Trek Beleggings, Mobil Southern Africa and which has an investment in Mossgas — is involved in local exploration in the Bredasdorp basin through a participation agreement with Soekor.

In addition, Gencor is considering whether to bring Engen in when it takes part in a £1bn-plus project to exploit the Alba Field, a major oil reserve in the North Sea. It has an 8% stake in the venture.

221A

Norwegian fishing company moves in

By TOM HOOD, Business Editor

NORWEGIAN fishing interests have moved into Southern Africa by paying R13,5 million to take over a controlling stake in Namibian Sea Products

The shares in Namsea were bought by British-registered Arun Holdings from Cape-based Oceana Fishing Group

However Arun was registered in Jersey and is purely a front for a major Norwegian fishing group, said Oceana's chairman, Mr Walter Lewis today.

MANAGER MOVES IN

A Norwegian manager had already moved into Namsea's head office in Windhoek, he said after a meeting of shareholders approved the deal.

Oceana sold its stake in Namsea because of diminishing returns from its investment

Its seven-year concession was due to end in two years and prospects for renewal were uncertain. Fishing companies were also faced with the Namibian government imposing a levy on catches

Namsea, founded in 1853 under the name of Sea Products (SWA), is a holding company investing in the Namibian inshore fishing industry.

Oceana's directors reported "The

disposal is expected to enhance the company's long-term prospects as the proceeds will be invested in South Africa, a substantial portion of which has already been invested in the abalone industry."

Oceana also spent R5 million to take over 100 percent of Ellermans Cold Storage.

Further opportunities were being investigated to broaden the company's asset base and range of operations so as to increase opportunities for steady earnings growth

ACQUISITIONS

In their preliminary report for the 12 months to September 30, the directors said acquisitions of R21 million were made in the year and were funded from retained earnings and from the R13,7 million received from the Namsea deal.

The switch out of fishing meant that non-fishing interests now contributed 50 percent of profits, which dropped to R13,6 million from R24 million

Mr Lewis said though he hoped fishing conditions would improve by next season, he intended to continue his policy to diversify into food and allied interests to protect the group from bad years.

WB Holdings quits Namibia

W/E ARGUS 10/11/90
By MAGGIE ROWLEY
Business Staff

ANOTHER Cape Town-based fishing company, WB Holdings is pulling out of Namibia.

Chairman of WB Holdings Mr Robert Silverman told shareholders this week that the company had disposed of National Fisheries of Namibia (formerly Willem Barendsz Fishing Company) to a Mr Peter Clark Kuttel, a representative of Arun Holdings, a Norwegian company registered in Jersey. The purchase price was R8,7 million.

Arun Holdings recently also acquired the Oceana group's controlling interest in Namibian Sea Products for a cash consideration of R13,7 million.

In selling its entire interest in National Fisheries of Namibia (Natfish) the group is in effect disposing of all its interests in Namibia including its 16 percent holding in Namibian Fishing Industries (formerly South West Africa Fishing Industries) and its 10 percent holding in United Fishing Enterprises (UFE).

Fishing quota

Mr Silverman said that although the company was extremely sad to be pulling out of the fishing business in Namibia after 25 years it had been left with little choice due to the uncertainty of an annual allocation of a viable pelagic fishing quota by the Namibian authorities.

He said that originally Namibian fishing quotas had been issued by the South African government and at that time Willem Barendsz had held over 20 percent of the quota for United Fishing Enterprise (UFE).

"Over the years the South West African Administration took over the licensing control and eventually the allocation of all licenses. The South African government stepped in and claimed 14 percent of the allocation for itself.

"Of this allocation Willem Barendsz was awarded the largest proportion."

However, he said, in recent years quotas had diminished and events had resulted in the company going from being a 20 percent holder in UFE down to 16 percent and less.

"Last season we received only 10 percent of the UFE quota."

In response to questions by Mr Issy Goldberg, chairman of the Shareholders Association, Mr Silverman said the company had sold out due to two major reasons. South Africa's 14 percent allocation was being contested by the Namibian government and the company believed this could be reduced.

Secondly, the present moratorium would expire in 1992 and all existing licenses would come to an end.

"All fishing companies will have to then reapply for licenses. The Namib-

ian government has set down further criteria for this which will include having to contribute to the industry and economy of the country over and above the 43 percent level of taxation on profits.

"As a public company, we have to pay dividends and we also had to replace and modernise our factory. Due to quotas we would not have been able to invest more money in fishing but would have had to do so in some other area such as real estate or farming.

"As it stood, there was no money left to comply with these investment regulations which meant we no longer had a place in Namibia."

Turnover of Natfish for the 1989 financial year had amounted to R4,3 million. Profits from both fishing and investment income had amounted to R3,9 million before interest and taxation.

"If it were not for the reallocation of quotas in 1992 we would not have given up as we the fishing operation was definitely viable in spite of our reduced quota. But the light at the end of the political tunnel was just getting dimmer for us," said Mr Silverman.

He said if the company had sold out two years earlier it might have realised a better price for Natfish.

"But" under the circumstances we believe the price obtained for our assets was very good. The money has already been paid and the sale has not involved WB Holdings in any warranties."

WB Holdings' main business now consists of deciduous farming interests in the Western Cape and sundry investments.

The company intends retaining the funds from the sale of its Namibian fishing interests for investment purposes and will be vigorously looking for other investments — possibly in the farming sector, he said.

Heavy demand

Mr Silverman said the deciduous fruit industry had had a very good year and earnings per share for the current financial year were expected to be on a par with, or even better than last year.

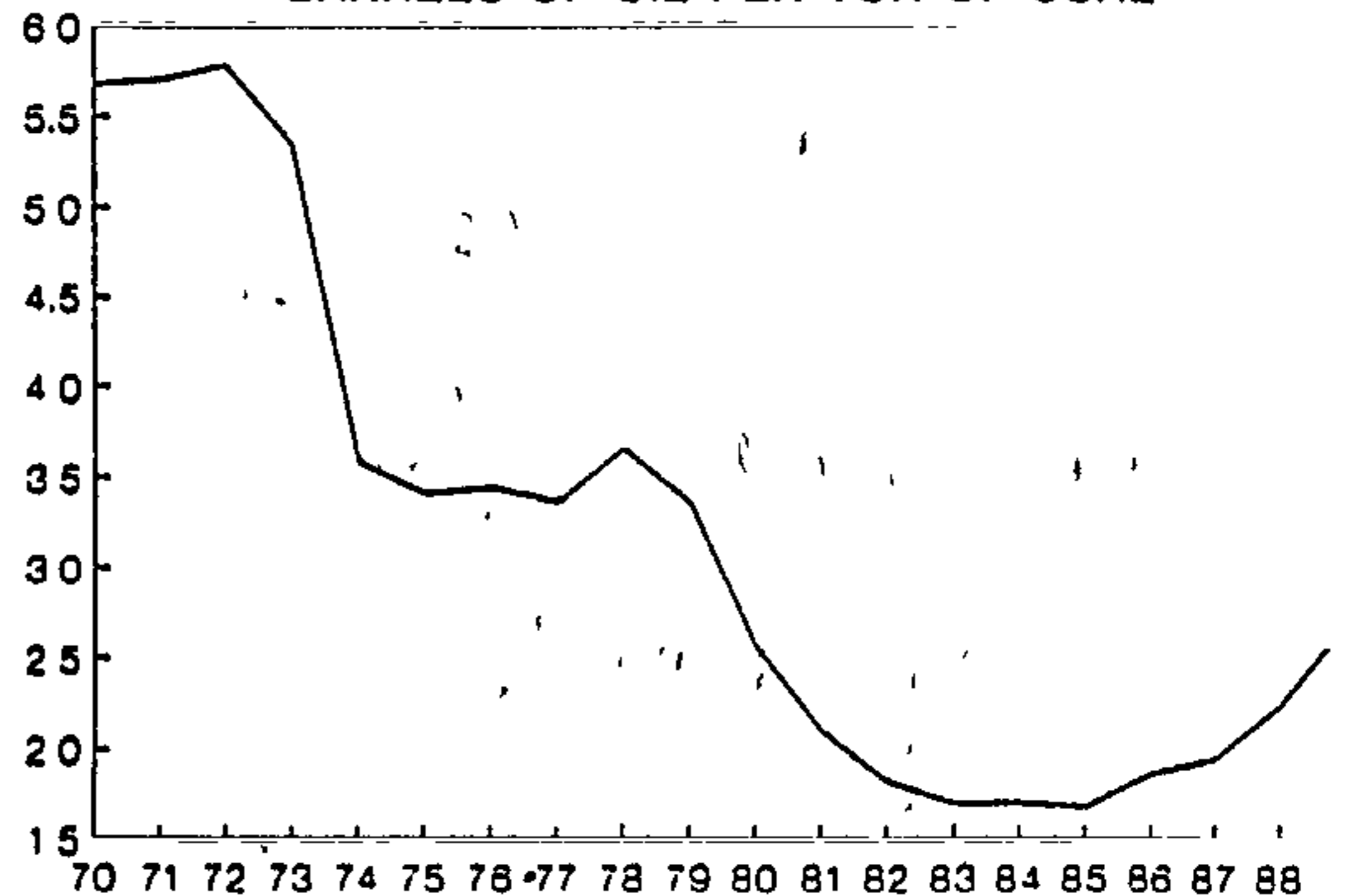
He said presently 50 to 60 percent of the crop was exported mostly to Europe.

"The European Community is virtually sanctionless and fruit flows quite freely into this market. In fact in the past year South Africa was not able to supply its full quota due to increased demand."

The opening up of the Eastern Europe had resulted in heavy demand for fruit and presented export opportunities for South Africa as did the prospect of the United States lifting food sanctions.

"It's just a matter of whether we can provide enough quality fruit," he said.

RELATIVE PRICE OF COAL - BARRELS OF OIL PER TON OF COAL



PRICES: The relationship between coal and oil prices is important to Africa, which uses oil for only 20 percent of total energy requirements while 85 percent of electricity is derived from coal-fired power. This graph, prepared by Sanlam's economics research department, shows that coal has become considerably cheaper than oil, the price of which has risen faster than coal's in the past 20 years.

Unfazed Pouroulis set to revamp his empire

W/E ARGUS 10/11/90
From MALCOLM FOTHERGILL

JOHANNESBURG — Major rationalisation is on the way at Loucas Pouroulis's mining empire.

Fresh from quashing the R67-million fraud and theft charges against him and three of his co-directors, the Cyprus-born entrepreneur has turned his energies to looking critically at his group's investments and mines.

Mr Pouroulis, who declined to comment on the recent court case in which he and three co-directors were acquitted without having to present their defence, says "quite dramatic" ventures, including new mines, are on the cards.

"We're busy looking very carefully at our investments and our mines to see what's best suited to our needs."

New developments are not necessarily in the group's sphere of operations, which include chrome, gold, platinum, manganese and diamonds, he says.

Mr Pouroulis, a mining engineer who immigrated 25 years ago, was a salaried employee at Anglo American before acquiring the rights to several mine dumps on the East Rand.

He was the first to apply the then-ridi-

culated carbon-in-pulp process to the extraction of gold from low-grade dumps.

With the money he made from the amounts of gold he recovered, he acquired control of JSE-listed gold mining Consolidated Modderfontein and South Rand.

Then, from under the nose of Anglo Rand Consolidated Investments, he acquired the rights to mine a platinum prospect he turned into the Lefko-chrysol mine took to the JSE in July 1987.

Hit by a declining gold price and high costs at Lefko, he had to sell Lefko to Anglo Rand Mines subsidiary, Barplats.

However, he bounced right back in this year, opening his latest venture, Chrome.

"Rubber ball"

At the opening, Minister of Finance Pieter van Rensburg described Mr Pouroulis as a "dynamo" and a "rubber ball".

Mr Pouroulis was arrested at his home April last year on the theft and fraud charges and released on bail of R250 000.

Mr Justice Stegmann found the State not have a case against him and his three accused, Edwin Coombes, David Willis and Roger Daniel.

Visit Namibia. It may bring back your hopes

~~221A~~ 221A

W/M and
16/11 - 22/11/90

NAMIBIA, in its eighth month of independence, is battling with the oil crisis and other new challenges — but still offers a way ahead to its former ruler, South Africa. In racial reconciliation, ward could yet become teacher.

Namibia is of critical importance. Its fortunes will have a direct bearing on the far bigger and more intractable problems to the south.

Whites in Namibia are having it pretty good. Swapo won power comfortably but not overwhelmingly. They have to tread lightly. The top leadership acts with caution and moderation, notably President Sam Nujoma and Prime Minister Hage Geingob. The South African half-nelson over the economy and Walvis Bay helps to concentrate the mind, too.

The political atmosphere is bracing. Government actions have the excitement of newness — whether a labour code, the equalising of social pensions for all races, or entry to the International Monetary Fund.

A country once spurned by the world as part of the apartheid setup now bristles with international links: aid agencies, at least 26 accredited diplomatic missions, a visiting athletics team from Zimbabwe, reports of a European car plant at Gobabis, meat exporters gearing up for post-sanctions markets — and a procession of visiting figures, from Bishop Trevor Huddleston to the director of planning of the city of Kitchener, Ontario.

Going fast are inhibitions and practices of the old South African order (though some Afrikaans communities are getting their own schools in a system, officially at least, going English).

I saw evidence of the changed mood at a social occasion an hour's drive from Windhoek, where lawyers, trade unionists, educators, journalists and others mingled casually. People danced and socialised till the early hours in carefree fashion.

Not long ago they lived over-close to bombings, assassinations, spying, police raids, war. Normal social contact was inhibited. But now, fears of landmines and guerrilla attack have faded — except for nervousness about the loony right who spasmodically disturb the peace (for example, bombing newspapers like the *Namibian*).

Looming apart, most people seem to be pulling together in the officially-encouraged air of "national reconciliation".

On a recent visit to Namibia, **TONY HEARD**, the former editor of the *Cape Times*, found little room for pessimism — in spite of post-independence problems.

In Windhoek blacks were more in evidence in responsible positions — as officials, hotel management, shop and office staff. Some advancement might have been rather quick — there was criticism of the competence of returnee magistrates trained in Lusaka, and of the standards achieved by some psychological personnel appointed to hospitals. Such problems are endemic in societies being liberated.

Change seems to be, predictably, slow in reaching the country areas — where I saw the same old white faces of pre-independence days behind official counters, and where farm labourers no doubt see little or no difference.

The direction of the economy has not changed much, nor is it likely to.

Security in Windhoek was aimed not at guerrillas, as before, but at the crime wave which feeds on raised expectations amid Third World poverty.

The country's constitution is impressive. Provisions guaranteeing fundamental human rights — including a fair trial, privacy and freedom of expression — and also setting up an ombudsman, are enlightened and exemplary.

Swapo is not strong enough in the National Assembly, nor under the constitution, to ride roughshod over the opposition. The latter can field about 40 percent of the members and has some competent speakers, who polished their oratory while Swapo was fighting in the bush. There are simmering disputes between Swapo and other groups in far-flung areas like the East Caprivi and Kavango, marked by hut burnings and court actions. I encountered a feeling that Nujoma should spend more time in country areas fostering reconciliation.

The appointment as army chief of Solomon "Jesus" Hawala has caused a furore, with even church opinion objecting.

Critics were quick to label him the "Butcher of Lubango" (reference to his alleged mistreatment of Swapo dissidents), and said that Swapo was making a mockery of

"reconciliation"

Yet it was equally forcefully noted that the decades-long dirty bush war produced no angels, that there are similarly notorious people, from other sides, still active in public life. Throwing the first stone is not easy.

Some of the police and home guard personnel have used high-handed methods — for instance, the summary detention of a 15-year-old doing a survey of church affiliation in Windhoek who was unlucky enough to visit a deputy minister's house. But police commissioner Siggie Eimbeck was apologetic, describing the home guard action as "lacking in finesse".

There have been reports of planned coups and plots against Nujoma. An opposition politician, Emmanuel Engombe, was arrested in August for allegedly conspiring with others to shoot at the presidential aircraft, but released after the prosecutor-general had sent a senior aide to Ondangwa for an on-the-spot investigation and decided not to prosecute. This decision reflected well on the independence of the juridical process.

