

CONSTRUCTION - LABOUR
1983

JANUARY — DECEMBER

APRIL 12 11/83

Bishop 33 hits at hostel arrests

Labour Reporter

MORE than 120 people were arrested by Administration Board officials at the Ilco Homes hostel in Guguletu

Mrs D1 Bishop, MPC for Gardens, sharply criticised Ilco Homes whose control officer requested the raid which took place early yesterday morning

The director of the Administration Board, Mr A A Louw, said 123 people were "held for interrogation" after an "inspection" of the hostel.

CHARGED

Sixty-six people were charged with being illegally in the area and 38 with being illegally in the hostel.

The control officer for Ilco Homes, who did not want to be named, said: "There are a lot of illegal people there, plus local people who damage the building. More than R25 000 damage is caused a year by people illegally in the hostel.

"Our workers know the rules of the compound. They know they are not allowed to bring in their wives from the Transkei. But the illegal people bring their wives and kids."

Mrs Bishop, who attended yesterday's hearings at the Langa Commissioners' Courts in her capacity as a Back Sash member, said she found it "quite astonishing" that a company admitted to asking Administration Board officials to raid its own hostel accommodation.

She pointed out that none of the accused had been charged with damaging property.

Jail for wages swindle

ARGUS 18/1/83
33

Court Reporter

A FORMER construction site foreman who forged the names of workers on time sheets and then misappropriated the wages was yesterday sentenced to five years imprisonment for fraud.

Bernard Liederman, 41, of Robertson, who worked for Gerrie and Findley building contractors, pleaded guilty in the Cape Town Regional Court to fraud.

Liederman will serve an effective one-year term, as four years were suspended for five years.

Evidence was that between January and March 1982, Liederman, as a foreman at a construction site, entered a greater number of workers on time sheets than were actually employed.

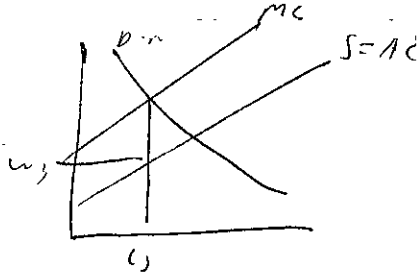
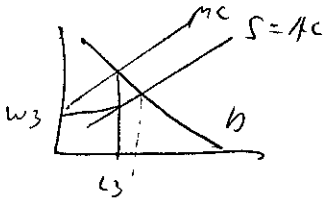
FOR HIMSELF

He appropriated the wages of the "ghost" workers for himself.

In a statement submitted at a previous hearing, Liederman admitted he and the time-keeper had written in the names of the extra workers. They obtained R9 000 in this manner, which they shared.

In addition to the term of imprisonment, the magistrate, P J le Roux, ordered Liederman to pay back the money he had taken at R100 a month — the first payment to begin not be later than February 2.

Mr G P C de Kock appeared for the State. Mr O Vassel represented Liederman.



Cape Times 1/18/33 (33)

Three injured as scaffolding falls

Staff Reporter

THREE workers were injured yesterday — one of them seriously — when the scaffolding they were dismantling alongside the Southern Life Association building in Dean Street, Newlands, fell three storeys to the ground.

One of the men, Mr Pieter Koordom, who was halfway up the scaffolding when it collapsed, was trapped in the wreckage and had to be freed by members of the Metro Rescue Unit, an ambulance spokesman said.

The other two men, Mr Hendrik Lewis and Mr Frans Booysen, were at the top of the scaffolding and received only minor

injuries.

The foreman of the crew dismantling the scaffolding, Mr A Daniels, said that a burst underground water pipe directly under the legs of the scaffolding had softened the ground and this was believed to have been the cause of the fall.

"The one side of the scaffolding came away from the wall after a rope securing the scaffolding to the building had snapped, and the whole lot fell sideways to the ground," Mr Daniels said.

The men were taken to Victoria Hospital.

Mr Lewis and Mr Booysen were treated and discharged.

Worker in death plunge

ARGUS 2/2/83

Staff Reporter

A CONSTRUCTION worker was found dead today at the bottom of a service duct shaft at a post office microwave and automatic telephone building being erected in Durban Road, Bellville.

He had apparently fallen about two storeys to his death nearly 24 hours earlier.

The name of the dead man, a Transkei migrant worker, is being withheld until his next-of-kin have been notified.

His colleagues found his body in the basement when they arrived on the site today.

A spokesman for the construction company said the man's absence was noticed yesterday at about 5 pm.

At the time no attention was paid as a number of workers had been sent home early because of the rain.

Call
to
learn
from
past

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~~33~~
S. Mayston
27/2/83

Property Reporter

THE building industry must have a balanced workload if it is to avoid the problems of the past when, during the 1978-79 slump, there was a 50 percent drop in the volume of work and a loss to the industry of 4 000 artisans — about a third of the trained workforce.

Calling for action by Government and the major developers to prevent peaks and troughs situations which "cripple the industry at regular intervals", the outgoing president of the Master Builders and Allied Trades Association, Frank Mayston, said at the annual meeting that the industry has taken progressive steps in training to ensure an adequate pool of semi-skilled workers.

"And we now look to Government and the developers to take the necessary action to provide the other half of the solution."

Handing out a warning on the labour front, Mayston said retrenchments were likely within the next three months, with the result that the industry could find itself dealing with unregistered trade unions.

"The economic decline has not yet really affected us," said Mayston.

"But with the industry in the Transvaal area having real growth of about 8-10 percent, it is probable that the volume of work available will diminish over the next six months.

2 survive as cradle collapses

ARGUS
14/3/83
33
Staff Reporter

A BUILDING worker slid 20 floors to safety on a steel rope from a high-rise building on the Sea Point beachfront today, after the cradle in which he was working collapsed.

His fellow worker, who was injured and trapped 20 floors up on Mutual Place opposite the Sea Point Pavilion, was rescued by members of the Sea Point fire brigade after a nerve-racking 30 minutes.

Both men were taken to Somerset Hospital. The man who slid down the steel rope was badly cut on his arms and hands. The full extent of his injuries is not known.

"RUMBLE"

The workers were employed by SGB Building Equipment (Pty) Ltd. A spokesman for the company refused to comment on the accident.

An interior decorator, Mr Achmat Sabam, who was working in a flat on the 20th floor described the incident:

"I heard a rumble and went on to the balcony. The cradle was dangling by one cable with a man clinging to it."

"The gondola fell against the building with him still holding on to it. Fortunately he didn't let

(Turn to Page 3, col 7)

2 survive cradle collapse

ARGUS 14/3/83 (33)
(Contd from Page 1)

go otherwise he would have been a goner.

"We managed to tie him to one of the concrete pillars on the face of the building. We had to dismantle the louvre frames in the flat window to reach him.

"He remained tied to the concrete pillar 20 floors up for about half an hour. Members of the Metro Unit and the fire brigade managed to pull him through a narrow opening of about 25 cm.

"The man wasn't unconscious, but we could see he was suffering from shock. I believe the other man slid to safety down a steel cable."

Describing the rescue of the second man, a domestic worker in a first floor flat, Mrs Evonne Grootboom, said:

"I was in the bedroom making a bed when I heard someone shouting for help. I rushed to the balcony and saw a man with one leg inside the balcony. I pulled him inside and the cleaner helped me take him downstairs."

The men — David Nglelwani and Headman Dyosini — were taken by ambulance to the Somerset Hospital. Both were suffering from shock but neither was reported to be seriously hurt.

Representatives of the structural repair company, Szerleley were at the scene this morning trying to piece together what had happened. A spokesman for the company said that his men were not involved in the accident. The workers were from the scaffolding company SGB.

Loan ~~could~~ could ⁽³³⁾ spell ^{E. Post} ^{19/3/83} jobs for E Cape

Post Reporter

THE building of housing projects and improvements to services which will follow the granting of a R16-million loan to the National Housing Commission by Old Mutual, are likely to create hundreds of jobs in the Eastern Cape.

The president of the Master Builders' Association, Mr Des Masters, said that while unemployment was not a pressing problem in the building industry, an injection of cash into building projects would stimulate employment.

Long-term building contracts would also afford builders the opportunity of training staff on the sites.

