

political dispensation fostered by the Apartheid, said George Matanzima.

Reminding SAFU Conference, Chief George Matanzima said that our forefathers never took this flagrant assault on our nationhood lying down. They took up arms in defence of their fatherland and nationhoods. Under such great leaders as Hintsa, Makana, Moshoeshe, Tshaka, Dingane, Sekhukhume and many others this brave nation put up a valliant

resistance against foreign domination and White exploitation. Socially and culturally the Blackman is the outcast in the land of his birth. He is excluded from the hotels, the beaches, the theatres and other public facilities and shunted to inferior, dangerous and unbecoming alternatives.

The Black Unity we seek and are sure to uphold is one irrevocably anchored on peace and non-violence. We know and believe in the irresistible power of a peaceful

struggle. We are committed to the cult of peace and love. We seek a peaceful change. Our hopes and endeavours is a united South Africa where all South African citizens Black, White and Brown will enjoy full and equal democratic rights irrespective of tribe, race, colour or creed; where all will be members of a common voters roll and have the right to vote and be voted into a sovereign parliament and enjoy full and equal political economic educational, social and cultural rights.

# NEWS FROM THE LABOUR BUREAU

By  
**MR Z.A. KHANYILE**

The employers and employees in KwaZulu feel proud of their newly established office, for Industrial Relations, in the Department of Interior. This office was opened in 1982, when the KwaZulu Government passed its own legislation on industrial relations, to amend the Republican act "Labour Relations Act, 1956". The KwaZulu Act is known as "KwaZulu Industrial Conciliation Amendment Act, 1981" (Act no 10 of 1981)

The aim of the office is to effect the Administration of the said act and give advices on its operation. This task was previously entrusted to the Department of Manpower, Pretoria, but due to the rise in the needs of the employers and employees in Kwazulu, the Government realized the necessity of opening this office within its region.

The office is staffed and fully operative. Employers, employees and trade union officials, should not find industrial relations a problem anymore, since the office is there to assist them should they encounter any difficulties on the subject. It has already assisted many industrialists and trade unions as well as individual employees who had problems and had come to seek assistance.

Some had come for advice on matters affecting them in their negotiations.

The main aim of the office is to encourage and promote sound relationship between the employers and employees and thus maintain industrial peace. The main key to sound relationship in any industry is the utilization of the correct communication system as prescribed in the act, which entails communicating through the following associations:- trade unions employers organizations and industrial councils.

I shall briefly explain how each of these bodies is formed.

## TRADE UNION

This is formed by a group of workers with a common objective in mind to protect and further their common interest in any undertaking, trade or occupation, who come together and join forces. A trade union serves as a workers' mouthpiece and a medium through which negotiations between them (workers) and their employers are facilitated.

The KwaZulu Government supports the formation of trade unions throughout its region 100%. It looks upon trade unions as the

only correct channel through which workers should express their feelings and aspirations to their employers so as to maintain industrial peace.

## EMPLOYERS ORGANISATION

This is formed by any number of employers in any particular undertaking, trade, industry, or occupation, associated together primarily for the purpose of regulating relations in that undertaking, industry, trade or occupation between themselves or some of them and their employees or some of their employees.

## INDUSTRIAL COUNCIL

This is a body formed between the employers organisations and the trade unions. It may consist of a single employer or group of employers or a registered employer's organisation or a group of registered employer's organisations together with a registered trade Union or a group of registered trade unions. it is a permanent statutory body with the primary duty of maintaining sound labour relations and trade unions within the undertaking, industry, trade or occupation, and in the area in respect of which it is registered.

It has to endeavour by negotiation of agreements or otherwise to

prevent disputes from arising, or to settle disputes that have arisen or may arise between the employers and employees.

Where no industrial councils exist, the Industrial Relations office has to act in their stead, in the maintenance of industrial peace. In such cases industrial disputes are considered by the industrial Conciliation Board which is established by the Minister of Interior upon application by the

parties to the dispute in the manner prescribed in section 35 of the Act. If both parties to the dispute feel that the Board will not be able to settle the dispute they may decide that it must be referred to voluntary arbitration by a single arbitrator or by an even number of arbitrators and an umpire. It is therefore to the parties concerned to see to the appointment of such an arbitrator or arbitrators.

If however the Industrial Concilia-

tion Board fails to settle the dispute within thirty days of its formation, and the voluntary arbitration has failed to function, the Minister may rule that the matter be referred to compulsory arbitration and the dispute be considered by the Industrial Court.

All appeals against the Minister's decision may be Lodged with the appropriate division of the Supreme Court.

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## SWAZILAND GAMES PLAYED — RACIST REGIME

Giving a vote of thanks to the Hon. P.N. Hansmeyer Commissioner General's speech, Chief Buthelezi who is the Chief Minister of KwaZulu and President of Inkatha said: "It will be recalled that since the time the South African Government betrayed us last year, when they attempted to excise Ingwavuma and hand it on a platter to Swaziland, things have never been quite the same between us and Pretoria, and it does not look as if they will ever be the same again in the foreseeable future. This betrayal by Pretoria was in itself a punitive exercise meant to chastise me and the Zulu people for not playing ball with Pretoria in their apartheid ideological games. It is common cause that ever since the Zulu people elected me as first Executive

Officer in 1970, and finally as Chief Minister, the South African Government through its various departments such as the then Department of Bantu Administration and Development under Mr M.C. Botha, the department of Information, the department of National Intelligence (Boss) and the Security Branch, tried every trick in the book to topple me. The only sin I have committed being that I am so implacably opposed to the apartheid policies of the Government".

The Chief Minister further stated that it is the tenor of the vicious attacks I am getting merely because I appeal for the abandonment of apartheid as represented by the latest entrenchment of it into the Constitution of our Country, South Africa.

"The Hon. R.F. Botha, the Minister of Foreign Affairs places Lesotho a truly independent state which is a member of the United Nations and the OAU, in the same category as the Ciskei and Transkei states which were born out of the apartheid womb are in the same class as Lesotho? Is that why the South African Defence Force ran in and out of Lesotho on 9th of December 1982 — and disregarded the territorial integrity of Lesotho? I think this remark is illuminating coming as it does from none other than the Foreign Minister of our country. If he had put Swaziland with the Ciskei and Transkei we would understand it, because it would be in keeping with the games Swaziland is playing with this Racist Regime".