The press is as lively as ever, with half a dozen daily newspapers, all tabloid, battling it out in various languages. Some editors carry on their pre-independence exposure of government maladministration (for example, alleged nepotism in channelling aid, misuse of official transport, excessive foreign travel) — with one such editor incongruously committed to exposing women's breasts.

The press debate, personal and vituperative at times, is remarkably free, and those in South Africa who see the Namibian press as inhibited simply can't or won't read.

The really dangerous thing facing the fledgling nation is economic downturn because of the oil crisis.

A widespread rent boycott by blacks threatens the stability of the parastatal building corporation — echoes of South Africa.

Because of unhappiness over pay, conditions and pensions, wildcat strikes among workers are frequent. Unemployment is high, about a third of the labour force.

The 100 000 whites are, basically, staying put — though there are incipient signs of a "brain drain" of experts.

A German-Namibian businessman said to me: "There are ups and downs. There's room for improvement — and I am not happy about some of the hard-liners in government. But, as things stand, I can live with it."

Ovambo project

Sowetan

16/11/90

221A

WINDHOEK - Norway will contribute about R10-million to a joint development project with Namibia for the electrification of Ovambo.

Norwegian ambassador Mr Berndt Lund, who is visiting Oshakati and surrounding areas in Ovambo to assess the priorities of the scheme, said the R10-million was for short-term projects to be undertaken in the next year and in cooperation with Namibia's parastatal energy corporation, Swaweka.

R1-bn project to ease Namibia's energy crisis

From DALE LAUTENBACH
Argus Africa News Service

WINDHOEK — The construction of a R1 billion gas-fired power station to meet Namibia's energy needs, now in a state of crisis, will be put to the nation for debate.

Dr Helmut Angula, deputy Minister of Mines and Energy, said the conflict in the Middle East and severe problems with the generation of hydro-electric power on the Cunene River had created an energy crisis in Namibia. The country was importing 80 per-

cent of its electricity from South Africa. Previously Namibia had resorted to electricity imports only during the height of the dry season when the Cunene River became sluggish.

SABOTAGE

Following sabotage by Unita rebels of the Gove Dame in Angola last year, however, the output of the Ruacana hydro-electric scheme on the Cunene had been severely compromised.

The Gove Dame was built as part of the power-generating scheme to regulate the flow of the river and en-

sure optimum year-round production.

The internal conflict in Angola had meant that Namibia had not had access to the Gove "tap" in the past, thus the need for dry-season imports.

Now, however, the situation was even worse with Gove having been emptied for reconstruction, the completion of which was not expected this year.

Dr Angula said the Kudu gas field in southern Namibia near Luderitz had been shown to be economically viable but with a surplus of gas on international markets it had not been

viewed as a feasible development.

However, the development of a gas-fired power station there for domestic energy production could answer Namibia's needs.

Dr Angula said a soft loan to raise the R1 billion needed for the project could be considered and the nation would be asked for its views.

Meanwhile, the government has announced that free diesel will be provided "soon" to power water drilling operations and pumps in drought-stricken areas of the country.

**Export
fruit** *Sweet
20/11/90
221A*

WINDHOEK - Namibia
has begun exporting fruit
to Europe.

The first consignment
of 1 200 cases of
Namibian sweet melons
was exported to Frankfurt
on Friday - *Sapa*

squadron at Pretoria

CAF Files 20/11/80
221A

Finland to aid Namibia

WINDHOEK. — Namibian and Finnish government officials signed an agreement here yesterday through which Finland is to provide R40m in aid to the newly independent country. The agreement was signed by Finland's ambassador to Namibia, Mrs Kirsi Lintonen, and the director-general of Namibia's National Planning Commission, Dr Zedikia Ngavirue.

Ships Seized

CMA Troops

26/11/90

[Handwritten signature]
2207

From DUNCAN GUY
WINDHOEK. — Namibian commandos were dropped from a helicopter at the weekend to seize five Spanish trawlers illegally fishing in the country's territorial waters.

The soldiers fired shots on to the decks of the trawlers before landing on the vessels, the Namibian Minister of Fisheries, Mr Gert Hanekom, said yesterday.

Five boats were captured by three others but their nets and gear were lost, he said. The trawlers were fishing within Namibia's 300-kilometre exclusive economic zone. The vessels are now anchored outside the harbour limits of Walvis Bay.

The seizure follows an accusation by Namibia that a flotilla of 30 Spanish vessels had entered Namibian waters to fish illegally in October.

Mr Hanekom confirmed that some of the vessels had even scratched out their names, which is illegal under international maritime law.

He said the government had chartered a private helicopter to carry the commandos to the ships.

The commandos were dropped from the helicopter to board the Isia de Tambo, Freio Lero, Frerio Pesca Uno, Freia Pesca Dos and Puento Ellisar. The vessels were then escorted to Walvis Bay.

They were carrying hake valued at R15 million, Mr Hanekom said.

He said a Namibian patrol intercepted the first two ships in a far northerly position some 40 sea miles from the coast.

The other three were later spotted and intercepted further south where a further three escaped. Troops boarded the five captured boats which were ordered to sail to Walvis Bay.

Late yesterday port officials said a fifth boat had joined the first four which had anchored off Walvis Bay harbour limits in the morning.

The Spanish ships are due to sail on to the Namibian port of Luderitz where the relevant officials will appear in court for fishing illegally.

They face fines of up to R1 million a vessel and confiscation of ship, fish and nets.

City helicopter in commando raid

By VIVIEN HORLER, Staff Reporter

THE five Spanish trawlers seized in connection with fishing in Namibian waters at the weekend were sailing today in convoy to Lüderitz to face formal charges.

The ships were boarded by Namibian commandos who were dropped by a Sikorsky helicopter based in Cape Town.

A Walvis Bay man who was on the Court helicopter during Saturday's operation has provided the first detailed account. He has connections with the fishing industry and has asked not to be identified.

The operation was launched after the Namibian government discovered that as many as 46 Spanish trawlers were fishing for hake in Namibian territorial waters.

'STEALING OUR FISH'

"There have been a number of accusations about these ships," said the man. "The Namibian government formally requested the Spanish government to ask the owners to stop stealing our fish."

"On Friday the Namibian government got a letter from the Spanish Ambassador stating categorically that there was no Spanish fleet fishing in Namibian waters."

"It was decided that it was time to prove them wrong."

He said the trawlers would be ready to leave fully loaded for Spain in about 10 days to be home for Christmas.

"It's a matter of economics. If you take 30 boats operating illegally, with an average of 300 tons of fish a boat, that makes 9 000 tons. Cost that out at about R4 a kilogram and we're talking about R36-million worth of fish."

The Sikorsky S16 flew to Walvis Bay on Friday, refuelling at Alexander Bay. A spotter aircraft was also chartered and early on Saturday both aircraft headed north up the Namibian coast to the holiday resort of Terrace Bay. Extra fuel and back-up troops were waiting farther north at Möwe Bay.

"We made contact with the first two

trawlers at the 19th degree latitude about 9.15am. Both had their nets out and couldn't get away. We first dropped an inspector and then two soldiers on one, the Frioleiro. We got the signature of the captain, who had been asleep in his cabin, confirming his position. We then picked up the inspector.

"Boarding the second, Isla de Tambo, was more difficult, because it was rolling a lot. We dropped the inspector. After two attempts, we got two soldiers aboard and picked up the inspector."

The aircraft flew to Möwe Bay to refuel and then headed south for Swakopmund. "On the way we made contact with the captain of a local trawler, speaking in Afrikaans, which the Spanish captains can't speak."

"Acting on his information we headed out to 24 degree latitude where we spotted 12 trawlers, eight of them illegal. We know which the illegal ones are, because we have a list of the concession trawlers."

"By this time it was about 6pm and we decided to go for the biggest, and therefore the easiest, trawlers. We first boarded two, both about 1 200 tons, without much difficulty, and then the third one, where we struggled a bit because it was getting dark."

SEA VERY ROUGH

"The fourth trawler, the Antonio Nores, was the difficult one. He cut his nets loose and although we fired on him, he didn't stop."

"But by this time it was dark, the boat was small and the sea was very, very rough, and it was too dangerous to carry on. We backed off, so our total was five."

In terms of Namibian legislation the trawler owners face confiscation of their boats or fines of R1 million. They also stand to lose the catch and their fishing gear.

"It was a pretty neat operation. The Cape Town helicopter crew — Roger Watt, the captain, Ken Whittal, the pilot, and Malcolm Jones, the chief engineer, were fantastic," the man said.

6 vessels seized

2219

WINDHOEK - Namibian authorities have seized six Spanish vessels caught fishing illegally in the country's territorial waters and they are underway to Walvis Bay with armed soldiers on board.

Fisheries Minister Gert Hanekom said the ships were reported on Saturday when Fisheries staff and members of the Namibian Defence Force, using a chartered helicopter, intercepted the first two in a far northerly position.

26/11/90

So we fan



Theo-Ben Gurirab

Namibia threatens to sink ships

CHC T-15
27/11/90

~~221A~~
221A

Gurirab warns Spanish envoy

WINDHOEK. — Namibian Foreign Affairs Minister Mr Theo-Ben Gurirab yesterday warned that Namibia had the capability to sink vessels fishing illegally.

The Namibian government viewed continued violations of its territorial waters by Spanish fishing vessels in "a very serious light"

Mr Gurirab warned that Namibian authorities had the capability to sink vessels fishing illegally, but had not done so on Saturday because it was growing dark and authorities had not been in a position to save lives

Mr Gurirab summoned Spain's ambassador to Namibia, Mr Don Carlos Sanchez de Boada y de Valgoma, to his office yesterday to protest against the violations of Namibia's territorial waters

after authorities seized five Spanish ships at the weekend. A sixth ship managed to get away

Mr Gurirab said he stressed that this was not the first time he had had to lodge a complaint with the Spanish government on this issue

He called on Spain to take steps to make its nationals desist from fishing illegally inside Namibia's 320-kilometre exclusive economic zone "lest the situation result in pouring cold water on otherwise friendly and constructive relations between our two countries"

He said Namibian authorities had information that between 10 and 12 Spanish ships carrying "stolen fish" caught off Namibia were headed back towards Spain. Mr Gurirab had asked the Spanish government to seize the ves-

sels and return the catches or alternatively fine the companies, in consultation with Namibian authorities, and repay the government

The ambassador had reassured him, Mr Gurirab said, that it was not Spanish government policy to violate Namibia's territorial waters. But the Spanish government was not entirely in a position to do anything about private institutions

Mr Gurirab said he told Mr de Boada y de Valgoma that he was Spain's representative in Namibia and that Spanish nationals had been involved, adding that the Spanish government "should not be technical" on the issue

The five seized vessels were due in port at Luderitz yesterday. Their captains and fishing officers are due to appear in court today — Sapa

LOANS

AGUS 27/11/90 221A

Namibia joins aid programme

The Argus Foreign Service

BRUSSELS — Namibia has formally joined the European Community's Third World aid programme and will gain preferential treatment for its exports and EC grants and soft loans to develop its industry and infrastructure

Namibia's signature of the latest Lome convention between 60 African, Caribbean and Pacific states and the 12 EC states follows protracted talks undertaken since the southern African state became independent.

Manuel Marin, European commissioner in charge of the talks, said. "It has not been easy to (get) this far But I am convinced that the specific arrangements will make a very positive contribution to the development of Namibia"

Signatories to Lome qualify for

duty and quota-free access to the EC market for a range of products, though quotas are established for agricultural products.

In Namibia's case, this access for its exports will cover all industrial products. One limit specially negotiated restricts exports of boneless beef and veal to 10 500 tons for 1991 and 1992 and 13 000 for the following three years.

To help Namibia's economy take off it has been granted least-developed country status for at least five years under the world trade definitions. It will also qualify as yet unspecified funding of development projects.

Namibia's karakul industry has also been given special treatment and will qualify for subsidies for exports made to the EC.

Namib Air plans to ⁽²²¹⁰⁾ fill sanctions gap

LONDON - Namibia's state-owned airline, Namib Air, is planning to exploit South African Airways' inability to fly directly to North America and Australasia because of anti-apartheid sanctions

Namib Air, which recently started a 747 service between Windhoek and Frankfurt, has drawn up provisional plans which could establish Windhoek as the gateway for South Africa-bound passengers

But Namib Air's general manager, Mr Keith Petch, said his airline would need more aircraft to be able to capitalise on SAA's inability to provide direct flights to destinations including Canada, the United States and Australia *Sowetan 28/11/90*

The airline was planning to approach authorities in Canada and Australia with a view to establishing direct air links with the two countries

Before the American government banned direct flights between South Africa and the US in 1986, the route carried at least 74 000 passengers a year

Informal talks have also been held with British Airways about starting direct flights between Windhoek and London

International flights to Windhoek would be met with feeder services to South Africa's major cities and other neighbouring countries - *Sowetan Correspondent*

Optimism that Namibia's economy will grow soon

NAMIBIA had inherited a sectorally unbalanced economy which had produced insignificant real GDP growth in recent years, Commercial Bank of Namibia chairman Johann Bruckner said in the bank's annual report.

He described the economy as a classic one which produced what it did not consume and consumed what it did not produce.

With independence, Namibia inherited a foreign debt of about R700m, accentuated by an initial R210m budget deficit.

Government intended to raise loans to finance the deficit and to arrange an overdraft facility at the Bank of Namibia for the rest.

Bruckner was cautiously optimistic that government's commitment to create an environment conducive to activating the economy would reap benefits soon. He said government had opened the doors for economic growth through its support for a mixed, market-related economy and by acknowledging the dynamics of a private sector and the dangers of ex-

MARIETTE DU PLESSIS

cessive nationalisation

221A

Namibia would also remain part of the Common Monetary Area until at least the end of 1991, when it would probably introduce its own currency.

Namibia's inflation rate fell from 16,4% in July 1989 to 12,7% in May 1990, while the SA Reserve Bank's strict monetary policy of high real interest rates resulted in reduced price increases.

Real GDP growth in 1989 was 0,2%. It was currently 23% lower than in 1980, largely as a result of the low growth rate in real gross domestic fixed investment — 4,3% in 1989. Fixed investment as a ratio of GDP was 18,6% in 1989.

The low GDP growth in 1989 originated mainly in the mining and construction industries, which had negative growth rates of 6,4% and 6,2% respectively. Since mining contributed 31,6% to total GDP, this sector's performance had a big overall effect.

06/11/90
R/D/18

221A

Business Report

Bank governor agrees to stay on

Own Correspondent

WINDHOEK — Namibia's Central Bank drama came to a sudden end this week when Cabinet refused to accept Dr Wouter Benard's resignation as governor.

He has accepted to stay on another year in the post for which he is paid by the International Monetary Fund

According to Dutchman Dr Benard, it was Minister of Finance Dr Otto Herrigel himself who advised him to send his letter of resignation to President Sam Nujoma

In a statement issued after the Cabinet meeting, the finance ministry said it was "after exhaustive discussions, and on the advice of the Minister of Finance, that Cabinet did not see it clear to accept the governor's resignation"

Both Dr Benard and Dr Herrigel see the issue as closed and are not prepared to elaborate

People such as University of Namibia Economics Professor Fanuel Tjingaete believe it appeared that Dr Herrigel wanted more say in the running of the bank.

Rejecting accusations that he might have wanted politics to dictate monetary and fiscal policy, Dr Herrigel has repeatedly stressed that without its own currency Namibia has no monetary policy

"We could never disagree on monetary policy as long as there is no monetary policy," said Dr Herrigel

His ministry's statement said "A balance is to be struck between, on the one hand, the placing of broad authority and a high degree of autonomy of action in monetary matters with the Bank's

governor and board, and on the other hand making the exercise of that authority subject to an appropriate amount of influence by the government"

A further point which could have soured relations between the two reconciled financiers was Dr Herrigel's visit to the annual general meeting of the IMF in Washington earlier this year

"It is an unwritten tradition that a governor of the Central Bank would go along because a minister tends not to know about finance," said Professor Tjingaete

"The governor should have attended to advise on technical matters"

Dr Herrigel said he regretted the team had not been put together properly but pointed out that Namibia, at the time, was not a member of the IMF

1 SE prices

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Spanish fishing captains arrested

WINDHOEK — Namibian police have arrested the captains of five Spanish boats caught fishing illegally in territorial waters off the Namibian coast at the weekend, Luderitz police said yesterday

The Isla da Tambo, Frio Lero, Friopesca Uno, Friopesca dos and Puenta Elisar were seized by Namibian Fisheries officials "The five men were arrested on Tuesday night and will be taken to Windhoek," police said

The police investigation is continuing, he said.