About R8 million of the Old Mutual loan would be spent on providing services and houses in Kwadesi. The utility company, Urban Villages, would spend R6,5 million on internal services and houses here.

About R4 million would be spent on approach services for Motherwell, and R3 million on providing services for self-help housing projects in 19 black townships in the Eastern Province.

Urban Villages' general manager, Mr Derrick Cleary, said today the East Cape Administration Board (Ecab) — to which the money would be made available by the Housing Commission — would still have to ascertain the terms of the loan.

He could not say whether the money had been deposited or not.

Mr Cleary said he knew of three very successful self-help projects — at Constantia in Kroonstad, at Kutsong in Cartonville, and at Sebokeng in the Eastern Transvaal — from which ideas could be obtained.

No one from Ecab was available to comment.

World's building industry is still labour intensive

33 ROOM Property Reporter 16/3/83

THE world construction industry remains heavily labour intensive, with a low degree of mechanisation even in the richer industrialised countries, according to a recent survey.

Plantecon (Overseas) of UK has just completed research into construction output and the use of construction machinery in more than 100 countries, including 60 developing countries.

The study shows that of an estimated world construction output (excluding Comecon countries) of \$1 281 000-million (R1 383 000-million), construction equipment accounted for only 4.7% of total construction budgets.

While housebuilding formed the largest slice of construction turnover — 25% — it also had the lowest use of construction machinery, amounting to 2.6% of housing budgets in 1981.

The survey included open cast mining and mechanical and process engineering in its construction output figures. Civil engineering projects such as roads, bridges and tunnels are among the heaviest users of construction equipment.

Plantecon estimates that by 1986 world construction output will have risen by 23% to \$1 580 000-million (R1 706 000-million) (at 1981 prices) but the use of construction machinery will have risen by only about 4.8%.

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Unions fail to reach accord

23
Sowetan 22/3/83

REPRESENTATIVES of the Confederation of Metal and Building Unions and the Iron Steel and Allied Industries Union failed to come to an agreement at a meeting held recently on when negotiations for new wage agreements should be held.

According to the South African Boilermakers' Society, unions asked that negotiations should begin before Monday, March 28. The employers felt that they needed until May 12 before they could fix an actual date on which negotiations could begin.

The employers, represented by the Steel and Engineering Industries of South Africa (Seifsa), had to consult all their members before a date could be set. The unions felt this was unacceptable.

A statement by the boilermakers' society said: "It will be remembered that Seifsa suggested that the existing agreement should be extended until the end of the year and that negotiations should begin in October, and cover only the first six months of 1984. The society and other unions firmly rejected that recommendation and insisted that negotiations should go forward as usual.

"We are now waiting until March 28 for a reply from the employers on the timing of the negotiations. A specific wage increase has been calculated to roughly 12,6 percent. That is well below the current inflation rate which is probably 15 percent by now."

19 APR 1983

D. Dipak

Mini building boom in EL

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EAST LONDON — A mini building boom is sweeping the city with nearly double the number and value of building plans being passed by the municipality.

In the three months from January to March this year the city council has passed 217 plans valued at R7 942 400, compared to 192 plans valued at R4 925 850 passed in the first three months last year.

It is also more than the 187 plans valued at R5.8 million passed in the comparable period in 1981. — which was the record year for the value of plans passed in the city.

The three big projects so far this year which have had a dramatic effect on the building plan statistics released by the city engineer's department have been:

- R1.8 million for alterations and additions to Wilson-Rowntrees.
- R1.8 million for a new Imperial Cold Storage factory in Arcadia.
- R900 000 for new fac-

tory and offices for Buffalo Timber at Wilsonia.

Plans for new private dwellings, as well as for alterations and additions to existing homes, have also been high this year.

For the three months, 34 plans for new dwellings, valued at R1.4 million, have been passed while 164 plans for additions or alterations, valued at R960 000, have also been passed.

Swimming pools, too, are being built at a rapid rate.

Last month alone, plans for 34 pools valued at R112.700 were passed by the council.

The chairman of the local branch of the Master Builders' Association, Mr John Heeger, said there was "quite a big upswing in building."

But he said that although the trade was busy at the moment, there was still a "certain pessimism" among some builders.

Mr Heeger said there

was also quite a lot of building activity in the surrounding region — Beacon Bay, Gonubie and King William's Town.

He said it was important to note that the East London building plan statistics only referred to plans passed within the East London municipal area and did not include Beacon Bay, Gonubie, King William's Town and Ciskei — areas also served by the local building trade.

Another factor was that the value of the plans was based on a municipal formula and was not necessarily a true reflection of the value of the building.

"The municipal value is, in fact, lower than the actual cost of the building."

A major swimming pool contractor, Mr Jonathan Schewitz, said that although a lot of pools had been built during the past two months, the overall picture was still static. A
DDR

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Pay body elected

The Star

Members of the South African Allied Workers' Union were last week elected to a workers' committee at an Elandsfontein subsidiary of LTA. The committee will negotiate with management over wages and working conditions.

The union's national organiser, Mr Herbert Barnabas, said more than 100 workers at the Conforce building firm had voted for the committee.

Azapo connection

The number of unions seeking to represent black workers in SA's mining industry is growing. One of the latest to begin negotiating access to mines affiliated to the Chamber of Mines is the Black Allied Mining and Construction Workers' Union.

At this stage one of the most interesting features of this union is the fact that its president, Letsatsi Mosala, is labour secretary of the Azanian People's Organisation (Azapo). Azapo has for a long time taken a great interest in labour movements, but its involvement has mainly been limited to friendly, informal links with some emerging black unions.

There are some prominent black unionists who are members of Azapo, but this is the first time that such a senior Azapo office bearer has actively participated in the running of a union. Does Mosala's role in the new mining and construction union herald more direct participation by Azapo in labour?

Mosala insists that the union is wholly independent of Azapo. "I am labour secretary of Azapo, but this does not preclude me from organising myself as a worker. I am a worker and I have the right to exercise my rights as a worker in the labour market.



Azapo's Mosala ... now a union leader

Azapo and the union are separate entities," he says.

Mosala says his involvement in the union resulted from an approach made to Azapo last year by a group of workers needing help. The union, which was formed in August last year, is now claiming about 7 500 paid-up members. Membership, according to Mosala, is divided almost equally between the mining and construction industries.

Given their hostility towards an organisation like Azapo, many managements can be expected to regard the union with suspicion. But it is worth noting that, in the construction industry at least, the union has gained the respect of some managements who believe they can achieve a productive relationship with it. One employer describes the union leadership as "reasonable and practical."

The union is now trying to make headway in the mining industry where the emerging National Union of Mineworkers (NUM) has shown that strong growth can be achieved.

Mosala says that in talks held over access to gold and coal mines, the chamber objected to some aspects of the union's constitution. "I was surprised that employers should try to dictate to workers how they should organise themselves," he says.

However, after taking legal advice, the union has since made some amendments to its constitution to "streamline" it and bring it in line with provisions of the Labour Relations Act. Mosala says the union now hopes to have another meeting with the chamber. It remains opposed to registering with government, but this does not present a barrier to it gaining recognition on mines affiliated to the chamber. Some industry sources believe it should not have serious difficulties in its efforts to gain access to chamber mines. They say the amended constitution appears to be more acceptable

than the original.

Mosala is optimistic that a good working relationship can be achieved with the NUM and says his union will strive for unity among emerging black mining unions. His union hopes to soon have talks with the NUM on a common approach to the chamber.

A 'WHITE' SOLUTION TO A 'BLACK' PROBLEM

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 29/5/82

CP Reporter
SOWETO — There is bad news for people planning to build or extend their houses: The job will cost you about 50 percent more.

This is because new building industry legislation forces black contractors — who will probably be doing the job for you — to register with the Industrial Council.

"Instead of ensuring protection against fly-by-night operators, this system will be a big disadvantage," said the vice-chairman of the Soweto Building Contractors Association, Mr Joe Leisegang.

Black building contractors forced to charge more

"The council will be looking at wages and working conditions in the townships to bring black contractors into line with their white colleagues.

"Soweto residents are going to be hit hard. Our increased expenses in wages, building fees and other costs will have to be passed on to customers

Mr Leisegang said that the cost of building a garage and two outside rooms is about R7 000 at the moment but will probably go up to R12 000

because black contractors are compelled to charge "white" rates. When the Black Building Workers Act of 1951 (amended) was repealed in August last

year, contractors in Soweto were forced to register with the council.