Namibia's acting prosecutor-general, Mr Hans Heyman, said yesterday the state had attached the five vessels in Luderitz harbour and police are guarding them.

The men are due to appear in the Windhoek Magistrate's Court on a main charge of fishing illegally and possibly on other minor charges, Mr Heyman said.

Namibia stood to gain an estimated R150 million if it confiscated the vessels with their equipment and catches

Earlier in the year President Sam Nujoma "cordially" requested all ships fishing in Namibian waters to leave by March 31

Namibia has officially protested to Spain at the violation of its 320km exclusive zone — Sapa

Namibia power plan approved 221A

WINDHOEK - Namibia has negotiated a significant breakthrough in its bilateral relations with Angola by winning that country's approval for a study of the feasibility of a second hydro-electric scheme on the Cunene River.

If all goes well and proves viable, Namibia could become totally self-sufficient in energy with an excess for export to

Sowetan
Botswana and South Africa, said Mr Pollo Brand, head of the Namibian energy utility Swawek

The agreement follows a visit at the weekend by Namibian Mines and Energy Minister Andimba Toivo ya Toivo to his counterpart in Luanda, Zeferino Cassa Iombo

There was much talk shortly after Namibia's independence on March 21 of the Epupa scheme,

30/11/90
Epupa being a deep gorge on the power-rich Cunene River west of the existing Ruacana hydro-electric installation.

As the river along this stretch forms the border between the two countries, Angola's cooperation was clearly necessary and therein, until now, the hitch, according to Mr Brand.

Angola is itself presently building a 520

MW scheme at Capanda on the Kwanza River south east of Luanda and had argued that it would have more than enough power to sell to Namibia.

Mr Brand said Namibia rejected this proposal as Capanda power would cost Namibia about R1 a unit. Ruacana provides power at present at about 0,15 cents a unit. - *Sowetan Africa News Service.*

Massive forex fraud probe



Sowetan 22/11/90

THE South African Police commercial crime unit confirmed yesterday that an investigation had been launched into a suspected multi-million rand new foreign exchange fraud following the suspension of three listed companies on the Johannesburg Stock Exchange

A spokesman for the unit, which has broken a series of forex rackets in recent months, said the probe had been triggered by the Foreign Exchange Division of the SA Reserve Bank

It was suspected that at

least five private sector companies had broken forex control regulations on the movement of overseas currencies in and out of commercial and financial rand business accounts.

Shock waves were caused when the JSE ordered the suspension of no fewer than three listed companies - shopfitter firm of Norvic, Lanchem door manufacturing company and Osprey gold mine

JSE general manager of listings and equity markets Mr Richard Connellan was quoted as

saying the stock market suspensions had been ordered following discussions with Reserve Bank exchange control officials.

It is understood the Reserve Bank has also ordered investigations into the affairs of two more companies - cash-shells Meter Systems and Management Services Corporation, which were suspended by the JSE earlier in the year

The SAP commercial crime unit was expected to release more details later yesterday. - *Sowetan Correspondent*

Meningitis

DAR ES SALAAM - An outbreak of meningitis has killed 202 people within the last five months in various parts of Tanzania, a senior health official says

Health Minister Philemon Sarungu said Tuesday the victims were among 2 132 people who had contracted the disease throughout the country since May - *Sapa*

Fired

Sowetan 22/11/90 (222)

WINDHOEK - Trans-Namib, the Namibian transport parastatal which took over from South African Transport Services, has dismissed 235 striking workers in the first post-independence mass dismissal

Pension deal

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ONE of Namibia's biggest trade unions has instructed Sanlam to run its pension fund. Premiums from the 3 600 members of the Namibian Building Workers Union will total about R2,5-million a year.

Earlier this year Sanlam won a contract to run the Government Institution Pension Fund of Namibia. It has 50 000 members and annual premiums of R129-million.

Namibian union in deal with Sanlam

Finance Staff

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for 17/12/90

One of Namibia's largest trade unions has concluded a multi-million rand contract with Sanlam.

This comes on the heels of the decision of the Namibian government to entrust its pension fund to Sanlam.

Hannes Senekal, senior manager, says "The contract with the Namibian Building Workers' Union (Nabwu) is Sanlam's first

trade-union negotiated pension fund in Namibia. The annual premium amounts to about R2,5 million."

The union, with its more than 3 600 members, is one of the biggest in Namibia.

The decision to place the pension fund with Sanlam was taken after negotiations between Nabwu and the Master Builders and Allied Workers' Association of Namibia.

CPA 7-13 18/12/90

Workers can't cross border

WINDHOEK ⁽²⁷⁾ — The border post at the Alexander Bay bridge over the Orange River south of Oranjemund in Namibia is to be closed to Namibians working at the CDM diamond mine near the town from January 1, Namibian Home Affairs Permanent Secretary Mr Ndali Kamati said here yesterday.

The government did not want Namibian workers to travel to the mine across the bridge and through South Africa, he said, but through Oranjemund inside Namibia.

The river forms the border between South Africa and Namibia. — Sapa

NAMIBIA — LABOUR

1991 — 1992

Employment crisis may hurt Namibian govt at the polls

AFRICA

MANY of the 43 000 exiles who returned to Namibia are still without jobs, according to the latest edition of Africa Confidential

It says even those with qualifications obtained in exile have found these do not provide an automatic passport to a government job.

"Unemployment is conservatively estimated at 30% to 40% or more of the active population in Windhoek and other towns.

"There are nearly 200 000 people in formal sector employment, including the bloated government service of some 40 000, while 70% of the population depend on earnings from agriculture or migrant labour. A downturn in construction has cut the workforce in this sector from 12 000 to less than 6 000."

The magazine says weak base-metal and uranium markets mean that Rossing Uranium, which has already frozen recruitment, may cut production by 25% for the next two years

Business Day Reporter

And, it says, mining and energy investments are capital rather than labour-intensive.

Discoveries are unlikely to bring significant employment growth in the near future, it continues, and this may not be soon enough for a government faced with a crisis of expectations from its electorate and the prospect of losing votes in coming elections

However, it says Namibia is on course to establish an attractive investment climate

"But it remains to be seen whether words will translate into the flow of private capital that President Sam Nujoma's government is counting on to revive growth in the economy and generate new employment opportunities. It says joint ventures are being set up to exploit deep-sea fishing.

Despite its favourable geology, Namibia, it says, has been underexplored.

"In particular, the Kaokoveld region in the northwest, though lacking infrastructure, is believed to contain exploitable deposits of coal, iron ore, base metals and gold.

"Rossing Uranium is spending R3,3m this year on evaluating a large graphite ore-body. Other industrial minerals also have potential, such as high quality marble and granite."

Prospects of locating commercially recoverable hydrocarbon deposits are good, Africa Confidential says, and the government plans to award exploration licences this year

"The Kudu gas field, just off the mouth of the Orange River, has reserves potentially as large as 425 000-million cubic metres — bigger than SA's Moss gas development.

"Onshore, Taiwan's Overseas Petroleum Investment Corporation plans to drill its first exploratory well near Etosha Pan later this year"

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BIDAY 18/3/91

Churchman tells court souls of blacks 'not worth saving'

BlDany 21/3/91.
DURBAN — Black people were wild animals and did not have souls which could be saved, a senior member of the Israel Vision Church told the Durban Supreme Court yesterday.

Karel Liebenberg had been called to give evidence in mitigation of sentence for convicted murderer Eugene Marais.

Marais has pleaded guilty to seven counts of murder.

On October 9 last year, he and two others opened fire on a bus near Duff's Road, outside Durban, killing seven black people and injuring 27.

The attack was in revenge for a rampage along Durban's beachfront in which a group of black people had stabbed white people. One person died as a result.

Yesterday the other two accused, David Botha, 46, and Adriaan Smuts, 38, both AWB members, were remanded until June 17.

The remand followed a request by the defence that the two men be allowed to see psychologists and psychiatrists.

Botha and Smuts have both pleaded guilty to seven counts of murder and 27 counts of attempted murder.

Before the trial began, the judge granted a request for the evidence, which was in Afrikaans, to be translated into Zulu for the benefit of the large black audience.

Liebenberg said he had been concerned for Marais's soul and had taught him white

people had been created in God's image. One then had to ask who the other population groupings were, Liebenberg said.

His interpretation was that where the Bible spoke of wild animals, it meant "orphans of the earth", which he saw to mean black people.

He denied the Israel Vision Church was a far-right sect.

Liebenberg described Marais as a pleasant person, but said he had got too involved in politics. Liebenberg said he had advised Marais to break with politics and to go down on his knees before the Lord.

He said Marais had been making constant excuses about not reading his Bible and he, Liebenberg, had tried very hard to save his soul.

Liebenberg said the church was intended for only white Western folk as black people did not have souls worth saving.

He added his view that black people were animals was shared by other members of the church, but was not actually contained in any literature.

He told the court he was very concerned the Press appeared to be blaming him for Marais's activities. He felt he was being harassed and said he had taken legal advice.

He suggested the court look for a motive for the murder among the AWB and not in the church community — Sapa

Jobs crisis for Namibian returnees

LONDON — Unemployment among former exiles who have returned to Namibia since independence is as high as 90% according to a research document to mark the country's first anniversary today. *BlDany 21/3/91*

This could have disturbing implications for SA's expected 20 000 returnees.

Independent Namibia One Year On, commissioned by the London-based Research Institute for the Study of Conflict and Terrorism, also found that:

□ The Democratic Turnhalle Alliance is becoming marginalised; and

KIN BENTLEY

□ Integration of former enemies, the South West African Territory Force and the People's Liberation Army of Namibia, into the Namibian Defence Force was going smoothly.

"An element of disillusion is beginning to set in and some returnees are already asking whether reconciliation has not gone too far when all former employees of the pre-independence regime and anti-Swapo military machine remain in well-paid jobs while so many Swapo members continue to be unemployed," it says

Storm over a port marks anniversary celebrations

W. Mail 22/3 - 27/3/1978
HUNDREDS of harbour workers in Walvis Bay have placed their jobs in jeopardy by taking the day off to celebrate the first anniversary of Namibia's independence.

While March 21 was a public holiday in Namibia, in Walvis Bay — a 1 124 km square enclave halfway up Namibia's western, Atlantic Ocean coast — it was officially business as usual.

Now the employers of the celebrating workers are threatening to take action against them for failing to appear at work without permission to stay away, according to a Namibian trade union newspaper.

A week ago, about 300 other workers were reportedly sacked after taking part in a march to protest against South African occupation of the territory.

The march, which took place on the eve of negotiations between a Namibian delegation led by Foreign Minister Theo-Ben Gurirab and his South African counterpart Pik Botha, was attended by at least 5 000 protesters calling for the incorporation of Walvis Bay into Namibia.

South Africa has legal claims to the enclave dating back to 1878, when Britain annexed the

area and six years later transferred administration to the Cape colony.

However, the Namibians claim the land — as well as the Penguin Islands and the northern half of the Orange River — is theirs by law (it is written into the new constitution) and by right. "These are as good reasons as the ones that prompted us to fight to decolonise Namibia," said Gurirab.

"The celebrations for Namibia's first year of independence will be incomplete because Walvis Bay and the offshore islands do not form part of our national territory."

Residents of Walvis Bay also expressed their sadness at not being able to celebrate independence day. "We are Namibians too, many of our families are there now. I wish we too could share in the happiness of Namibia on independence day," said Elias Kambona, who works in Walvis Bay.

The majority of the 20 740 residents of the desert enclave are in favour of its incorporation into Namibia.

The white business community believes it would be good for business if Namibia were to administer the harbour. "They would give us

more fish," said one local businessman, who was hanging out with a small group of friends on the otherwise deserted streets of the rather ugly, single storey town last weekend.

Not only local businesses but the Namibian economy in its broader sense would benefit from control over the only deep-water port on the coast.

Revenue from customs and excise duties, currently collected by South Africa, would instead make their way into Namibian coffers, and businesses — both import and export related — which would be likely to benefit from proximity to a harbour would inevitably spring up.

Before going to Cape Town for negotiations with Botha, the Namibian foreign minister told the national assembly he would not settle for anything less than the unconditional surrender of Walvis Bay by South Africa. However on coming out from what was described as an "amicable" meeting, Gurirab said only that a further meeting would be convened in the future to discuss the issue and that he had "found a readiness to negotiate and a preparedness to go forward".

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Swords into ploughshares

CP news 7/7/91

~~222~~ 222

CUBAN instructors are being drawn into Namibia's resettlement programme for former exiles and soldiers

More than 10 Cuban experts will initially head the development brigades, launched this month with the aim of training Namibia's 90 000 former exiles and fighters in agriculture and construction

The brigades will initially take in 4 000 to 5 000 trainees, using 11 former SADF military bases as training centres. The training will last between two and three years

When the brigades are fully developed, there are hopes that the intake will increase to between 40 000 and 50 000 people

A similar training structure has been operating in neighbouring Botswana for 15 years and is now part of the national educational system there

In the short term, Namibians will understudy the Cuban experts to take over the development of the brigades, said resettlement director E Kanyemba

The government has earmarked about R6-million for the programme. The brigades will also receive assistance from India, Sweden and the Rome-based Food and Agriculture Organisation (FAO)

The government faces the challenge of resettling and re-training more than 40 000 Namibians repatriated by the United Nations High Commissioner for Refugees (UNHCR) during 1989

About 80 percent of the returnees went back to their homes in Northern Namibia and, according to the UNHCR, only 10 percent of these returnees are employed.

Besides resettling the returnees, the government has to resettle, rehabilitate and train about 25 000 former combatants of the People's Liberation Army of Namibia (Plan), Swapo's armed wing, over 30 000 former members of the South West African Territorial Force (SWATF) and more than 6 000 members of

the disbanded counter-insurgency police unit, Koevoet

The task is worsened by a 30 percent unemployment rate. Almost all of the unemployed are young black Namibians

The Cuban design for the programme calls for the development of 30 000 hectares of land and the employment of 60 000 people

A typical example of an initiative to resettle returnees is at Oshivelo, a former South African military base in Northern Namibia that is now home to more than 300 people.

Previously known as "Base 61", Oshivelo was donated to Swapo by the chief of the area, King Kauluma. According to Carolyn Hughes of the Centre for Resources and Transformation (Ceret), Oshivelo will ultimately resettle 1 000 people

Ceret runs Oshivelo, where a semi-intensive broiler chicken production farm is being set up "to improve the welfare of the project participants and the population in general".

But in other areas complications are arising. In the north-eastern Caprivi region conflicting government directives have caused competition for land between 1 800 Bushmen who had been in the South African military forces and 750 members of a new development brigade

Both groups were told they could settle around a former South African base called Omega where they would receive plots of land

The Bushmen ex-soldiers are still smarting from a government decision not to integrate them into the new national army. Now they are taking matters into their own hands, moving away from the base to create separate communities

The Lutheran World Federation is running a project to help the Bushmen. They report that resources like food aid are now stretched to the limit and the area cannot bear many more new settlers - AIA

Namibian South 8/8-14/8/91. handicapped flex muscle ²²²

HANDICAPPED Namibians have formed their own organisation and are working with the Swapo government and aid agencies to create a national rehabilitation and productive employment structure.

According to the deputy director of rehabilitation in the Ministry of Lands, Resettlement and Rehabilitation, A Kasinyo, before independence there was only one organisation for handicapped people in the country, the National Association of Handicapped, and it catered only for whites.

"In fact, the association was funded by the colonial government with millions of rands," Kasinyo says.

In March, 100 disabled people held a meeting attended by local and foreign non-governmental organisations where a "national movement for disabled people" was formed.