Mr Leisegang said "Looking at the building industry in Soweto as a whole, this is a 'white' solution, a 'black' problem."

Building industry faces brick shortage — BER

FRGWS 23/6/83

THE building industry in the Western Cape will face a serious shortage of face bricks and of good quality labour, particularly foremen, when the economy revives.

This is suggested in the quarterly building survey published today by the Stellenbosch Bureau for Economic Research

The survey says that although most building materials are freely available shortages of face bricks have been reported in the Western Cape, Durban and Pietermaritzburg, Pretoria and to a lesser extent the Witwatersrand

BOTTLENECKS

"Extremely serious brick shortages are to be expected once the economy revives, in view of the fact that all bottlenecks have not been eliminated despite the severe economic downswing in certain sectors of the economy."

The survey says that although the shortage of artisans has eased, the shortage of foremen has become slightly worse.

"It should be realised that relatively serious labour bottlenecks at this stage of the building cycle do not augur well for any revival in building activity during the years to come"

DISSATISFIED

Many firms are also dissatisfied with the quality of labour available.

"The organised building industry is, however, fully aware of the unsatisfactory labour situation and is doing what it can by way of education and training to improve matters with a view to long-term growth."

33
24/6/83 Soweto

Builders threaten boss

ABOUT 50 workers at a construction site in Pimville, Soweto, yesterday threatened to demolish houses they had built because their employer has allegedly not paid them for the last four weeks.

The workers, who include bricklayers, plas-

terers, painters, labourers and nightwatchmen, said their employer, a Mr Van der Merwe, had on two occasions last week and early this week, offered them R5 each which they rejected.

The houses in Zone 7, believed to cost no less

than R45 000, are owned by Soweto's tycoon, Mr Ephraim Tshabalala, who yesterday slammed down the telephone after saying he could not speak to the Press because he was busy.

Mr Benjamin Setlhapelo, a site foreman,

said the workers had been receiving their wages fortnightly but since the beginning of May they had not been paid although they had been asked to report for duty everyday.

"He owes some subcontractors amounts ranging from R600 to R800 and he has offered to give them R100 and they have also refused to accept that. Now I am battling with an angry workforce here.

"These workers want to demolish all the houses we have built so far in retaliation and I have pleaded with them to wait and see if nothing else can be done to get our employer to pay us," he said.

Falling bricks kill worker

Cape Times 29/6/83

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Staff Reporter

A GUGULETU man died yesterday morning when tons of brick and mortar from a collapsing chimney fell and buried him at a Muizenberg home.

It was Mr Mzimkhulu Nelson's first day at work, according to fellow contract labourers renovating the Mynhard Road home.

"I was standing in the yard when I heard a rumble ... the chimney had collapsed on him and I asked if anybody was there. He just answered 'here here' — there was quite a lot of blood," said Mr Gammat Salie Smith.

A desperate bid to free the trapped man by a bystander, Mr John Shapley, proved futile and Mr Nelson, 35, of NY 11, No 20 Guguletu, died shortly after being trapped.

Mr Shapley, a development projects officer at the University of Cape Town, said he was working on his car across the road when the chimney fell.

"He couldn't have stood a chance. When I got there his fellow workers were just standing around looking stunned. Only when I started moving bricks did they start helping. The poor guy was completely squashed."

Mr Shapley's wife telephoned for an ambulance and Metro Rescue workers arrived within minutes, freeing the body.

33 12 Industrial
Waste
Accommodation renovated

26/7/83

MURRAY & Roberts (Eastern Province) has spent R400 000 on refurbishing accommodation for 200 of its work force at Kwazakhele, Port Elizabeth.

are now designed to take only two beds. "We have found our men dislike dormitory-type accommodation and felt a strong need for privacy. We believe that the two-bed cubicle is a great improvement on the old six or eight bed system that we used previously," he said.

According to Hector Minott, MD of M&R, the most appreciated innovation is that the cubicles



AR 645 22/8/83

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NATIONAL/INTERNATIONAL

Appeal on death benefits dismissed

Supreme Court Reporter and above the R200 received from the union by AN APPEAL by the Building Workers' Union against a judgment in favour of one of its former members for the payment of additional death benefits of R400 has been dismissed with costs.

SUBSCRIPTIONS

At the Magistrate's Court proceedings, Mrs Bailey of Lotus River, claimed her husband's subscriptions were fully paid to the date of his death.

The appeal today in the Cape Town Supreme Court was against a judgment in the Cape Town Magistrate's Court in November last year.

The magistrate, Mr P L May, ordered that the estate of the late Mr P W Bailey be paid R400, over

and above the R200 received from the union by his wife, Mrs C Bailey, following her husband's death in July, 1981.

However, the union had only paid an amount of R200 into the estate of her husband. She claimed a balance of R400 was still due.

The union claimed that a death benefit of R600 was payable, in terms of the principles laid down by the union's executive committee, to members who had paid 67 cents a week when employed, or 20 cents a week for 52 consecutive weeks when unemployed, and were

not 13 weeks or more in arrears.

They claimed Mr Bailey had not made such payments and was accordingly only entitled to a death benefit of R200, which had been paid.

Giving judgment today, Mr Justice Friedman, with Mr Justice de Kock, said the court was satisfied the magistrate's decision was correct, and dismissed the appeal with costs.

The judge said it appeared from the evidence of the secretary of the union that the executive committee felt it might not be in a position to pay increased benefits provided for in the guidelines if the members fell into arrears, and did not pay the increased subscriptions over a period of 52 weeks.

"There is no doubt that he has paid for the requisite rate," the judge said.

The only basis on which the union sought to disqualify the widow of R600 was that the arrears were more than R15, and he did not pay the R15 for the full 52 weeks, said Mr Justice Friedman.

as her late husband had paid whatever he was obliged to pay in terms of the constitution.

Mr John Whitehead, instructed by Tom Walters, appeared for the Building Workers' Union. Mr V van Staden, instructed by Truter and partners, appeared for Mrs Bailey.

... any water subject ...

Workers back after stoppage

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Labour Reporter

A work stoppage by 53 members of the Building, Construction and Allied Workers' Union at Pride Pools, Johannesburg, was partially resolved today when management agreed to reinstate the workers.

The 11 000-member union's general secretary, Mr Frank Mohlala, said some of the workers were being grossly underpaid which was the root cause of the grievance. The union still has to discuss this issue with management.

In terms of the main agreement which covers the building industry, the minimum wage for labourers is set at R1,11 an hour. In some cases the workers, mostly migrants, were being paid

as little as 60c an hour.

The pool labourers refused to start work yesterday morning until the company's managing director, Mr R Bester, discussed wage increases with them. The workers maintained that Mr Bester refused to meet with their representatives and told them to get off the property if they were not going to go to work.

Mr Bester denied reports that he had threatened the men in any way and said he had agreed to negotiate increases individually and on the basis of merit.

A number of the labourers were on contracts while others were casual employees, making it difficult to meet demands for increases across-the-board, he said.

Dispute

Sowetan 29/8/87
THE intervention of the South African Allied Workers Union (SA-AWU) settled a dispute between workers at a Masterbuilt company in Olifantsfontein and their management after a work stoppage.

According to Mr H Barnabas, the organiser of the union, about 100 workers downed their tools and they were subsequently locked-out by management. The workers had downed their tools following the sacking of one of their colleagues, Albert Ngoepe.

200 workers sacked (33)

THE entire workforce at a building construction firm based in Boksburg, was sacked last week after downing tools in protest against the retrenchment of 50 of their colleagues.

The workers, about 200 of them, were employed by C I Homes, a subsidiary of the giant Murray and Roberts Construction. Most of the workers were migrant labourers.

The workers were sacked on Friday for staging a strike after management had announced that 50 workers had to be retrenched as a result of a downturn in the economy.

The workers were given an ultimatum to return to work on Thursday morning, but they refused.

Management refused to reinstate the 50. On Friday morning, the en-

tire workforce was sacked.

A spokesman for the company confirmed that 200 workers have been sacked for staging an illegal strike.