The movement will act as a link between the disabled and the government.

Assistance

The Minister of Lands, Resettlement and Rehabilitation, Marco Hausiku, says there are 40 000 known handicapped people in the nation of 13 million. He says many of the disabled are victims of the 23-year liberation war. The ministry is launching a R340 million scheme to help these people. Financial assistance will also come from the International Labour Organisation, and the Norwegian government will act as a consultant.

The programme will be carried out in two phases. In the short term, the disabled will be organised according to their skills, for self-employment. In the long term, centres will be set up throughout the country to train the handicapped in basic production skills and management.

"The idea is, first, to correct the misconception that the physically handicapped cannot be employed or become active members of society," explains Kasinyo.

Agricultural projects will be assisted with tools, seeds and fertiliser by the Rome-based UN agency, the Food and Agriculture Organisation (FAO).

"At the end of the consultant's survey, a national conference will be called to discuss the survey and whether or not to expand the centres for the handicapped," says Hausiku.

—AIA

Retrenchment haunts a mining giant in Namibia

At weekends, the attractive bar, restaurant and club complex in Arandis, the town created exclusively for Rössing mine workers, is usually alive with off-duty employees and their families

There was not a soul in the place on a recent visit at lunchtime on a Sunday

The manager shook his head sadly

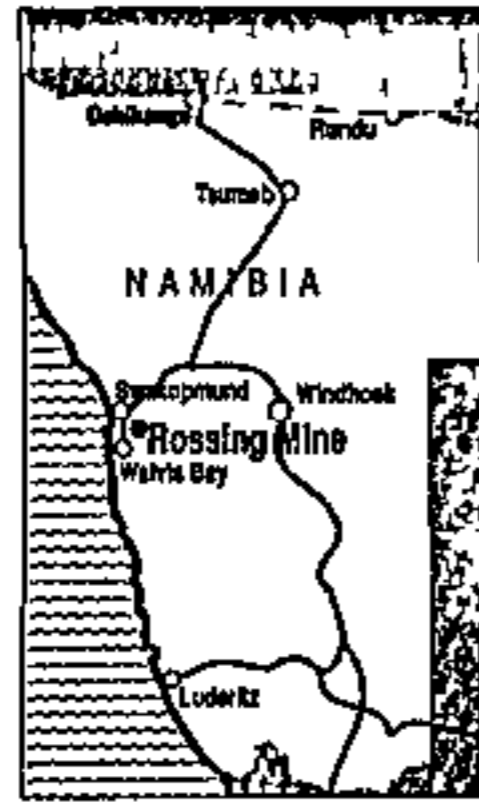
"It's been like this since they announced further cutbacks to come

"People are not spending their money"

Rössing management has not yet made final announcements on the scale of the retrenchments, saying that first they must conclude negotiations with the union

However, with a present total staff complement of a little more than 2 100, the figure being popularly bandied about is that between 700 and 900 workers will have to go

In March this year, the first bleak sign came with an announcement of



a 21 percent cut in production from 4 100 short ton to 3 250

The mine's maximum output, reached in 1980, was 5 000 short tons

The March reduction was explained as necessary to keep Rössing profitable and in business following the downturn in the international uranium market due to oversupply. The situation had been dramatically exacerbated by an enormous uranium stockpile from the Soviet Union and East Bloc countries flooding the market

Rössing management also acknowledged at the time that Namibia's coffers would feel the pinch and Minister of Finance Dr Otto Herrigel anticipated a R60 million drop in the mine's contribution to government earnings

In the past, Rössing was one of the largest contributors to the Namibian economy, provid

Rössing Uranium has been one of the bulwarks of the Namibian economy — but hundreds of its workers are facing retrenchment DALE LAUTENBACH of The Star Africa Service reports from Swakopmund

ing 13 percent of the GDP and about R100 million annually in taxes

The company also sought to explain its crisis in March as a product of sanctions

Before independence, Namibia was treated as part of South Africa and it was difficult to secure clients on the international market.

Rössing hoped independence would change all that and that a certain amount of international goodwill towards the newborn nation would work to its advantage once the sanctions barrier lifted

Those hopes did not pan out

Rössing managing director Jonathan Leshe said that most analysts believed at the time that the market had bot

tomed-out

"We got it wrong, but so did everyone else" he said

Now a further cutback of about 750 short tons has become necessary and with it retrenchments

Some senior people have already been told that they are not part of the plan being drawn up to save Rössing. Mr Leshe refused to acknowledge, however, that these were retrenchments

Hardest hit, though, could be the semi-skilled and unskilled workers who do not have the mobility of their seniors. They are also all inevitably Namibian at this level of skill and losing their jobs will mean joining the already swollen unemployment figures in the country

Attitude

One fairly senior Rössing employee pointed that the company's paternalistic attitude towards its employees meant that many of them did not have the skills to compete in the job market

Without dramatic change and restructuring now, Rössing's very survival would be in question, Mr Leshe said

"With restructuring, Rössing's longer-term future in Namibia is assured"

In the short and medium term though, Namibia will suffer

There are no figures yet for what the country

will lose beyond the R60 million in government revenue

However, the town of Swakopmund, where most Rössing workers spend their money, anticipates an annual loss of R40 million

Dr Steve Kesler, the mine's outgoing general manager, reportedly said the new cuts would mean Rössing would spend R90 million less a year

Some employees are pointing accusing fingers at the company, others are more philosophical and appreciate Rössing's dilemma

As one put it "There's no such thing as handling retrenchment well. It hurts"

Rossing to sack 700 as uranium slides

By Neil Behrmann

LONDON — Rossing Uranium's production will tumble this year and the mine will be forced to lay off around 700 workers.

RTZ, the major shareholder of Rossing, disclosed recently that production, which had already slid to 3250 tons in 1991 from 4100 tons in 1990, would fall to only 2500 tons next year.

"The uranium market is sick," said RTZ chairman Sir Derek Birkin. Rossing sells its uranium on contract at prices above the free market quote of \$8.75 a pound.

Competitive

But the market is terribly competitive and prices in real inflation-adjusted terms are at their worst ever, said Robert Wilson, RTZ's chief executive.

RTZ holds 46.5 percent of the shares in Rossing Uranium.

Other major shareholders are Gencor, the IDC and the Namibian

government.

The depressed uranium market and contraction of Rossing would have a severe impact on the Namibian economy, said the directors, who were clearly unhappy about coming redundancies.

In 1990 Rossing injected R350 million into the Namibian economy in salaries and taxes.

Income tax

In 1989 mine sales accounted for 26 percent of Namibia's merchandise exports and contributed 10.7 percent of total GDP.

RTZ economists estimate that in the past four years, Rossing paid 35 percent of all income tax collected from the business sector.

There are huge stockpiles of industrial minerals such as titanium and zircon, but employees at Richards Bay have better prospects.

Production of the development, in which RTZ has a 50 percent stake, remains on target.

Stewart 16/9/91

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By 1992 Richards Bay, in which Gencor also has a stake, will be producing 1 million tons of slag a day, said Mr Wilson.

Meanwhile the global metals and minerals recession caused RTZ's pretax profits to slump by 40 percent to \$286 million in the first half of this year.

Turnover

Compared with the same period last year, turnover dipped 14 percent to \$2.3 billion, while net taxed profit fell 43 percent to \$154 million.

Pre-tax profit in the year to December 1990

totalled \$879 million, down from \$1.1 billion in 1989.

"As the world's biggest producer, RTZ cannot escape the consequences, if its customers are in the throes of recession," said Mr Wilson.

"There is no point in wringing our hands about circumstances beyond our control.

"While we can do little to avoid declining sales volumes and falling prices, we have intensified efforts to contain costs and improve efficiency."

In the first half of this year the giant mining

group, with interests in the US, Australia, Europe and South Africa laid off 7 000 workers, or 10 percent of its labour force.

There would be further cuts in the second half, Mr Wilson said.

North American operations, notably the US copper mine, experienced the worst fall.

Compared with the first half of 1990, lead prices are down by 29 percent, zinc by 26 percent, silver by 22 percent, copper and aluminium by 7 percent and gold by 5 percent.

"Precious metals are going now/here," said Mr

Wilson. "Just look at the market."

Base metals had better prospects.

"But it is unlikely that there will be any early recovery in prices.

Reached nadir

"The recession in North America and the UK may have reached its nadir."

However, while some indicators seem promising, there are as yet few signs of recovery in the group's businesses.

"Elsewhere, in Japan and Germany, the rate of economic growth could continue to ease," said Mr Wilson.

THE

PRIEST IN
REV D N M
TEL

Uranium workers to lose their jobs

WINDHOEK — The sword hanging over Namibia's Rossing uranium mine has fallen with a company announcement yesterday that about 750 of its 2 100 workforce will lose their jobs this month. *Star 17/9/91*

The company said yesterday that production would be cut to half rated capacity with only 2 500 short tons produced annually from September 26.

Details of retrenchment were being negotiated with the Mineworkers' Union of Namibia

"While it has been necessary to take drastic steps to ensure the continued viability of the company, Rossing's prospects in the longer term are promising, and the company is committed to playing an important economic and social role in Namibia." — Star Africa Service

750 lose jobs

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WINDHÖEK - The sword hanging over employees at Namibia's Rossing uranium mine has finally fallen with the company's announcement today that about 750 members of its 2 100-workforce will lose their jobs this month.

The company announced yesterday that production at the mine would be cut back to half capacity, with only 2 500 short tons being produced annually from September 26.

Sowetan 17/9/91
The statement said staff restructuring required by the cutback meant that "regrettably" about 750 workers would be retrenched on September 27.

Details of the retrenchment package were still being negotiated with the Mineworkers' Union of Namibia - *Sowetan Africa News Service*

Business 'must move on affirmative action'

SUN CITY — Namibia's move to establish an affirmative action framework was a lesson SA business could learn from, Shell SA public affairs GM Humphrey Khoza said yesterday. Addressing the Black Management Forum (BMF) conference, Khoza said Namibia's Ministry of Labour and Manpower Development, in an effort to redress the inequalities caused by apartheid in that country, had proposed that through an act of parliament the framework of an obligatory

affirmative action programme should be established.

Employers, their organisations, employees, trade unions and members of the public were invited to submit their comments.

The programme is to be administered by the independent Employment Equity Commission in conjunction with the ministry.

The commission's two main tasks

were to investigate complaints of discriminatory practices in employment and to assist and advise employers who are required to develop and implement affirmative action programmes.

"The situation has a very loud and clear message for SA businesses," said Khoza. "It is always better and easier to take the initiative than to have government impose obligatory programmes with possible quotas and time frame."

Monday 16/10/91

THEO RAWANA

(222)



A CHURCHMOUSE ... A miner (below) sifts crushed ore at Uis, while (above) miners relax at Uis. Pic: GUY TILLIM

TIN FOR FOOD

... (right) Tin is weighed in this shop at Goantagab and used as currency. Johannes Kasanja (left) swims in a natural pool formed by underground water in an abandoned open-pit mine at Brandberg West. Bedwell Guirab (middle right) looks for tin seams in an underground cavern, hollowed out over the past seven years.

NAMIBIA'S IRON-WILLED TIN MINERS

Clpers 27/10/91

■ From page 25

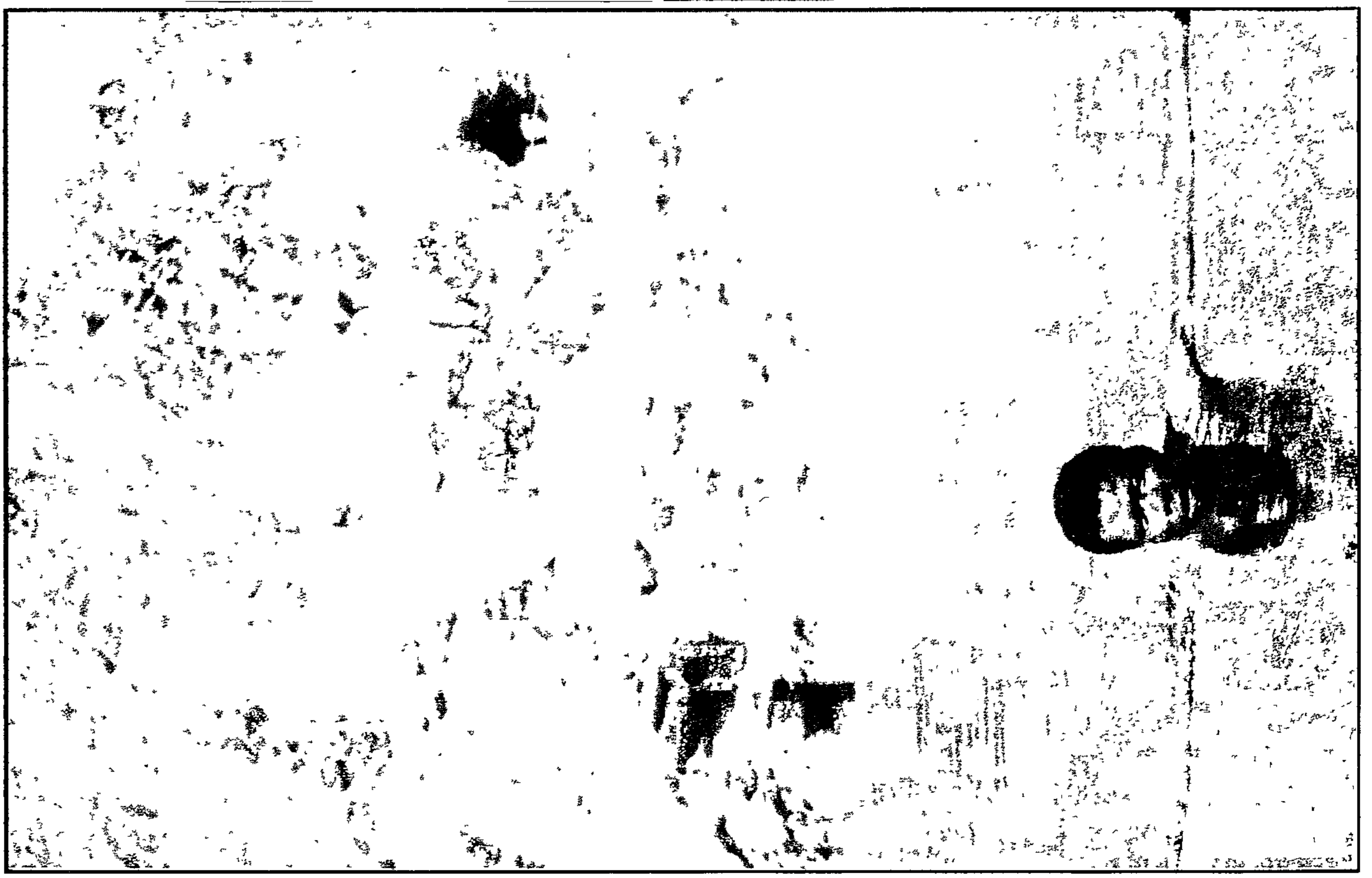
In a narrow crevice below, her husband and other men hammer away at the rock. Pieces crash down to an invisible floor, to be collected later. Tsaracs and other women head home down a rocky mountain path before dark. But the menfolk only give up when the stars are out. "We only work in the deep holes at night," says Gideon Bekako. "The tin shines in the candlelight. Often, we work right through until dawn."

Many, but not all, the folk at Goantagab have other homes on farms, occupied by members of their extended

transport on to Gold Fields claims."

A spokesman for Gold Fields says they are caught in a dilemma - the more they accept the diggers' presence, the more responsibility they have to adopt for their safety. "We are not even mining there. We have only been involved in exploration. When the economic climate is right, we would like to open a proper mine."

There is another tin settlement at the site of a former mine at Brandberg West, 115 km from Uis. Johannes Kasanja and Jackson Mbetjiba are two of the last tin workers living in a virtual ghost town of about 60 shacks. They



...x years of no rain have affected the desperate need to supplement their subsistence income with cash from the tin deposits

For the Tsaraes family, home at Goantagab is two huts made of plastic sacking, tin and wood. Two of the five children are at a boarding school, which costs R70 a year, food included, for each pupil

At the Tsaraes shack a smell of braai vleis emanates from an iron pot on the fire "We eat donkey and pap," she says "Nothing grows here We don't even bother to keep chickens."

The Namulando's store is one of six at Goantagab All of them buy tin Diggers prefer to sell their tin at Uis Mine, though, to avoid sacrificing some of their profits to the storekeepers

In the whole process of digging the ore, crushing it, separating the dust from the metal and handing it in for cash, the greatest challenge is getting it to the market Uis Mine is 75 km away on a sandy short-cut, and 140 km on the main gravel road

Diggers face transport costs of between R20 and R30 to the mine for the fortnightly weighing session, plus R5 for each sack of tin, whether it weighs 50 or 15 kg

The tin is bought by Imkor, but Gold Fields of Namibia holds most of the claims worked by the diggers at Goantagab They have contracts with "Mr Goldfield", as they refer to the mining house They have to pay "Mr Goldfield" R12 a year plus 10c for every kilogram of tin each individual digger sells to Uis Mine

Down at Uis, Piet Gous, coordinator of Imkor's tin mining operations, says it simply has an agreement with Gold Fields to buy tin which originates from Gold Fields claims "We can't get involved in things such as organising

remains of the huge open-cast pit. "Once a man loosened some rock which caused a landslide from above," jokes Mbetjiba. "He ran away and hasn't been seen since." Gous writes off Brandberg West as uneconomical, but four die-hard diggers find it worthwhile to stay.

In the hills around Uis, people are noticeably less cheerful. Martha Skrywer, an elderly woman, sits in the dust beside her pondok at a location known as Uis Two. "Working the tin wears us out," she says. "We are finished now. If we sit and look into space, how will we live? That's why we dig tin until we are dead."

Her hands are as tough as leather from working tin since she left school in Sid 3 to help support her family. "Ons kry swaar hierse (we have it hard here)," she says.

Down the road from the school in Uis is the township's community hall. Tin is weighed here every second Wednesday. People are paid out two days later after the weight, the percentage of tin, the mine's own transport costs and the ever-changing tin price are taken into account

On Tuesdays, about 10 elderly people qualify for handing in tin ore, saving them the crushing and cleaning process.

At Uis Two, Brandberg, West and Goantagab, flags of Namibia's United Democratic Front, a Resolution 435 election party, express future hopes above the roofs of some shacks.

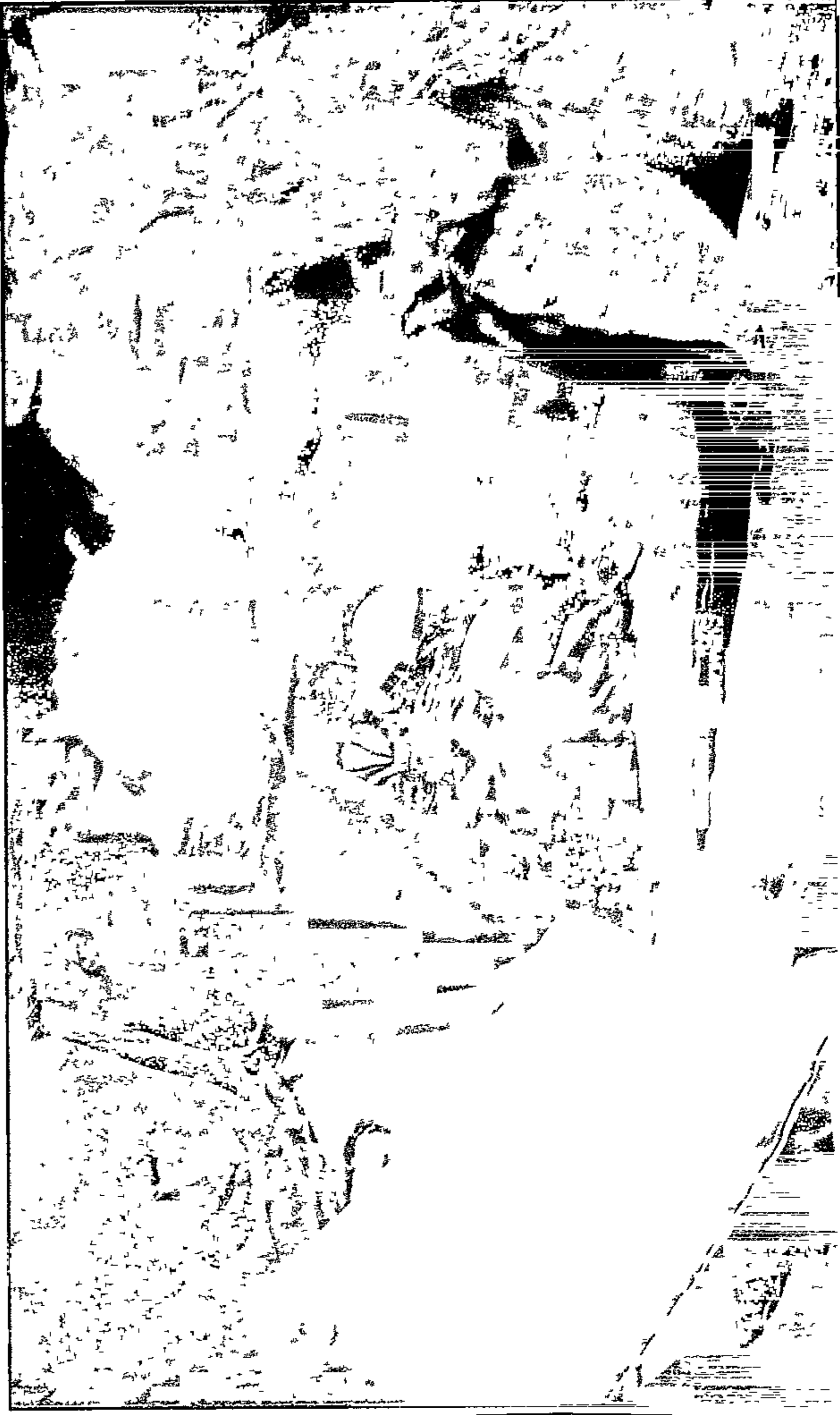
Old Willie Namulando leans across the counter of his Goantagab store "Ja, ons kry swaar hierse."

The promises of the UDF, DTA and Swapo do not help. Only the Outbaas up there will help. Like when you car breaks down on the way to Uis with lots of people's tin on board.

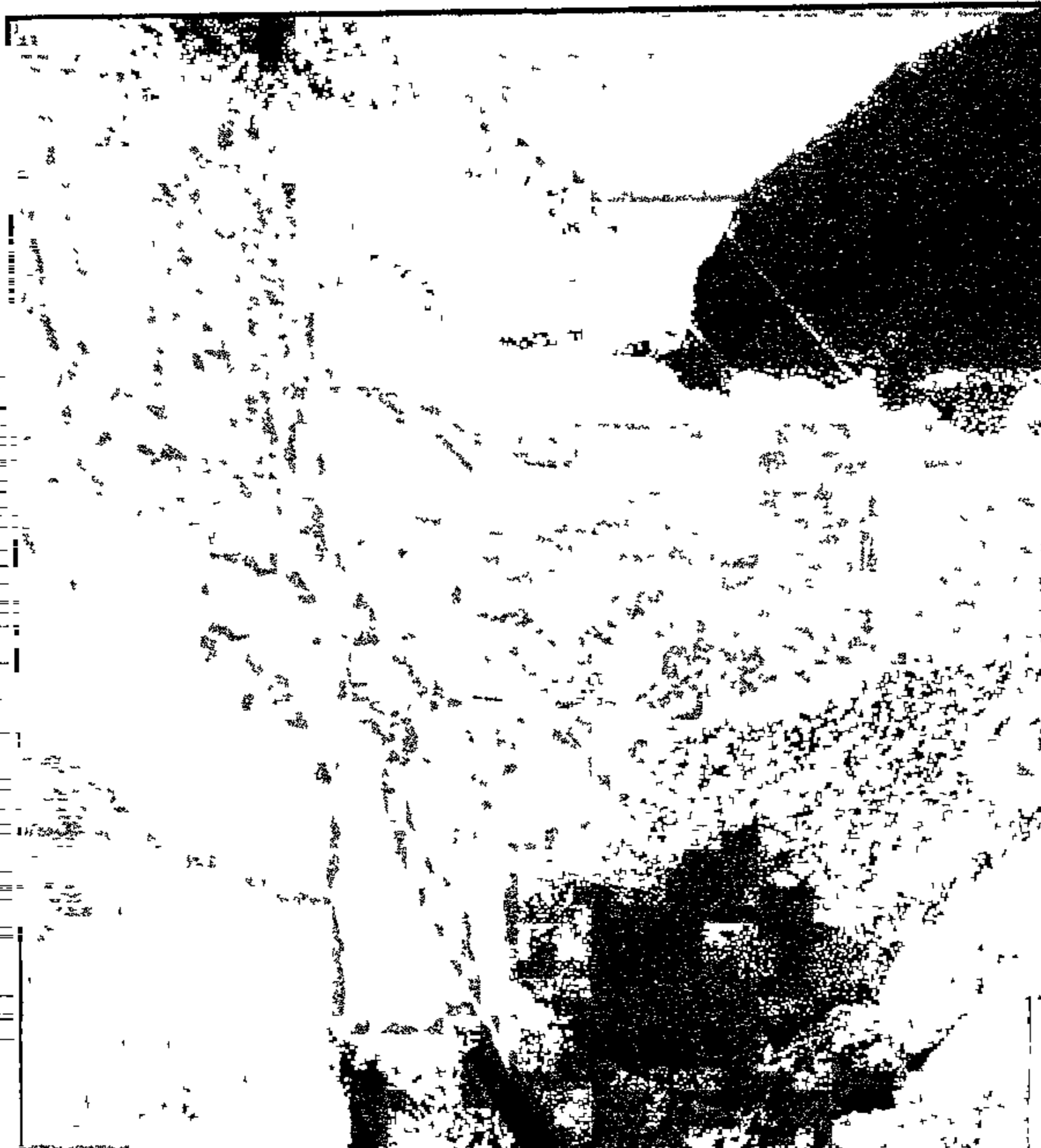
This report appeared in Excellence magazine



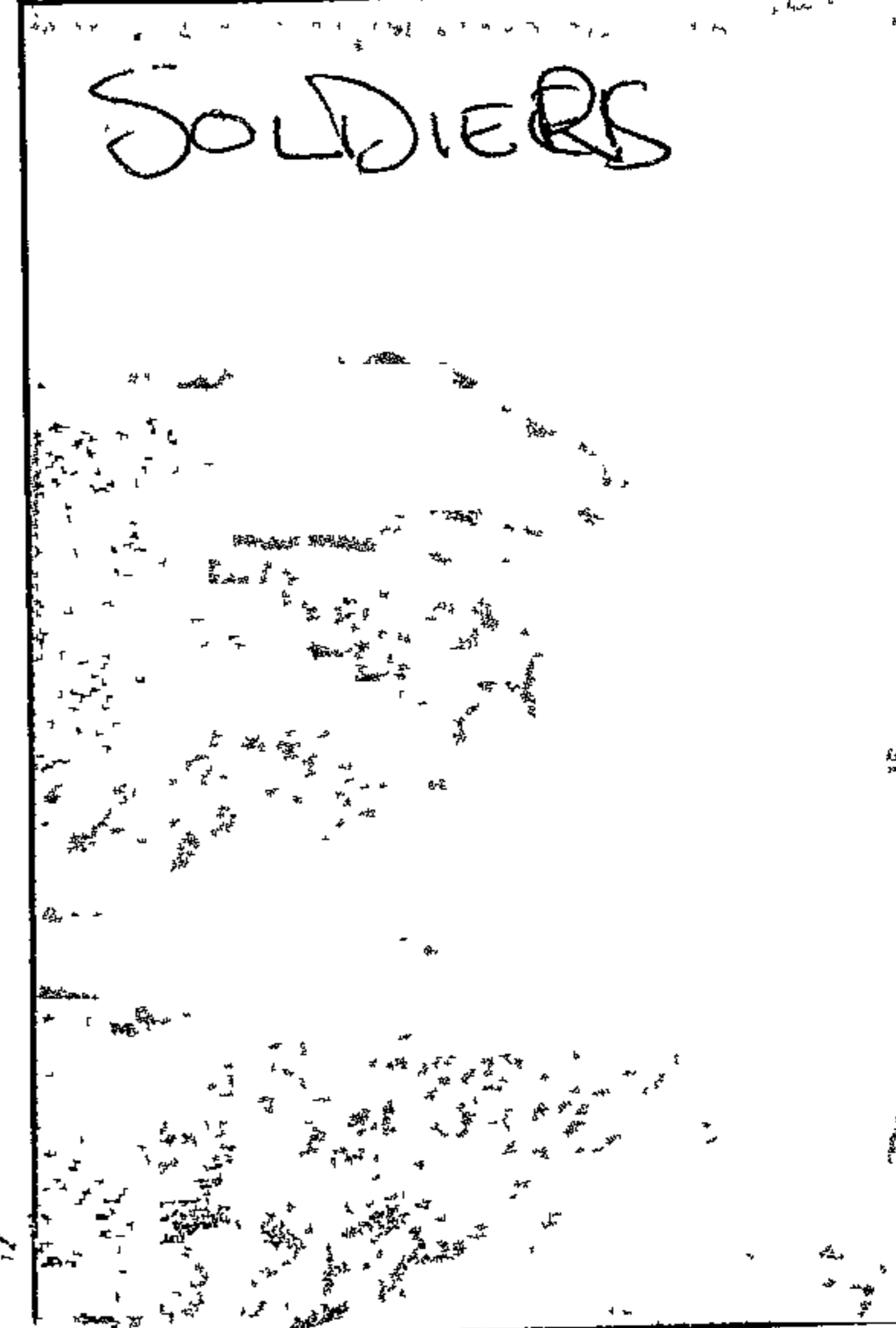
CRUSH IT ...
Victor Ngalo crushes tin ore in front of his shack at Brandberg West. A child (right) plays with a ball at a tin mining settlement at Uis. In the background a blast from the Imkor mine sends up a cloud of dust.



Namibia's tin



SAND CASTLES
... Between a rock and a hard place the relentless search for black specs in a red mass of rock continues. Perched high above the desert valley floor, in the Goantagab district, Gideon Bekako (right) looks for ore. After months of excavation (below), miners dig in a crevice they have chiselled out of the stone. **PICS: GUY TILLIM**



Day after day they chip at the red rock so families will eat

By DUNCAN GUY *pen 2/11/91*

"HERE you must keep down, down, down, while you walk. Otherwise you will knock your head."

Clutching a candle, elderly Bedwiel Gurirab peers up into the underground chamber, entirely chiselled out by many determined hands - including his own.

One of 600 tin diggers who work on mineral claims in Damaraland, Namibia, Gurirab admits to being a loner while the others work in teams.

Collectively, they supply the Imkor-owned tin mine at Uis, some 75 km away, with 10 percent of its production, which is eventually smelted at Iscor's Vanderbiljpark works.

Gurirab points to a spot in the dark. "There is plenty of tin up there. But how do I get it? I have to limit myself to working the rock that is within reach - otherwise I could slip. And if I die here, who will get me out?"

Shuffling through stony rubble at his feet, he looks for black specks in the ochre-coloured rock.

"Ja - there's some good tin in this hard stuff."

Gurirab loosens the rock by lining the walls with wood, setting it alight and keeping the blaze going for a couple of days. The cracked rock is then chipped loose with a hammer and chisel.

Outside the chamber, the last penetration of light marks the end of a tunnel built by prospectors. Until recently, it bore a "no entry" sign erected by Gold Fields of Namibia, which owns

the claim.

The light outside fades. Gurirab's clothes are stained by the rock. So are his shoes, face, hair and beard. "The shop owner in the location tells me this red rock has poor tin. But if I want to eat, I must collect at least two kilograms a day."

Gurirab can exchange tin for food at the store, or sell it for cash. But he says it's best to take it to Uis himself - if he can afford the transport.