The spokesman also said that the company would start recruiting new workers in the next three weeks and that some of those sacked would be re-employed on merit if they applied.

Sowetan

5/9/83

NGWU in agreement

By Alinah Dube

A RECOGNITION agreement between the National General Workers Union (NGWU) and the Pool Industry company in Rosslyn is to be submitted for consideration this week.

The organising secretary of the union, Mr Donsie Khumalo, said the agreement was reached at a meeting with management.

Problems which affected workers were discussed and shop stewards were assigned to follow them up.

Among the employees' grievances were the deduction of R1 from their wages to pay for laundering their uniforms. The act had caused dissatisfaction among the workers because they said they had not been consulted.

~~12/11~~ 33 ~~12/11~~

20 strikers dismissed

ABOUT 20^{7/18/87} workers ~~(S)~~ employed by Unipark Potteries in Vanderbijlpark claim that they have been dismissed by their management after striking in support of wage demands. ~~(S)~~ ³³ ~~(S)~~ The workers said they formally made representations to management concerning their demands, inter alia that they should be allowed to belong to the Building and Construction Workers Union.

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WP builders
wages rise 10/9/83

CAPE TOWN. — Building workers' trade unions and master builders have negotiated minimum wage increases of 16% for all workers in the building industry in the Western Province.

This was announced yesterday by Mr Harry McCarthy, chairman of the Building Industrial Council.

The increase, which affects about 40 000 building workers, is expected to become payable next month.

The pay rise could add R1 000 to the cost of a R60 000 house, according to calculations by the Building Industries Federation. — Sapa.

30 sacked after strike at homes firm

Labour Reporter

A clash of views over retrenchments led to a week-long strike by workers at CI Homes in Elandsfontein and the dismissal of at least 30 of the strikers last week.

A spokesman for CI Homes refused to divulge the number of those retrenched and dismissed, but said the company was operating at a normal level.

"We needed to go on with the retrenchments to cut costs. The timber frame busi-

ness is still relatively new and we are not sure how the market will go," he said.

The difference of views arose when 25 workers were retrenched in June this year.

The general secretary of the Building Construction and Allied Workers Union, Mr Frank Mohlala, said the workers were not told of the retrenchments.

On August 30 it was announced that a further 36 workers were to be laid off on the following day.

The union, which is not recognised at the factory and represents fewer than half the workers, then offered to speak to management to try to resolve the problem. But a strike began on August 31.

After the talks reached deadlock, management told the union that the strikers had effectively dismissed themselves but those who wished to apply would be considered for re-employment. So far 22 have been taken back.

Engraving memorials is

Carved by hand

The modern way

'dying art', say masons

By MARC DOBSON

IN the words of Port Elizabeth mason Kevin Evans, it's a "dying art".

He didn't intend the pun but monumental masonry (the design and engraving of memorials) is a job that definitely holds little appeal for most young people contemplating a career today.

At first glance the job does appear to have few pros. It's arduous and laborious, has potential for being depressing and isn't nearly as remunerative as being a mechanic or an electrician or a bank clerk.

At the turn of the century, however, monumental masonry was a respected trade because it demanded a high degree of skill and artistry. But then carvings and memorials in those days were ornate and sometimes exquisite works of art.

As the years rolled by, so inflation slowly killed off grandiose graves, ushering in more standardised memorials and encouraging the trade to become increasingly mechanised.

Although more and more people are choosing to be cremated nowadays, there continues to be a steady demand for memorials. Apprenticeships in

masonry are still being offered by the larger firms, but applications are dwindling and there is often a high drop-out rate.

An apprentice mason trains with his sponsoring firm for three or five years (depending on his expertise). In conjunction with studying a course in art and design at a technical college.

"Mechanisation has meant that much of the skill has gone out of the job," mourns Mr Evans, who has been a mason for more than 20 years, following in the footsteps of his father and grandfather.

"In the old days you could walk around a cemetery and see from the style of inscription who had worked on any one particular memorial."

There are three main methods of engraving a headstone, but the most popular and speedy way makes use of a press machine and a sand-blaster.

Working on the machine with a three-ply rubber stencil and plastic stencil letters, the mason cuts the rubber deep enough to loosen the letters.

He then places the stencil on the memorial stone and removes the stencil's centre-skin. From here the

stone is sand-blasted to eat away the exposed area and then it is plastered, with the letters being painted in silver.

The other mechanised method enables the mason to work directly on the stone by use of a letter-cutting machine. It's a slower procedure but a more exact and neater finish is achieved.

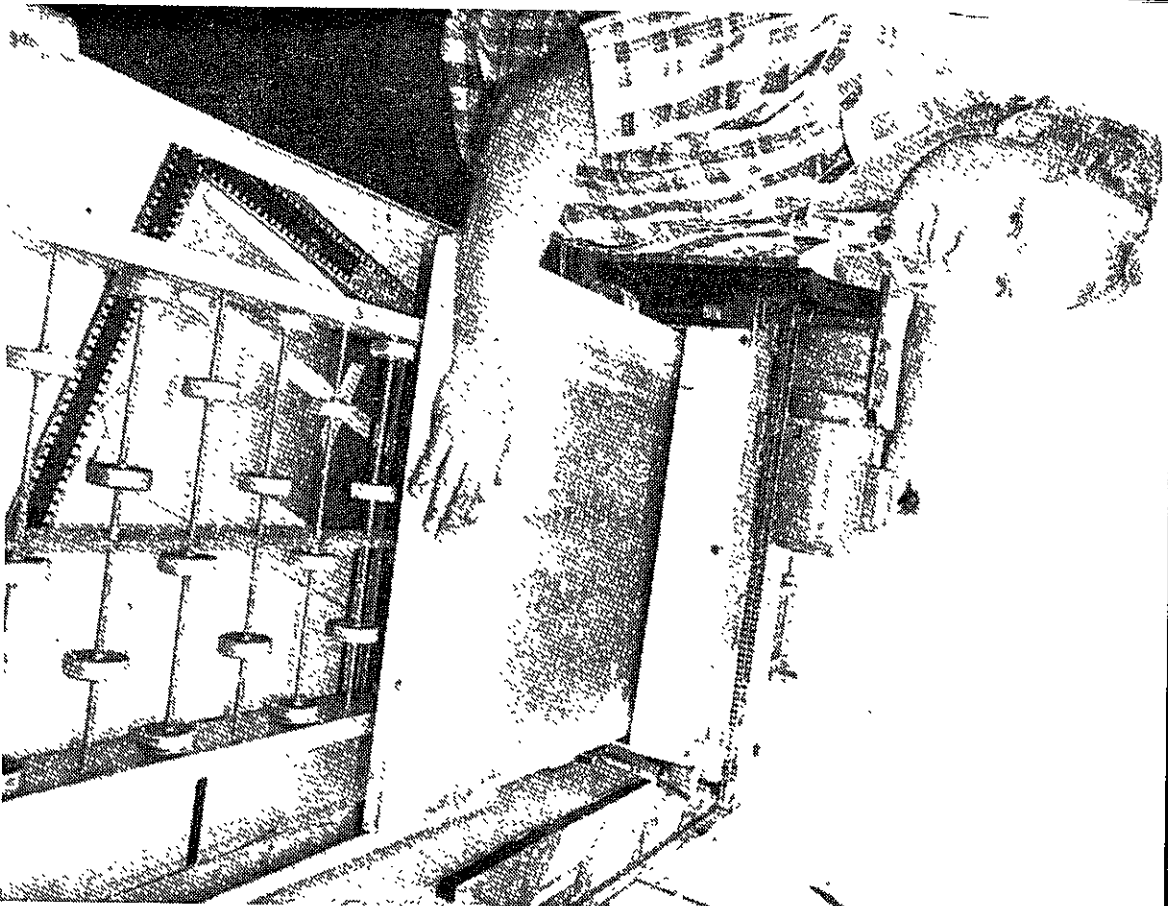
"In masonry you can never rub out, so if you make an error you have to start from the beginning again — which proves expensive," said Mr Evans.

The third method is the traditional one, by hand, but today this method is only employed when a memorial is brought in for a second inscription and the two styles have to be matched.

The demand for hand lettering is still strong enough to dislodge master mason Fred Gommersall from retirement.