Way down at the foot of the mountain a vehicle ploughs along a sandy track. And up on the slope on the other side, little heads are dotted around holes in the mountainside as diggers hammer with chisels against the hard rock.

The "location" Gurirab speaks of is Goantagab. It consists of scattered shanties spread out over a valley of soft sand with little grass cover.

Goantagab has been home to a fluid population of diggers, presently numbering about 100. They come and go from surrounding areas, including the Damaraland towns of Uis and Khorixas. Some hail from Windhoek, others from Ovamboland.

Teresa Tsaraes, mother of five children, has oscillated between her traditional farm home and the tin digging community all her life. A normal day sees her on the mountainside above Goantagab shaking a so-called "visbak" tray in the wind, separating dust from tin.

To page 31

They're all proud to be Namibians

star 18/11/91

TWO SLABS of chocolate are slapped down, recovered from beneath the shirt of a defiant young man. "Lady, I want you to see this Every day it happens Every day."

He (black) is confronted by the general dealer (white) The latter is despairing What is he to do? You can't give "them" a hiding any more and that's the only language "they" understand.

The policy of national reconciliation adopted by the government of Namibia is designed to eradicate just this "us" and "them" racial attitude that was the product of South African apartheid as extended to Namibia

But when unemployment is about 50 percent in the south of Namibia, and when the unemployed are predominantly black, national reconciliation becomes an abstract notion in the face of economic reality.

Joachim Morawetz, a young man recently arrived from Germany, has opened a coffee bar in Keetmanshoop and finds attitudes remarkably racist still. If black people are at his tables, whites are unlikely to come in, and vice versa

Old prejudices and old fears ... but more important, perhaps, there is no new attitude of resistance to black government no talk of Boere republics here and no hint of an exodus Indeed, among white farmers and business people, the latter predominantly still white, there is a good deal of sympathy for the government and the challenges it faces in a harsh and underdeveloped land of some resources, but precious little capital.

In this dry southern region of Namibia, of which Keetmanshoop, with its population of no more than about 15 000, proudly pronounces itself "capital", the white farming community has been the mainstay of the re-

Southern Namibia was a stronghold of conservative white farmers, but, 18 months after independence, their worst fears of black government have not been realised. DALE LAUTENBACH reports from Keetmanshoop.

gion's economy Persistent droughts and the instability and downward trend of the karakul market have bitten hard.

On far-flung farms with few labourers, there has been no economic upswing or development in the region that might inspire an all-out embrace of national reconciliation

Equally, there is also no neat line which can be drawn at the independence of Namibia to account for the region's woes There were problems in labour relations before independence, say farmers and townfolk. There was little rain and there was crime One hears many small-town anecdotes of soaring crime, but Chief Inspector Dekker Smit shakes his head and says the crime rate has not increased since independence.

While "us and them" persists in attitude, and while there is criticism of the Swapo government, the accusing finger does not point at the government because it is black.

Ironically, the Minister of Agriculture is white and is heavily criticised by Namibia's farmers, while President Sam Nujoma and Prime Minister Hage Geingob are widely well thought of

"We don't blame the government," says Keetmanshoop businessman and farmer Roy

Oosthuisen. "There's no work, but work was always scarce"

Mr Oosthuisen says a number of people — mainly those in the civil service who were given the choice and who feared the future — left the region before independence "But now it's different because in the Republic there will be a black government; Nelson Mandela will be the next chief"

John le Roux, chairman of numerous farming associations regionally and nationally, and a man who has been close to the action on policy-making, is philosophical about the notorious conservatism of the south

"National reconciliation is a change of attitude, and that's something you can't enforce." He is one of many voices which say. "Time, give it time"

Contrary to expectations, he claims the greatest attitude change has taken place in the farming community and that it is in the towns where the hardened attitudes of race persist

"I think there's a great deal of acceptance of the government Our problems are far smaller than we imagined." He laughs "We imagined chaos We expected a much greater downswing in the economy, which would have been normal for an emergent nation We expected the bureaucracy to be more officious and unpleasant, we expected enforced change to be far more radical.

"White farmers have fared well since independence and, yes, most of them know it The fact that almost no farms have come on to the market since the elections (November 1989) proves it

"The general consensus is that we're better off than the people south of the Orange River There is already an incredible sense of being Namibian, of pride in our nation . the operative word being 'our'."

— Star Africa Service □

Namibian carrier to retrench 400²²² workers

WINDHOEK — Namibia's national rail carrier, Transnamib, is to retrench between 400 and 500 workers by January 15 because of a decline in traffic caused by the economic situation

MD Francois Uys told a media briefing in Windhoek this week there had been a 33% decline in rail traffic over the past two years

"There has been a shift in the trading pattern. We are importing less goods from SA we are transporting much less for Rossing," Uys said

Rossing Uranium, one of TransNamib's biggest customers, retrenched a third of its workforce earlier this year and has drastically cut back production because of an oversupply of the material on the world market from eastern bloc countries.

Business from the Tsumeb Consolidated copper mines had also dropped

"We can only do as well as our clients," he said, adding that the deregulation of transport in Namibia was another factor that had contributed to the fall-off in rail traffic

These factors were outside TransNamib's control

and would adversely affect business activities on a permanent basis

"They are not likely to change within the next two years," Uys added

As a first measure staff vacancies would not be filled, unless by internal promotion and transfer, and no new staff would be appointed unless this became unavoidable

Voluntary retirement would be offered to staff members within five years of retirement age

Staffers in specific grades at locations where posts were to be cut would individually receive offers in terms of the pension fund and the recognition agreement between TransNamib and the Namibia Transport and Allied Union (Natau)

Uys said all grades of staff, and not only labourers, were affected in the move to scale down the workforce

Meanwhile, Natau general secretary Wilhe Matsi has expressed great disappointment at the fact the union had not been consulted on the issue

"We are going back to our members and also want TransNamib to have full negotiations on the matter," Matsi said — Sapa

STAR 11/1/92
US to assist local teachers (22)

WASHINGTON — The United States government hopes to sponsor a special course at American universities to improve the skills of English teachers in South Africa and Namibia. American institutions have been asked to complete proposals for the course by February 14. The South African and Namibian teachers, who will be selected by the US Information Service, will probably arrive in the US in July — Foreign News Service (222)

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A PARTHEID lawmakers did their job well in Namibia. They ensured the job colour bar and a separate but decidedly unequal education system promoted inequality in employment to secure privileges for the racial minority there.

The disadvantages visited upon people of colour are so ingrained in every social relationship and so affect every individual that they will not be alleviated by simply dishing out the vote to all, scrapping discriminatory laws and prohibiting future discrimination. If anything, that will accentuate the inequalities. Political empowerment will confront economic impoverishment — and something will have to give.

Policies of affirmative action can represent a constructive way of dealing with the ensuing conflict. Their value extends beyond moral considerations into the realm of social utility.

Properly crafted, affirmative action programmes should serve and be subordinate to an overriding notion of equality; in principle, they should be temporary in nature and be designed to promote the equalisation of opportunity. This in itself produces a tension — there are always many claimants for the resources siphoned off by affirmative action programmes. A trade-off has to be made between present costs and future benefit.

Namibia has begun to grapple with the complexities of a post-apartheid response. Article 10 of its constitution entrenches equality; it provides that "all persons shall be equal before the law", and that "no person may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status".

But this fundamental right is qualified in article 23, which empowers the lawmakers to enact legislation providing for "the advancement of persons who had been socially, economically or educationally disadvantaged by past discriminatory laws and practices" and for the "implementation of policies and programmes aimed at redressing social, economic or educational imbalances in the Namibian society arising out of past discriminatory laws or prac-

Affirmative action plan for Namibia has racial pitfalls

B Danj 10/2/92

Namibia plans legislation to compel the employment and promotion of people of colour. CLIVE THOMPSON looks at affirmative action.

ices" and "achieving a balanced structuring of the public service, the police force, the defence force and the prison service".

This constitutional cue has been taken up, earlier this year a draft Bill of Affirmative Action in Employment was published for public comment. The Bill, as read with the more comprehensive Labour Code, is far-reaching. It begins by outlawing a wide range of direct or indirect forms of discrimination. It then makes provision for the establishment of a commission on affirmative action in employment whose major task will be to regulate the affirmative action programmes which all employers with more than 25 work-

ers would be required by law to draw up and implement.

An affirmative action programme is defined in the statute as "a set of measures designed to ensure that persons in designated groups enjoy equal employment opportunities and are equitably represented in the various positions of employment with the relevant employer."

A "designated group" can, and often will, be defined by race, but it can also be delineated by gender or physical disability. A key qualifier in the Bill is that, in determining whether those in designated groups are equitably represented "the availability of persons in designated groups in the relevant job market having the

requisite skills and qualifications" and "the availability of persons in the designated groups able and willing to acquire the necessary skills and qualifications" must be taken into account.

An employer's affirmative action programme is subject to review by the commission which ultimately may require amendments to a programme in order to bring it into line with the statutory requirements.

Quite independently of an affirmative action programme, any aggrieved person is entitled to lodge a complaint with the commission in respect of an alleged discriminatory practice committed by (among

others) employers. The commissioner's task in such cases is to investigate a complaint, to promote conciliation in the event of a real grievance and, failing conciliation, to institute legal proceedings against the offending party before the Labour Court (a new body envisaged by the Labour Code).

Although the envisaged affirmative action programmes appear taxing, flexibility is one of their attributes. Employers are directed to devise programmes appropriate to their particular circumstances and, presumably, in consultation with their employees.

The design, therefore, invites collective bargaining, and it may be a good, if not complete, defence to any complaint that the scheme was not produced by a process of negotiation. That said, the injunction to employers to set numerical goals coupled with a timetable, while falling short of the now suspect quota system, seems overly prescriptive and potentially dysfunctional.

Perhaps the most serious objection to the Bill is its use of ascriptive factors, particularly race, to define beneficiaries under any affirmative action programme. Rather than promoting equality over time, this approach will entrench race as a factor in employment relations and raise the spectre of a new, and unwelcome, set of vested interests.

The dangers are compounded because political power will lie in the hands of the benefiting racial groups. The example of Malaysia, where statutory advantages have been accorded to the numerically dominant Malays to the detriment of the society as a whole, should serve as a warning. The Namibian constitution avoids references to race in providing the basis for appropriate legislative programmes, and it would be better if this statute followed suit and created remedies without reference to racial categories.

A more general criticism is that the groundwork for sweeping policies or affirmative action needs to be cultivated through educational programmes and a process of extensive consultation. Here, as in many other areas, events may deny Namibians the luxury of preparation.

This article is published in the current edition of Employment Law.

IN THE Namibian model, an employer's affirmative action programme must embrace the following

- A procedure to inform and consult employees and their representatives about the affirmative action programmes,
- A workforce analysis to determine whether persons in designated groups are reasonably represented in the various positions of employment,
- An evaluation of existing employment practices to identify those which tend to discriminate or exclude persons in designated groups,
- Action to eliminate, amend or revise practices which tend to discriminate and exclude persons in designated groups,
- Action to make reasonable accommodation for the physical limitations of a disabled person,
- Where an employer employs more than 50 employees, the provision of special training programmes or schemes to

ensure that persons in designated groups and employees in designated groups acquire the necessary skills and qualifications to be recruited by or to advance their careers with the relevant employer.

- The preferential recruitment or promotion of suitably qualified persons in designated groups to ensure these groups are equitably represented in the various positions of employment,
- The setting of numerical goals and general objectives that the employer intends to achieve,
- The establishment of a time-table for the attainment of the goals and objectives set,
- An internal procedure to monitor and evaluate the implementation of the affirmative action programmes, and
- The appointment of a senior member of staff with overall responsibility for the affirmative action programme

No minimum wage in proposed labour Bill

Blow 14/2/92 222

WINDHOEK — Namibia's proposed labour Bill did not call for a minimum wage, but made provision for a wages commission to deal with remuneration in sectors not covered by collective agreement, participants in a Windhoek seminar heard yesterday.

More than 200 people, including businessmen, trade unionists, politicians, non-governmental organisation representatives, employers and diplomats were attending the two-day seminar on a draft labour Bill, organised by the ministry of labour and manpower development.

The Bill is expected to be tabled in the National Assembly soon.

Adviser to the ministry Eric Luff said the decision to include a wages commission and not a minimum wage was based on a number of considerations. Where a minimum wage had been set that wage had often become a maximum wage, and as an administrative wage, had lagged behind the cost of living and took time to adjust.

Government had taken into consideration that a minimum wage in one sector would not be applicable in another.

Human rights lawyer Dave Smuts said Namibia's constitution called for policies

to ensure a living wage, which did not mean government "is required to immediately enact a minimum statutory wage".

He said there were provisions in the draft Bill to try to ensure living wages. The ministry was attempting to do this by trying to reach a compromise.

This was being done by not enacting a statutory minimum wage, which held possible economic disincentives for the promotion and creation of job opportunities.

"One way in which that is done is by providing for minimum conditions of employment," he said. A second way was through a wages commission and a third by allowing for maximum collective bargaining through trade unions.

"Where collective bargaining falls down government can always appoint a wages commission to address those circumstances," Smuts said.

Such a commission would include a ministry-appointed chairman and equal employer and employee representation.

The 155-page draft Bill, which has been circulated to interest groups for comment, also calls for the establishment of a labour advisory council and labour courts — Sapa

Changes to draft labour Bill sought

DIRK HARTFORD

THE International Confederation of Free Trade Unions and the National Union of Namibian Workers (NUNW) are working to bring Namibian labour legislation in line with International Labour Organisation convention standards.

Both groups have asked Namibia's national assembly, which is discussing a labour code Bill today, to include in it

- Trade union freedom to draw up constitutions without legal interference,

- Paid leave for educational courses,

- Paid maternity leave, and

- A 40-hour working week for general workers and a 50-hour week for shift and security workers

In addition the NUNW is asking for

- 21 consecutive working days' leave a year,

- The principle of tripartism to be accepted for wage commissions and labour advisory councils, and

- Legislated health, safety and welfare in the workplace.

The labour groups met government this week to table these demands.

Namibian Manpower Minister Hendrik Witbooi said their points had been noted.

However, he felt it was unlikely that there would be time to make changes to the draft.

Dorbyl takes on foreign partners in export drive

S/Times (BUS) 14/6/92

By CIARAN RYAN

DORBYL is going for the export market, signing up joint-venture deals with a string of foreign investors

It has also inaugurated the second phase of Univel Transmissions, which makes CV joints for the motor industry

Its 40% partner in the project is GKN of the UK. Three other factories with Taiwanese partners are at various stages of commission, pro-

ducing mirrors, fully trimmed seats and steering wheels, for the domestic and export markets

Dorbyl is also looking at off-shore joint ventures

Capital expenditure of more than R50-million in the automotive products division this year will boost annual sales by R70-million a year

Exports account for 15% of Dorbyl's turnover — bol-

stered by orders for three R100-million containerised ships from Germany and Phase VI of the local content programme which encourages the export of cars and automotive parts.

Chief executive Dawie Mostert says the plan is to increase the export figure to 30%

Dorbyl is close to signing additional ship orders and has set up a London sales office to boost European exports

Mr Mostert says: "We have been successful in attracting foreign partners on a small scale. By forming strategic alliances with foreign partners we gain access to their technology and new export markets"

Mr Mostert accompanied Minister of Finance and of Trade and Industry, Derek Keys, on an export promotion trip to the Far East. He says he will consider opening a plant in China, but the priority is to get the domestic market moving

"China has low-cost labour and a good work ethic which makes it suitable for labour-intensive industries. In SA, it is generally only the capital-intensive industries that can compete in a free trade environment"

Capital expenditure in the current year will be about R150-million. It will be spent on modernising the Tosa Seamless Tubes plant, which had to be redesigned, new factories in the automotive products division, a ship outfitting quay and a foundry moulding system

Related

A new buzz-word in manufacturing is "focused factories", a concept Mr Mostert picked up at Harvard three years ago. Focused factories are a radical departure from the old concept of diverse production where a range of goods was produced under one roof

The focused factory concentrates on one, or a few, related products and differs from diverse production in that less work is sub-contracted out.

By switching from mass production to focused factories, productivity improved by 70% in certain areas, says Dorbyl automotive products chairman Mike Smithyman. Quality is checked at each stage of the production cycle so that faulty goods are corrected as they occur rather than at the end of the cycle. This slashes the cost of re-

pair. Stock levels are reduced to a minimum through the just-in-time order system, and production is driven by orders rather than by the need to replenish stock

Earnings a share dropped to 133c from 160c in the six months to March 1992, but Mr Mostert expects them to improve as the export drive gets under way



LOUIS SHILL New look

Sage clears the decks

S/Times (BUS) 14/6/92

By JULIE WALKER

SFS shares

The group will still have two arms, property and life assurance-financial services. Life assurance and financial breaks down into core and other interests. The other is chiefly Absa.

Mr Shill promises that the new Sage will be virtually free of borrowings because some of the R400-million portfolio of non-core assets will be sold. Its holding in Absa (21% of Univerisa, which owns a quarter of Absa) will also be reduced in time because Sage's dependence on equity-accounted earnings will be cut.

Referring to the previous poor showing by the group's American investments, Mr Shill says that an option to repurchase half of the asset sold two years ago has been secured.

It took seven years to build up turnover of \$3.5-million a month, but in the past two years since Sage sold its controlling interest and wrote off a contingent liability of R50 million, turnover increased to \$60-million a month.

Prospects

"Now we have a contingent asset, if there is such a thing," says Mr Shill.

Sage aims to expand in financial services and prospects are being investigated.

Mr Shill does not foresee any room for manoeuvre with Momentum, now 80%-owned by Rand Merchant Bank Holdings, in which Sage has a quarter stake.

The restructuring will be completed by mid-September.

Rescue bid for NCI

TROUBLED NCI chairman Mike Clarke has until June 24 to submit written motivation to the JSE about why the company's listing should continue.

Mr Clarke is convening an informal shareholders' meeting at Bryanston High School at 9.30 am on Saturday to submit his rescue proposal. If the shareholders are interested enough, he will put it to the JSE committee.

New job selection guidelines on way

EMPLOYEE recruitment and selection procedures in SA will be transformed in the next few years — and are likely to be similar to those of the US and Namibia.

That is the view of Charles Tustin, who served on the SA Society for Industrial Psychology task group that has set up employee "selection guidelines".

The guidelines will be released in September.

In the US and Namibia if a certain percentage of a designated group who apply for positions are not selected, it may be considered discriminatory — depending on circumstances.

If an employer does not conform with national "selection guidelines" it is discriminatory.

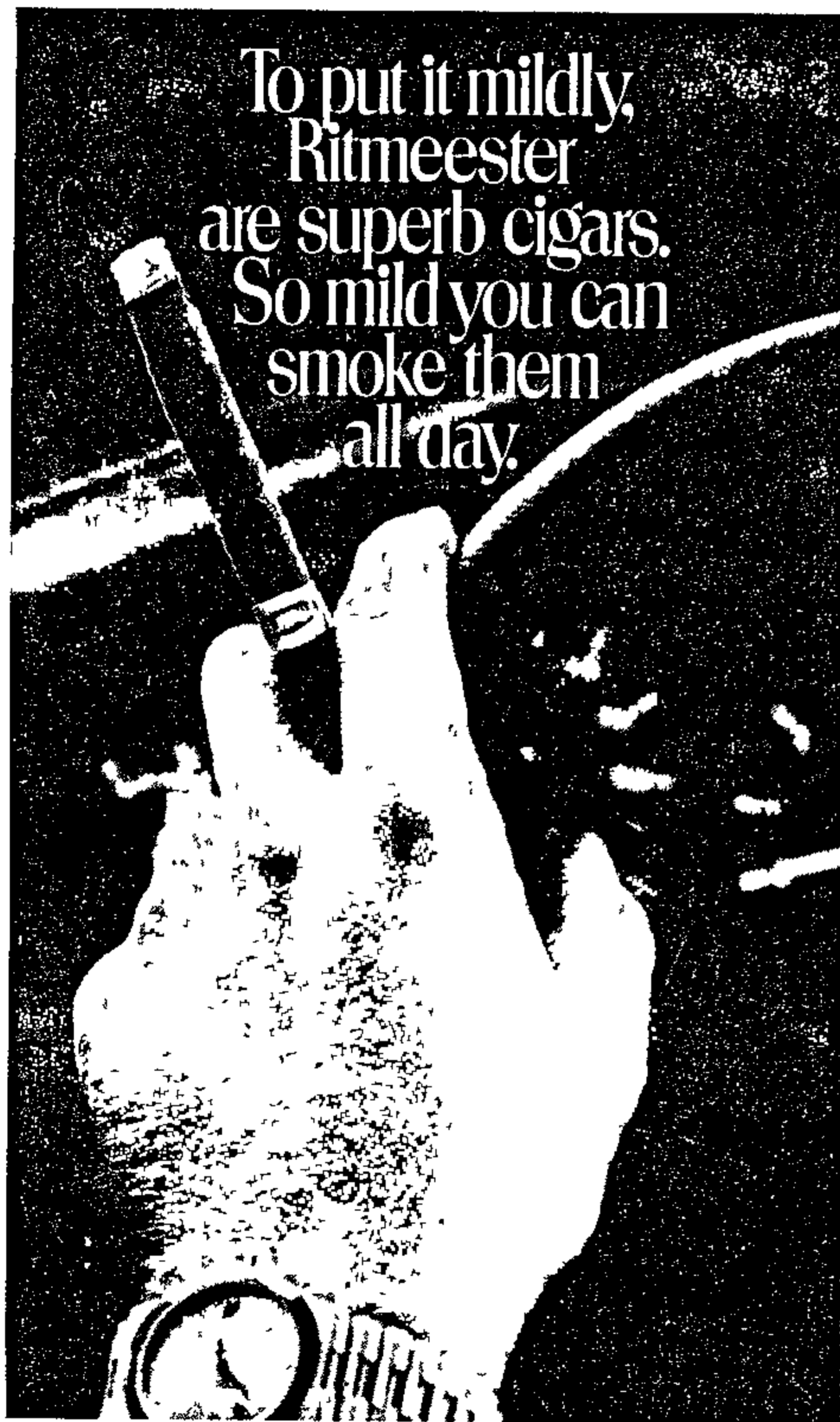
By ADRIAN HERSCH

Dr Tustin, of the University of SA, says that in many countries the criteria for selection tend to be far more job-related than in SA.

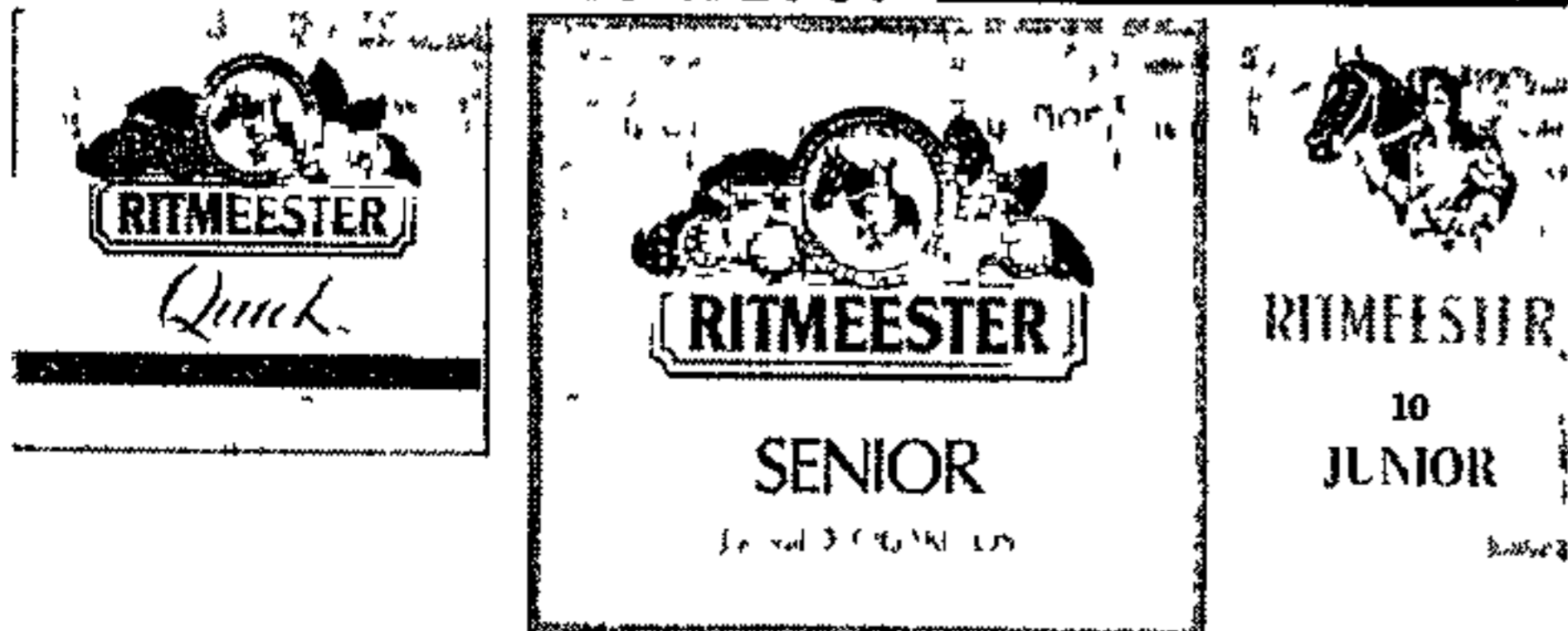
"The primary concern is that the performance in a test — or other basis for decision — is related to performance on the job or other measures of work success," says Dr Tustin.

The task group, commissioned in July 1991, was chaired by Hennie Kriek of the industrial psychology department of Unisa.

Dr Tustin says that although the guidelines will not necessarily be the final word, employers would do well to implement them.



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The Premier

Swapo in ²² pay pledge

WINDHOEK — Former guerillas who helped bring Swapo to power in Namibia have wrested a promise from the government to deal with their back pay

Hundreds of former Swapo fighters marched on the office in Ondangwa of northern Namibia's regional commissioner Mr Brian Simataa on Friday

The veterans, assimilated into Development Brigades at independence in 1990, demanded four months' pay they said they were owed

They are supposed to get R50 month while being trained to set up agricultural and commercial ventures —
Sapa-AFP CT 16/6/92

Namibia's jobless on the rise

W/Mail 26/6-2/7/92

222

WHEN 24-year-old Aina Angula returned to Namibia in 1989 after 10 years in exile, she assumed a lucrative job would be waiting to match her impressive education in agriculture

She was wrong, as were thousands of others who thought their country's independence would bring jobs and even title deeds to fertile land.

Today, Angula lives on the drought-parched land of a failing agricultural co-operative along with ex-combatants who have yet to find a better alternative

"None of us would be here if the government would only give us jobs," says Angula, who has barely eked out a subsistence living since moving to the co-operative in March 1990

To the government, however, Angula is just one of 225 000 Namibians — half of the nation's economically active population — in desperate search of a job. Officials say unemployment is the most urgent problem facing Namibia in its third year of independence

This year, unemployment is also a politically volatile issue. The first regional elections are expected to be held in November and some analysts are predicting that voters will voice their disillusionment at the polls

The scarcity of jobs has been dramatically compounded by the return of some 44 000 exiles and the demobilisation of almost 53 000 former combatants in the liberation struggle. Up to 90 percent of these people have yet to find jobs

In the Owambo district, home to nearly half of the population of 1.4-million, there are only 11 000 formal jobs. Countrywide, 3 000 to 4 000 new positions are created each year, but an average 16 500 people enter the labour market

Those under the age of 29 are the hardest hit. In Windhoek, up to 3 000 young

Unemployment poses an increasing political threat for the Namibian government

BOBBIE JO KELSO

reports from Windhoek

men assemble daily at street corners hoping to be offered work. A recent survey of 600 of these men showed that one-third fail to find jobs, and 37 percent of those who do earn R5 or less a week

Many of these young men come from the 26 shanty towns set up by squatters on the outskirts of Windhoek. The poverty of the country's estimated 110 000 squatters is among the worst in Africa, a recent World Bank study found

"The government and the private sector must come up with employment solutions fast, and make sure they are enacted," comments Peter Kenyon, a member of the Commonwealth Fund for Technical Co-operation

"Patience for change, and especially employment, is beginning to run thin. Two years after independence, young people want jobs — not promises"

There are some efforts under way. A task force of the Ministry of Youth and Sport plans to create an employment centre which will match potential employers and job seekers

A second programme aims to help young people learn skills for self-employment and thereby bypass the formal sector, which only accommodates 2.3 percent of the unemployed each year

The National Development Trust has conducted workshops on the management of co-operatives and small businesses, and has established a development fund for such projects

The Ministry of Trade and Industry is building a marketing structure in the countryside to help rural people export their crops, and to keep them from joining the urban migration

But these strategies have yet to result in many jobs and some seem on the verge of collapse

For example, a development brigade programme to provide former exiles and combatants with a place to live and job skills has virtually ground to a halt, leaving many of those it was supposed to help threatening revolt

The government has resettled at least 9 000 people in 13 development brigades on former military bases throughout the country, but these brigades are often nothing more than vacant land

In the case of the Ondangwa brigade, more than 2 000 people were moved before any funding or classes were made available

The result has been chaos, with ex-combatants vandalising the bases and warning that mass disillusionment may lead to retaliation against the government

The scarcity of jobs has also added to racial tension. The constitution guaranteed white civil servants their jobs after independence and only 800 blacks have joined the 62 000-strong civil service since

As the government is the nation's biggest employer, the jobless are increasingly agitating for enforcement of the constitutional clause that endorses affirmative action

"Why should people have three cars and live in palaces? Nothing makes the masses more restless than this conspicuous consumption," says veteran political activist Ottilie Abrahams

"Where does reconciliation end and affirmative action begin?"

Racism still rife in Walvis Bay

By BOBBIE JO KIELSO
 NAMIBIAN labourers in Walvis Bay are battling for safer working conditions and an end to abuse by employers and police in the dispute enclave.

Thousands of workers still live and work in apartheid-style, squalid conditions in the port. Some companies arbitrarily dismiss employees, offer no sick leave and pay their labourers as little as R10 a day. There are also charges of physical abuse and torture.

The labourers' outcry has added new fire to a demand by many Namibians for the government to take a tougher stance to gain control of Walvis Bay. The plight of the workers has also increased already existing popular opposition to the proposed joint administration of the enclave.

"Just like in South Africa, everyone is talking about how there is no more apartheid, but it still exists here," says Jonas Lukas, western Regional organiser for the Metal and Allied Namibian Workers Union (Manwu).

Manwu is one of several Namibian labour organisations operating out of a small house in the bay's black township of Kuisebmond. The office flies the Namibian flag and has been declared an "apartheid-free zone". Once outside, however, these leaders face an uphill battle as agitators in South African-controlled territory.

The unionists have their hands full. In recent months a worker suffered permanent damage to his hearing after being assaulted by his employer. Another labourer alleges he was severely beaten with a bucket.



Battling on ... Union regional director Jonas Lukas

have made some headway with the help of the Walvis Bay branch of the Namibia Legal Assistance Centre. Their efforts have resulted in a South African labour court order that forced one company to reinstate three unfairly dismissed employees and recognise their right to organise.

The centre also helped to win a R13 500 out-of-court settlement for a worker tortured with electric shocks in a Walvis Bay police station. The South African High Court issued a search warrant for the station, leading to the discovery there of the electric wires and a necklace belonging to the victim.

Walvis Bay has been a base for migrant labour since the 1950s. Most of the migrant labourers come from northern Namibia; each season up to 4 000 workers are housed in an ill-kept hostel where up to 14 men share one room and sleep on concrete slabs. The majority of permanent workers are Namibian, including up to 80 per cent of the South African-controlled Portner's 378 employees.

Ten times that number work elsewhere in the port, which stands 32km from the Namibian coastal town of Swakopmund but more than 1 000km from its administrators in the Cape Province.