Mr Gommersall, who's been a mason for 54 years and who had intended retiring three years ago, works solely by hand on the more elaborate and expensive memorials.

"I've got so much work to do every day I just wish I could take it home with me," he says wryly.



The mechanised way... mason KEVIN EVANS operates a press machine to cut the lettering on a plastic stencil, which will be placed on a stone.



The traditional way, by hand... FRED GOMMERSALL works on the older, more elaborate memorials that arrive for second inscriptions.

Trade
bid to
end bus
boycott

87 10 7 83

33

By KEITH ROSS
EAST LONDON — The
Border Chamber of Indus-
tries has been negotiating
with the South African Gov-
ernment in an attempt to
end the Mdantsane bus boy-
cott.

The chamber's president,
Mr David Saunders, con-
firmed this week that nego-
tiations had taken place.

But Mr Saunders would
not disclose with whom the
negotiations had been held.

"We were asked not to
identify the department
concerned," he said.

"We tried to take up the
matter of the bus boycott
with the Ciskeian authori-
ties but we were told we
would have to make an ap-
proach through the South
African Government."

Mr Saunders said his
chamber considered the
boycott as serious and had
sent a telex appeal to the
Ciskeian authorities sev-
eral weeks ago. No reply
had been received.

He said that after his ne-
gotiations with the South
African Government, he
was not hopeful that a solu-
tion could be found to the
boycott problem.

"The boycott has now be-
come a political thing and
somebody has to back down
gracefully," he said.

"We would like to see a
solution found.
Ciskei has been given all
kinds of decentralisation
concessions, but one won-
ders what investors must
think of this whole thing.

"There are thousands of
unemployed in the area and
this situation is not helping
their lot."

Mr Saunders said the
chamber was deeply con-
cerned about the banning in
Ciskei of the South African
Allied Workers' Union and
about the continuing cur-
few in Mdantsane.

Mr Saunders lashed out
at the researcher, Mr.
Nicholas Haysom, for say-
ing in a report that many
employers in East London
were "indifferent to the
plight of the workers".

"Mr Haysom has not con-
tacted me. I have never
heard of him and I am 99 per-
cent certain he never contacted
the chamber."

He believed
Haysom's claim that Mr.
lence was being used
against bus boycotters by
followers of President Len-
nox Sebe was true.

"In my own organisation
I have had three people
badly injured as a result of
the boycott," he said.

Cape Times 21/10/83 (33) (197) (35)

Below poverty line wages agreed on

By PHILLIP VAN NIEKERK
Labour Reporter

WAGES well below the minimum poverty line have been negotiated in two separate local Industrial Council agreements gazetted over the past few weeks.

The Worcester Industrial Council for the Building Industry has agreed on a minimum wage of 66c an hour for the lowest grade of worker, with operators on 88c an hour, unskilled workers at 94c an hour and watchmen at R36,30 a week.

The lowest minimum wage agreed on by the Industrial Council for the Cape Worst Textile Industry is R41,25 a week, while many grades are under R50 a week.

The wages were negotiated by the Building Workers' Union and the Textile Workers' Industrial Union respectively — both parties to the industrial councils.



Labour

In February, the Bureau of Market Research calculated the Supplementary Living Level — which does not include luxuries — in Cape Town as R290 a month (R67 a week) for blacks and R299 a month (R69 a week) for coloured people.

Adding inflation, many of the new grades are to earn less than a third of this amount.

The bureau's Mini-

mum Living Level in Cape Town in February — which includes only the bare necessities and doesn't provide for any mistakes in buying — was R224 a month (R52 a week) for blacks and R226 a month (R52 a week) for coloured people.

With inflation added, most grades in the new agreements are below this minimum poverty line.

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, said the textile wage represented a 12 percent increase and was "not so bad" given the depressed conditions in the economy.

He said wages in the cotton section of the industry, where a 15-percent increase had been negotiated, were better.

Mr R Simmons, secretary of the Building Workers' Union, said the increase in his industry was about 10 percent. This was not wonderful, but was only an interim agreement.

Miss Di Cooper, assistant branch secretary of the General Workers' Union — which is opposed to serving on industrial councils — said industrial councils put workers in a weak position and excluded them from participating.

"A union is in a much stronger position when it negotiates from a position of strength on the shop floor," she said.

Growing need for industrial relations

By OWEN PARKER
Proprietor & Editor

THE building industry today faces many problems arising from the current recession, from the drought and, probably most challenging of all, from emerging pressures in the industrial relations field.

This statement was made today by Mr Jed Bramwell, chief executive of Murray and Roberts Holding Ltd, in his opening address at the Bifsa congress in Port Elizabeth.

"There is no doubt in my mind that the Government's efforts to broaden the processes of negotiation with workers and to liberalise our labour legislation will lead to a more stable and productive labour force in the longer term," he said.

"The process of achieving this state of affairs, however, is certainly going to be painful and, in some cases, traumatic, for employers."

Management in the future would have to devote very much more time to the problems of industrial rela-

tions than it had done in the past.

In this regard, it had to recognise the implications of the rulings of the industrial court.

Recent court proceedings had clearly revealed that, in many instances, employer reaction under pressure from organised employees was hasty and ill-conceived.

The tendency for the means of production within our economy to be progressively absorbed into fewer and fewer major companies through the payment of large sums of money to the previous owners, entrepreneurs and shareholders had not led to any increase in the means of production, Mr Bramwell said.

Nor had it led to the creation of a greater number of job opportunities or increased efficiency within the country's economy as a whole.

As far as the construction industry was concerned, it had also led to the undesirable practice of in-house trading in an industry which had always prided

itself on the fact that it represented the very essence of the free enterprise system.

"Today, many of the major construction companies are owned by mining and financial groups which tend to give special preferences to their own companies," he said.

As the economy expanded and as larger numbers of people became economically active, pension funds, insurance companies and other financial institutions generated money at an increasing rate and were constantly seeking new investment opportunities.

"Without opportunities for South African institutions to invest these pent-up funds outside of the Republic, this has become a contributory factor in the tendency towards the concentration of economic power in fewer and fewer hands."

The good news was that funds were channelled into the acquisition of existing buildings and the construction of new projects, Mr Bramwell said.

E. Post
24/10/83

Cape Town 25/10/83

33

Labour relations - key area for building industry

PORT ELIZABETH. — The building industry today faced many problems arising from the current recession, from the drought and, probably most challenging of all, from emerging pressures in the industrial relations field, Mr Jed Bramwell, chief executive of Murray & Roberts said.

Addressing the opening of the Building Industry Federation of South Africa's congress in Port Elizabeth, he said: "There is no doubt in my mind that the government's efforts to broaden the processes of negotiation with workers and to liberalize our labour legislation will lead to a more stable and productive labour force in the longer term."

Problems

He said the process of achieving this state of affairs would be painful and, in some cases, traumatic, for employers.

In the future, management would have to de-

vote more time to the problems of industrial relations than it had done in the past, and in this regard, it had to recognize the implications of the rulings of the industrial court.

"Recent court proceedings had clearly revealed that in many instances employer reaction under pressure from organized employees was hasty and ill-conceived."

Mr Bramwell said the tendency towards the means of production being absorbed by fewer and fewer major companies had not led to any increase in the means of production, the creation of a greater number of job opportunities or increased efficiency within the country's economy as a whole.

As far as the construc-

tion industry was concerned, it had also led to the undesirable practice of in-house trading in an industry which had always prided itself on the fact that it represented the very essence of the free enterprise system.

Preferences

"Today many of the major construction companies are owned by mining and financial groups which tend to give special preferences to their own companies.

"This unhappy state of affairs has led to many contractors becoming increasingly frustrated by the tendency of these major groups to seek tenders apparently only to check prices and maintain a level of honesty in the pricing of their own in-house companies," he said. — Sapa

NEWS 9/1/83

Bifsa plans upgrade for artisan training

Property Correspondent
ARTISAN training in the building industry is to be upgraded to help stabilise the cost of building.

This is the goal of Mr Hedley Rowles of Kimberley, new president of the Building Industries Federation.

In an interview, Mr Rowles said his industry existed to serve the public. It was important for the industry to contain costs as far as possible.

He disclosed plans for a new apprenticeship system which would see Bifsa — instead of individual firms — assuming responsibility for trainees.