The talks on joint administration initially boosted hope among both Walvis Bay residents and their counterparts in Namibia, who have long called for South Africa's withdrawal from Walvis Bay. Black residents came to view the talks as an eventual bridge to their own self-determination and safety from police and employer harassment. White residents in the business community are also urging a resolution, because they have had to curtail new economic ventures in the uncertain political climate.

But opposition to any combined administration between the countries has grown since the talks hit an impasse earlier this year. New talks were still unscheduled this week. Technicalities, such as which nation's laws will be used, block the resolution.

Namibian activists question how

strongly a stance their leaders took behind closed doors.

Walvis Bay serves the trawlers of Namibia's fishing industry, a contributor to the economy second only to mining. It handles 90 per cent of the nation's exports, handling more than one million tons of cargo and 1 000 ships, although the exact numbers are a secret closely guarded by South African officials. Its significance has also grown in recent weeks because international vessels now unload drought relief there for Namibia and Zambia.

Controversy has also erupted in Walvis Bay because of a plan to integrate the white municipality with those of Kuisebmond and the coloured township of Narrawille. Non-whites lambast the plan because of a proposal to restrict voting to those with R35 000 in assets, which would disqualify thousands of township residents.

There is an increasing demand for the Namibian government to hold a referendum both in its own boundaries and in Walvis Bay, although such a move is unlikely. If South Africa were to poll its own citizens in Walvis Bay, it may well be surprised at the lack of support for continued South African control.

Even Dr Paul Van Staden, who heads the Conservative Party in Walvis Bay and led the campaign there for a "no" vote in the March "whites only" referendum, has no doubt which country will eventually control the prosperous enclave.

Pointing to the obvious geographical facts that Namibia surrounds the bay and it is far from South Africa, Van Staden says: "We have to face facts and be logical about this: we know Walvis Bay will go to Namibia."

STAR 17/1/92.
OLG lifts profits 14% ²²²

WINDHOEK — The Ohlthaver and List Group of companies in Namibia showed a 44 percent increase in operating income and a 20 percent rise in turnover during 1992, according to the group's annual report

Net income attributable to shareholders increased by 14 percent from R4,90 million in 1991 to R5,58 million

Namibia Breweries Limited,

a wholly owned subsidiary, increased its group turnover by 25 per cent from R111 million to R139 million, while operating income improved from R5 million to R21 million

NBL chairman Werner List said the high interest burden, however, of R9 million again reduced profits considerably.

Nevertheless, a dividend of 200 cents a share would be possible — Sapa

Namibian market ready to roll

S/Times (BUS) 26/7/92
722

THE Namibian Stock Exchange (NSE) will not undermine the JSE, but lower costs could take business from Johannesburg.

Three of five proposals by the NSE steering committee to the government have been accepted. The government has added other incentives.

Not only has Namibia scrapped marketable securities tax (MST), it has reduced withholding tax on dividends earned by non-residents from 15% to 10% and to 5% for UK companies or residents. Third, there is no capital gains tax.

SA's non-resident tax is 15% and MST 1%. An SA Government undertaking to abolish MST is likely, but progress was deferred in the last Budget.

There is little clarity about capital gains tax. None is payable if an investment is sold after being held for five years. But investment intent must be proved for disposals within a shorter time.

The NSE is preparing for its launch in August and a tailored software system is being tested. A high-quality marketing brochure is available from the NSE.

The driving force behind the NSE is the Stock Exchange Association, under the chairmanship of Hans-Jurgen Steuber, managing director of the Commercial Bank of Namibia. The support of 31 Namibian organisations has been received, each chipping in R10 000 for start-up costs.

NSE adviser is the Windhoek branch of JSE member George Huysamer. Partner Wikus Hanekom expects the licence to be granted soon. A board will display share prices, but all trading will be by computer to keep unit costs down. All income will accrue to the NSE under Huysamer's management until trade is sufficient to support brokers. Until then the NSE will be similar to the Botswana Stock Exchange, which is run by a company.

South Africans will be free to trade on the NSE.

The table shows tax rates applicable for investors in shares quoted on the NSE and elsewhere.

Namibia is part of the common monetary area and non-residents should trade through the finrand.

Exchange-control permission is not required for the inward transfer of equity capital, but it is for loan funds. Funds arising from disposal of Namibian investments are remittable by fin-

rand, but permission is required for commercial rands.

The tax rate for all Namibian-registered companies has been lowered by 2% to 40%. Companies are encouraged to go for a quotation.

Shares with Namibian connections but listed elsewhere will set the ball rolling.

Among the JSE listings under consideration are Gold Fields Namibia, Nictus, Namsea and Namfish. It is hoped that SA companies in Namibia, such as De Beers, Stanbic and First National Bank, will opt for quotations.

De Beers is the market leader on the JSE. A quotation on the NSE where there is no MST might encourage SA trade. Lower non-resident withholding tax will more than likely pull in what little foreign interest there is.

Mr Hanekom says the only government paper in Namibia is 90-day Treasury bills. If the government has to borrow to fund this year's expected budget deficit, a bond market will be opened.

Trading hours are expected to be 10 o'clock to noon and proposed brokerage rates and commissions have been competitively set. If approved, the minimum charge will be R15 against the JSE's R30 Non-negotiable commission will be on a sliding scale, starting at 1% up to R10 000 to 0,2% on R1-million or more.

An SA fund manager says his group will consider dealing in Windhoek if the terms are attractive and there is sufficient liquidity. He believes that first prize for the region — in times of economic co-operation — would be a JSE hub supported by smaller exchanges in Southern Africa.

JSE executive president Roy Andersen welcomes the NSE as an important milestone in the development of the sub-continent. He says it would be overstating the case to the SA Government that the absence of MST in Namibia will threaten the JSE. He contends that MST in SA is undesirable. Everyone else has phased it out.

The stock exchange is part of a national plan for investment promotion in Namibia. Other avenues include the establishment of an export processing zone (EPZ) at Arandis with financial and tax incentives.

Tax rates applicable for investors in shares quoted by the NSE.

	Interest	Dividends	Capital gains	Company tax
Namibia	0	10	0	40
S Africa	0	15	0	48
Botswana*	15	15	0	35
Zimbabwe	10	20	30	—
Kenya	12,5	15	0	—
Mauritius*	0	0	0	25

*Company tax rate applies only to listed companies

Mauritius has a training lesson for SA

THE Mauritian Government takes a percentage of every company's salary and wage bill. But companies can reclaim most of the levy if they spend money on training employees through approved courses.

The levy fund is administered by professionals sitting on the Industrial and Vocational Training Board.

Stephen Dallamore of Mast (Management & Skills Training) expects a similar move in SA when an interim government takes charge.

Mast has opened an office on Mauritius to win a slice of the action.

Mr Dallamore says that even in developed countries there is a growing need for vocational training. In SA, a third of the 11-million-strong workforce has had no education and 45% is functionally illiterate.

Among whites, 10% have had some vocational training, compared with less than 1% of blacks. Arts graduates make up 70% of the total and 90% of graduates are whites. Yet by the year 2000, half of SA's middle management will be black. By that time, unless training takes off, the manager to worker ratio will be one to 80.

SA spent R3-billion in 1990 on training. Only a lack of funds prevents the figure from rising. The education curriculum does not provide the skills business needs.

Mr Dallamore makes a strong case for the necessity to train people.

Mast has four divisions of about equal size in terms of profit contribution. The divisions are Mast Training Consultants, Mast Video Training, Mast Publications and Lexpress Data.

There has been a marked change in the make-up of group profit. At listing, training chipped in two-thirds and product a third. But even Mast suffers from a skills shortage in that good people are hard to find and there are limits to chargeable hours and rates.

"Training did not let us down in 1992 — it was the best year ever and we have more than 200 corporate clients nationwide with 30 consultants. We train from the primary pupil to the chief executive," says Mr Dallamore.

Mast focuses on products because they are more manageable and give access to the mass market. Technology allows the broadcast of educational material — an important factor in a nation short of teachers.

Mast both sells and rents products. Products offer a much more stable and risk-free return and now earn 70% of Mast's money.

Mast has the lion's share of all the good educational videos and is making some of its own. It hopes to market them abroad.

More than 10 000 customers use the videos.

"SA is considered one of the world's top six markets for the promotion of videos," says Mr Dallamore.

A major target market for Mast Training Consultants is the teaching of black

YOU EXPECT?

Strike ballot for miners

B10am 3/9/92
DIRK HARTFORD

THE NUM and the Namibian Mine Workers' Union (MWU) have deadlocked in negotiations with De Beers and will be balloting their members on strike action.

And workers at De Beers' Premier Mine in Cullinan are planning to march today from their hostel to the mine manager's office to protest the dismissal of workers who participated in the general strike.

De Beers and its Consolidated Diamond Mines (CDM) operation in Namibia have offered a 9,5% increase against the NUM's demand of 15,4% and the MWU's demand of 22%.

CDM, with mines at Oranjemund and Elizabeth Bay, is the largest employer in Namibia. De Beers employed about 6 000 workers at the Premier, Finch, Koffiefontein and Kleinsee mines, said the NUM.

De Beers said it regretted the NUM's declaration of a deadlock as the company had proposed mediation and had indicated it was prepared to consider further proposals.

De Beers' offer would bring the minimum wage to R955 per month.

NEWS IN BRIEF

227 De Beers strike

MINERS at De Beers Consolidated Diamond Mines in southern Namibia voted overwhelmingly to strike after a deadlock in wage talks between the Mineworkers Union of Namibia (MUN) and CDM. *B/DAM 10/9/92*
The union, representing about 4 000 of CDM's 6 200-strong lower grade workforce, is demanding a 22% wage increase compared to management's 9.5% across the board plus 1% merit increase

Namibian strike pending ²²²

WINDHOEK - There was a chance yesterday of talks between Consolidated Diamond Mines and the Mineworkers Union of Namibia before about 4 000 miners go on strike after failed wage negotiations

Sowetan 17/9/92

NEWS IN BRIEF

BY 17/9/92 (222)
CDM strike on hold

THE Mineworkers' Union of Namibia has agreed to postpone for 24 hours a strike over wages at Consolidated Diamond Mines. The mine offered 9,5%, plus 1% on merit, to the union's 22% demand. Information Minister Hido Hamutenya said in Windhoek yesterday talks were continuing with the government as mediator.

Swafan 18/9/92

Strike threat against CDM

WINDHOEK A postponed strike by about 4 000 Consolidated Diamond Mines workers in Namibia was due to start at midnight yesterday if a 9.5 percent wage increase offer was not increased.

The mine workers' Union of Namibia in Windhoek met on Wednesday night after meeting Prime Minister Hage Geingob to postpone industrial action for 24 hours. Geingob met both parties separately in the afternoon. The union has decided to give the company a last chance of 24 hours to change their offer. (ITN cont)

222

Strike ends

ABOUT 4 000 strikers at Namibia's Consolidated Diamond Mines, a subsidiary of De Beers, have returned to work. (222)

They went on strike on Thursday, demanding an 18 percent wage hike. The mine had offered 11 percent. *SI Times 20/9/92*

5/10 AM
2/19/92

Namibia strike over

ABOUT 4 000 striking workers at Namibia's Consolidated Diamond Mines are back at work after agreement was reached between CDM and the Mineworkers Union of Namibia, it was reported in Windhoek at the weekend

222

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6/PAW 24/92

SA nod to voters (222)
SA HAD given the go-ahead for Namibians in Walvis Bay to register for the forthcoming Namibian elections, the SA mission said in Windhoek yesterday. Namibians in the disputed SA port enclave will vote only in a poll for the 95-member regional council.

Namibia enacts worker law

Own Correspondent

JOHANNESBURG — After more than two years of negotiations Namibia's Labour Code — which has been described as among the most advanced labour legislation in the world — has been enacted

The law covers all Namibian workers including domestic, farm and public sector workers but excludes police and soldiers covered by other statutes

It lays down a 45-hour working week, overtime pay at one-and-a-half times normal pay and three months' maternity leave with the guarantee of the same job back.

The law allows the right to strike and picket. It prohibits dismissing striking workers unless the business itself is forced to close down due to the strike.

There is no provision for employers to claim damages

against a union arising from a strike, and non-striking workers can refuse to do "scab" work without threat of dismissal

CT 9/11/92
The Labour Code was drawn up with the help of the International Labour Organisation and South African labour lawyers

The law provides for a Labour Advisory Council to advise the minister and for district labour courts where unionists and paralegals can defend workers

Marketing by phone

GAVIN DU VENAGE

THE much-maligned tele-sales remained a good marketing technique despite the abuse heaped upon it, said New Products Library researcher Derek Jermyn.

He said that when telemarketing was professionally planned and used skilled and motivated operators, the concept of a business retaining close contact with its customers around the country was essentially a good one.

"A highly trained telemarketer is as important to a company as a well paid representative, and also doubles up as an image builder," Jermyn said.

Some companies which made telemarketing a dedicated unit had had incredible success.

A good example was Frank & Hirsch, said Jermyn, who was himself involved in setting up the company's own telemarketing division.

Frank & Hirsch was the first to hire students from Access College, an institution that trains disabled people to operate in the workplace. Today six graduates account for 25% of the company's turnover.

Namibia's labour code now law

AFTER more than two years of negotiations Namibia's Labour Code, which has been described as among the world's most advanced labour legislation, was made law last week.

It covers all Namibian workers, including domestic, farm and public sector employees but excluding policemen and soldiers, who have their own statutes.

It lays down a 45-hour working week, overtime pay at one-and-a-half times normal pay and three months' maternity leave with the guarantee of the same job back. In addition, the mother's contract, including benefits, is not broken by the maternity leave.

The law allows the right to strike and picket. It also prohibits the dismissal of strikers unless the business itself is forced to close down as a result of the strike.

In addition, there is no provision for employers to claim damages against a union arising out of the strike. And non-striking workers can refuse to do "scab" work without the threat of being dismissed.

222 DIRK HARTFORD

Other features of the law, which was drawn up with the assistance of the International Labour Organisation and SA labour lawyers Halton Cheadle and Clive Thompson, are that it provides for a tripartite Labour Advisory Council to make recommendations to the Minister on changes and amendments. It also provides for district labour courts, where trade union officials will be able to advise workers.

Worker committees may be formed — and enjoy certain rights — wherever there are more than 10 workers. For every 25 employees, the committee is entitled to one representative. The representative is entitled to training and may collect information on conditions of employment and health and safety.

Although the right to strike is guaranteed, certain procedures similar to those in the SA Labour Relations Act have to be followed.

WITH WHOM
DO THEY TRUST
THEIR INSURANCE?

cannot proceed on this part...

Namibia's labour code now law

222 DIRK HARTFORD

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Lesotho elections off

THE general elections which were due to take place in Lesotho on November 28 have been postponed by the country's military council chairman, Major-General E P Ramaema *Sowetan 26/11/92*

Ramaema, in a statement on Tuesday, cited "unavoidable delays in the preparations (affecting) the essential activity of delimiting constituencies" as the reason for the postponement. The delays meant nominations for the elections could not be completed

6 appointed to varsity body

NAMIBIAN President Sam Nujoma, who is also the Chancellor of the University of Namibia, has announced six appointments to the University Council *Sowetan 26/11/92*

They are Dr Theopolina Tueumuna, a doctor at Oshakati State Hospital, Mr Peter Bottger, a Windhoek businessman, Mr Justice Harold Levy, a senior judge of the Windhoek High Court, Roman Catholic Bishop Bonafacius Hausiku, the Reverend Willem Konjore, a Swapo MP, and Mr George Mayambelo, an official in the Ministry of Education and Culture *(222)*

SA to sign CWC treaty

SOUTH Africa will sign the Chemical Weapons Convention, which prohibits the development, stockpiling and use of chemical weapons, in January next year, Foreign Minister Pik Botha has said *(222)*

"The decision to sign the Chemical Weapons Convention in January 1993 is an expression of the South African Government's wish to participate in international non-proliferation and disarmament activities," Botha said

Although SA is party to the Geneva Protocol of 1925 and the 1972 Biological Weapons Convention, the CWC goes far beyond the Geneva Protocol which only bans the offensive use of chemical weapons - *Sowetan Correspondent and Sapa*

Sowetan 26/11/92