A drawback of the existing system was that many employers were reluctant to take on apprentices because of economic uncertainties.

It was hoped the new system could be introduced in the next 12 months.

The industry was poised for a boom but it lacked manpower. "There is no shortage of labour resources but recruitment and training is a priority."

Because trained workers were in short supply they were able to command high wages without necessarily working at their best. Experience had shown that training boosted productivity and promoted stability of labour.

Mr Rowles said Bifsa would be paying more attention to housing and other benefits for the industry's workers.

In the 55 years since he started at a trade school Mr Rowles has risen through the ranks from artisan to teacher to top management. He headed LTA'S Free State and Northern Cape operations until his retirement last year.

He took over the presidency from Mr Pat Morris.

Stoppage by 500 men in Phoenix firm

Mercury Mercury

NEARLY the entire work force of 500 men from the Bestconstructo company in Phoenix stopped work yesterday because of dissatisfaction over wages.

According to the general manager of Bestconstructo, Mr F B Hechter, management were unable to establish a specific reason for the strike, although it was wage related.

The workers left their nearby building sites and set off to walk to the company's offices in Ntuzuma Road. Police monitored the workers throughout the morning but there were no incidents of violence or aggression.

'Didn't know'

'There was some confusion as to what it was all about. We asked the men to appoint spokesmen but they still couldn't explain what was wrong, except to say that it was about wages,' said Mr Hechter.

'I think it was something to do with the Industrial Council pre-

scribed wage increases which are bi-annual and amount to about 12 percent.

'They didn't know what the increase was and when we told them they indicated they weren't happy with it. But it was a very divided nucleus of about 20 people who were dissatisfied.

'We have offered anyone with a complaint the opportunity to go to his senior and we will attend to each individual case.'

Mr Hechter said that in the past there has been legitimate complaints and claims regarding wage packets but these

had been 'minor' and were always immediately rectified.

After the discussion with management yesterday morning it was decided that the workers would continue with the strike for the remainder of the day and return to work today.

The company is at present involved in the building of 50 houses in Newlands and 2 000 houses in Phoenix. Mr Hechter said a substantial financial loss would be suffered by the company because of the strike.

Report

15/11/83



ON STRIKE: Some of the more than 100 strikers.

Out on strike

MORE than 100 workers at New and Golden Paper Bag Manufacturers chanting freedom songs staged a demonstration against their management for refusing to reinstate a dismissed colleague.

The workers, members of the Fosatu-affiliate Paper, Wood and Allied Workers' Union, entered their second day on strike over the sacking of a worker and recognition of their union.

They also reject the Trade Union Council of SA's affiliate — South

African Typographical Union — which has a closed shop agreement with the management. Workers say the union has been "forced down our throats by management."

• About 500 workers have gone on strike over wage demands and

other job-related issues at two major companies in Olifantsfontein. The workers are striking at Johnson Tiles and at Masterbuilt (Pty) Ltd.

Mr C Joubert, personnel manager of Johnson Tiles, late yesterday said things were back to normal.

33
Soroetan
Nov. 1983

500 strike in Durban

Nov 15/11/83

33

DURBAN — Nearly the entire work force of 500 men from the Bestconstructo Company in Phoenix stopped work yesterday because of dissatisfaction over wages.

According to the general manager of Bestconstructo, Mr F.B Hechter, management were unable to establish a specific reason for the strike.

The workers left their building sites and set off to walk to the company's offices nearby in Ntuzuma Road.

connection with the killings.

200 down tools ⁽³⁷⁾

ABOUT 200 workers at Masterbuilt (Pty) Ltd Olifantsfontein have gone on strike over demands.

The strike, which started on Friday morning, was sparked off by management's dismissal of one of the employees, a source close to the strikers said yesterday.

The workers, carrying placards and singing freedom songs, reported for duty as usual at 7 am on Friday but refused to resume work, according to one of the employees.

The workers, who include men and women, had demanded the reinstatement of their colleague and that management increase their wages. Most of the male and female workers at the factory are paid an average of R26 per week, the employees said.

SOCIETY

Builders' holiday pay R68-million

By Carolyn Dempster,
Labour Reporter

A holiday pay packet of R68 million was handed to 270 000 workers and artisans in the building industry who went on their annual holiday today.

In the Transvaal, which takes the biggest slice, the 108 000 builders under the jurisdiction of Industrial Councils took home a total of R34 million.

The scheme which affords builders a fully paid three-week holiday should not be regarded as a bonus, said Mr Lou Davis of the Building Industries Federation.

Workers in the building industry were usually

paid on an hourly or weekly basis.

Some might go on leave without a cent in their pockets were it not for the holiday pay system, worked out so that employers can make contributions to the fund administered by the Industrial Councils.

The recipients do not have to belong to the councils so members of the unregistered, emergent and largely black building unions also benefit from the scheme if they fall within the councils' area of jurisdiction.

In areas where there are no Industrial Councils the builders cannot benefit.

Builders return to work on January 9.

33

~~346~~

~~353~~

Star

15/12/83

Holiday 33

18/12/83

bonus

S. M. M. M.

payouts

Finance Reporter

MORE than R6 million was paid out in holiday bonuses by the Industrial Council for the building industry this year.

The payout of R6,3-million was made to about 21 000 blacks and 3 800 skilled workers. The payouts were completed last week.

"During the whole of last week the payouts were made in respect of those who were not in the employ of the industry, either because they were unemployed during the latter part of the year or had left the employ of the industry to seek work in other sectors," said a council spokesman.

CONSTRUCTION - ~~DATA~~ LABOUR

1984

FEBRUARY — DEC.

STRIKERS ARE REPATRIATED

SCORES of sacked migrant labourers have been repatriated to various "home-lands" following a strike over wages at CMGM construction company in Soweto yesterday.

The workers, who

SOWETAN Reporter

come from Lesotho, Lebowa and Transkei, started their strike on Monday after management had refused to give them a R2-per-hour wage increase.

Meanwhile about 45 workers, members of the African Allied Workers' Union (AAWU), at Potato King, Johannesburg, yesterday downed tools in protest against the sacking of a colleague.

And about 20 migrants employed at Pretoria Coal Company have been ordered to leave the company premises and hostels after they were retrenched. The General Workers' Union representing them is considering taking legal action.

The workers at CMGM were divided over wage demands — some accepted management's stance that they will get no increase while others insisted on their demands.

When it seemed imminent that there would be a confrontation between the two factions, management called police to the scene, but nobody was arrested, according to the company's manager, Mr R J Schultz.

The workers were given all their benefits, but refused management's offer to transport them to their homes. They said that they will use their own transport home. "After all the company did not fetch us from our homes," the workers said.

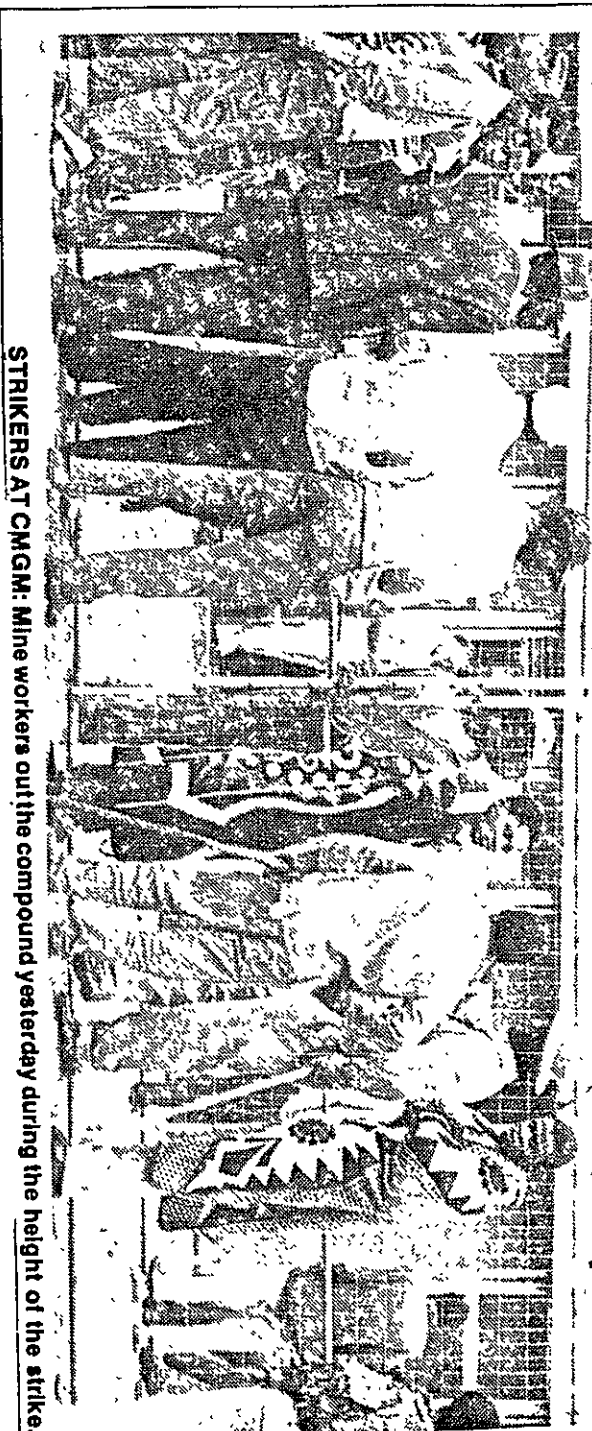
The workers told The SOWETAN that they were promised R1,10 an hour pay and were

"shocked" when they found that they were in fact paid 85 cents per hour. They also complained of being dismissed without notice.

Mr Schultz said it was unfortunate that some of the labour force did not accept the settlement offer following discussions between management and work-

The coal company's director, Mr J Dreyer, said that the company was forced to retrench workers because of the country's economic situation. "We could have dismissed them earlier but we delayed the exercise," he added.

Potato King management was not available for comment.



STRIKERS AT CMGM: Mine workers out the compound yesterday during the height of the strike.

SOWETAN, Friday, February 3, 1984.

(152)
33
27
129
Sowetan
102

3/2/84

Workman dies in sewer

Woman 16/2/84
Pietermaritzburg
Bureau (33)

A BLACK man was found dead at the bottom of a 12 m deep sewer chamber he was working in yesterday.

Pietermaritzburg firemen battled for more than three hours to recover the body of the unidentified man who was employed by a plumbing firm contracted by the municipality.

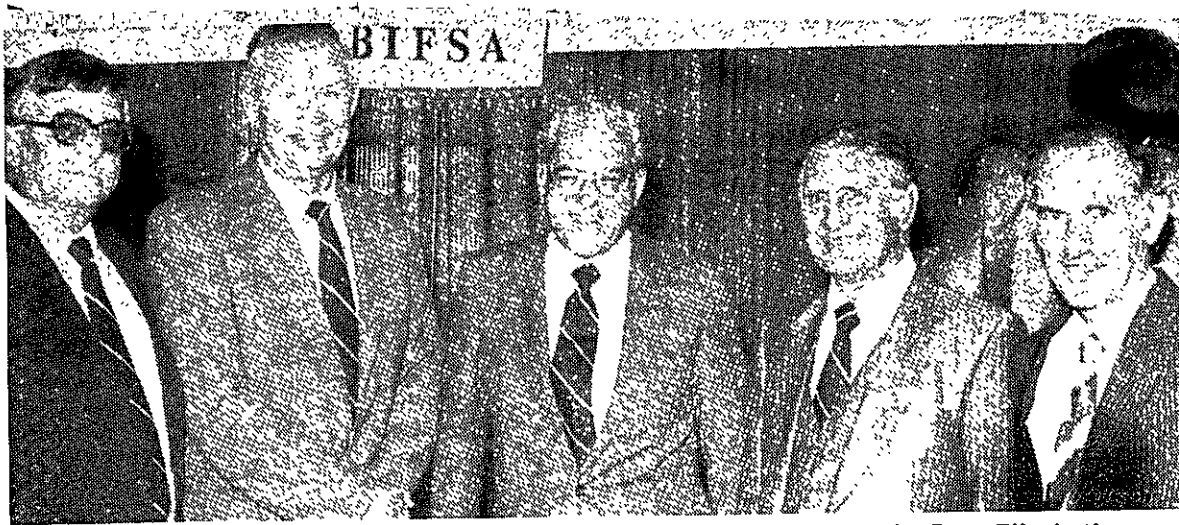
The incident happened in a chamber in the out-fall sewer from Edendale

to the Darvill purification works.

Firemen were called to the scene just before 1 pm and eventually found the man lying at the bottom of the sewer.

He had apparently been overcome by fumes and is believed to have drowned in the half-full sewer.

A City Engineer's Department spokesman said he was not sure why the man had entered the chamber and his death was being investigated.



Attending the opening of the new Bifsa vocational guidance centre in Port Elizabeth were (from the left) Mr RONNIE GAIR, Bifsa regional manager, Eastern and Southern Cape; Mr DES MASTERS, president of the Master Builders and Allied Trades Association, East Cape; Mr LOU DAVIS, executive director, Bifsa; Bifsa president Mr HEDLEY ROWLES, who delivered the opening address, and Mr ANDY STEWART, senior vice-president of Bifsa.

Centre to attract learner builders

18/2/84
E. Post *33* *E. Post*

Property Editor
A VOCATIONAL guidance centre aimed at sparking interest in careers in the building industry has been opened in Port Elizabeth. This is the fifth such centre to be opened in

South Africa by the Building Industries Federation of South Africa (Bifsa). The others are in Johannesburg, Pretoria, Durban and Cape Town. A sixth such centre is to be opened in Bloemfontein shortly.

The aim of the centres is to stimulate an interest in a career in the building industry, particularly among young people.

To this end, groups of schoolchildren from all walks of life and from all race groups will be taken on organised visits to the centres while they are still at that stage of life where their future direction is uncertain.

The centres contain examples of virtually every craft and facet of the building art in the form of static built-in displays.

Thus the youngsters are able to see how reinforced concrete stairways are constructed, how the reinforcing steel is arranged and shutterings fixed for concrete load-bearing pillars, and gain "eyeball" contact with a host of building techniques, materials and types of finish.

Different safety equipment used and clothing worn are also dramatically displayed along with a host of other "living samples" — not just photographs.

Mr Ronnie Gair, Bifsa regional manager, Southern and Eastern Cape, said the centres were intended purely for vocational guidance and to stimulate interest in building as a career.

Visits were made to schools and groups of potentially interested pupils addressed on the openings which awaited them in building.

This was to be followed up by bringing groups of pupils by bus to the centre so that they could gain a more comprehensive idea for themselves of what working in today's sophisticated building industry entailed.

On leaving school, those who decided they would like to enter the industry then made application to Bifsa.

Those who were accepted after proving their practical aptitude for the industry were employed by contractors and received specialised training at Bifsa's training centres.

Mr Lou Davis, executive director of Bifsa, who attended the opening, told PROPERTY POST that Bifsa's R15 million-a-year expenditure on training nationally had already gone a long way to improving the poor image building work had once had in the career market.

"A lot of young people didn't see any advantage of just being another builder. But now our message of bringing craftsmanship back into the industry is getting through."

This, in turn, he said, was resulting in a better type of person seeking entry into the industry.

For apprenticeship to a building trade, an educational level of Std 7 minimum was required.

Regrettably, said Mr Davis, there was a vast and badly needed reservoir of labour in South Africa that initially could not muster this basic educational requirement.

However, he said, Bifsa provided a positive way around this inhibiting factor in that those who successfully completed their four-year period of learnership and qualifying tests at Bifsa training centres became eligible for artisan status.

It was thus possible for even the educationally underprivileged of all races to attain artisan status and wages.

People accepted for Bifsa training spent 12 weeks at training centres in the first year, and three weeks each in the second and third years.

At the end of the fourth year they were tested for proficiency.

Bifsa paid their wages during training periods and their regular employer for the rest of the four-year period.

Mr Hedley Rowles, president of Bifsa, who performed the official opening ceremony at the new centre, emphasised the vital need for recruitment and training in the building industry to meet South Africa's daunting housing backlog.

Unfair competition:

N. Moring

21/3/84

33

Foreign workers and government under fire

Property Correspondent

JOHANNESBURG — Sandy Jamieson, chairman of Group 5 Engineering, has lashed out at in-house Government construction departments which he says are competing unfairly with the private construction industry.

And he also has issued a strong warning about foreign workers in the construction industry.

In his annual review he says the latest estimate from Central Statistical Services shows that contracts valued at about R2 billion out of a total of R6,6 billion are expected to be carried out in 1984 by in-house construction units.

'The total amount spent by public authorities fluctuates annually in the well-known "stop go" manner,' he says.

'However the amounts spent by in-house units increases steadily each year producing an enormous gearing effect on the balance available to private enterprise.

Worsening

'Despite policy statements by the Prime Minister and the Cabinet that the Republic is a free enterprise society, this unfair competition continues to grow worse and it is difficult to understand why action in this regard has not long since been taken,' Jamieson says.

He forecasts overall

Government capital expenditure by public authorities will show only small increases in 1984 but some areas, such as water storage and infrastructural works in black townships, will show marked rises.

'However, it is likely that capital expenditure in the private sector in 1984 will be lower than in 1983 which in turn was down on 1982,' Jamieson says.

Mr Jamieson says only a small increases in

earnings a share for the enlarged group can be achieved in 1984 because current economic conditions and their anticipated effect on the construction industry.

Group 5 had earnings of 130,4c a share in the 16 months to end-December compared with 70,3c for the eight months to end-August 1982

Annualised, and allowing for two December shut-down periods, the comparison is 107,9c a share against 105,5c a share for the previous accounting period.

Group 5's civil engineering sector will be hard pressed to produce similar results in 1984 to those of 1983 as more than 60 percent of the civil engineering market emanates from Gov-

ernment and Quasi-Government spending.

Foreigners

Jamieson also said foreign contractors arriving in South Africa with no specialised technology and minimal personnel were harming the construction industry.

He says: 'They therefore rely upon the same scarce skills pool as local contractors without having contributed to the training effort and at the expense of the local contractors.'

'For years most of these companies would not work in the Republic for allegedly political reasons but, now that work in the Third World is difficult to obtain because of the debt crisis, they have sud-

denly changed their attitudes.

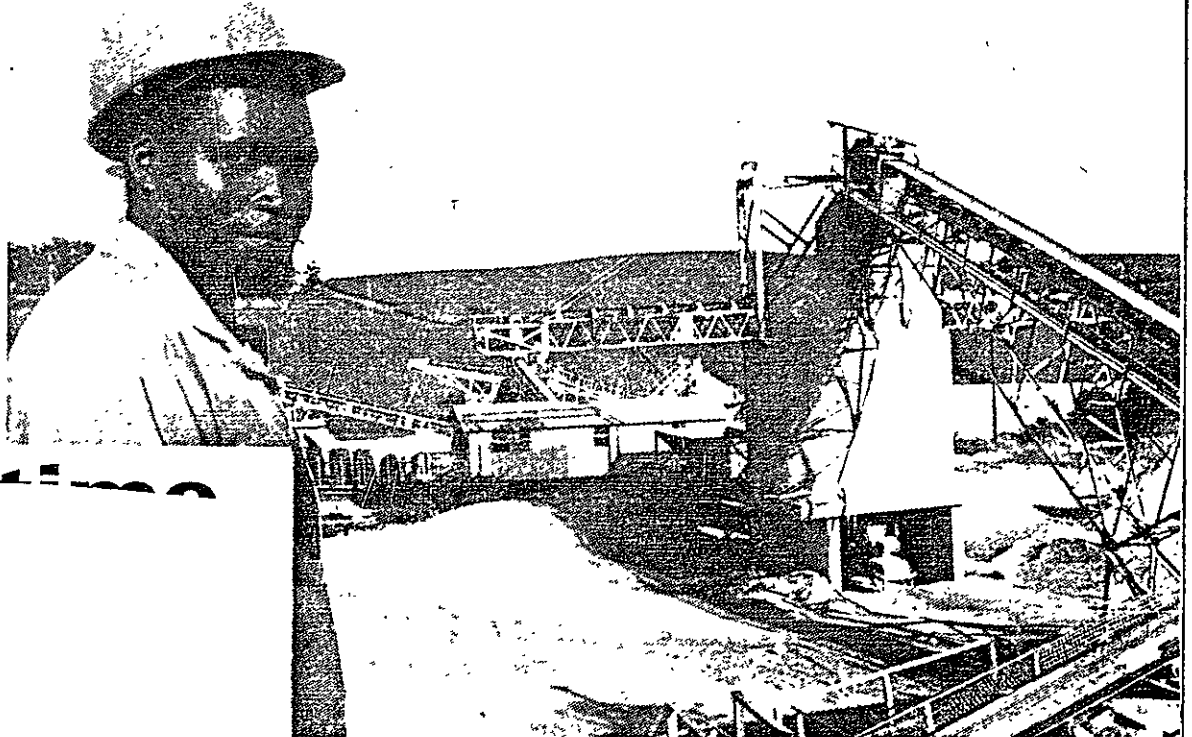
'Should the work load improve in the Third World some will, no doubt, change their minds once again.'

'Foreign controlled companies are obliged to bring significant capital to the Republic when setting up business. In my opinion, skills and technology should be viewed in the in the same light.'

He says the white population of South Africa cannot produce the numbers required to maintain and increase the country's technology base and greater efforts must be made to attract top black students to the engineering profession.

'At this time, black attitudes towards this profession are poor and those black matriculants with the highest potential are being directed to other important but non-productive professions.'

'Unfortunately this problems seems to have a low priority and I urgently request a re-rating by those concerned.'



Bhekuyise Hlongwani looks out over some of the huge machinery at Ninian's Quarry, near Empangeni.

Action
RAM 29/3/84
threat
33
against
company

Labour Correspondent

THE Building, Construction and Allied Workers' Union has launched industrial court action against British-owned company Johnson Tiles, claiming that its labour practices are "unfair" and that it has fired the union's chief shop steward at its Olifantsfontein plant.

BCAWU, an affiliate of the Council of Unions of SA, maintains overseas unions are taking an interest in the dispute.

The union is recognised by the company, but claims Johnson Tiles has not honoured the "spirit" of their agreement.

A company spokesman confirmed that the union had applied for a conciliation board to settle the dispute, the first step on the way to industrial court action.

He declined to comment further, saying the dispute had been referred to the company's lawyers and was now "sub judice", but said Johnson would defend the action.

The dispute follows continued tension between the union and several Olifantsfontein employers which led to unrest at some plants last November.

In a statement, the BCAWU claims that Olifantsfontein is "only 25km from Johannesburg, but its industrial relations lag 25 years behind it".

The BCAWU claimed that court action was made necessary by the company's "unfair employment practices and continual resistance to the union".

It said Johnson's British parent company, Norcrow, knew of the dispute and that a Norcrow representative recently visited the plant and was given a letter by workers on its "refusal to bargain in good faith or disclose information".

Carpenters quit in pay dispute

CAPE TOWN Times 5/14/84
Labour Reporter 33

CONSTRUCTION of a new zoology building on the University of Cape Town campus came to a "virtual standstill" yesterday when nine qualified carpenters walked off their jobs after being refused a pay rise.

The men, all members of the South African Woodworkers' Union, said yesterday they had resigned because they felt they were being "exploited" by the contractor, R H Morris.

They said they were being paid R3.50 an hour, the minimum laid down in the building industrial council agreement, plus a 10c an hour merit bonus.

A request for an increase to R4 an hour was turned down last week. After further talks, company officials promised them a meeting with Mr P. Read, the managing director, yesterday morning.

"But when officials could not guarantee that he would come this morning, we resigned," a spokesman for the group said yesterday.

Mr S Joseph, union organizer, said he had again spoken to a company official later yesterday morning, saying the men were still prepared to return if their pay demand was met, but they refused again.

Mr Joseph said the going rate for fully skilled carpenters was R3.80 to R4.50 an hour.

Mr Read said yesterday the men had been paid more than the minimum rate laid down in the Industrial Council agreement.

Man, 55, killed by earthmover

CAPE TIMES 13/4/84 (33)

Staff Reporter

A 55-YEAR-OLD dam construction company employee died yesterday when he lost control of the earthmover he was driving and the machine plunged down the bank of a dam on a Piketberg farm.

Mr Jan Hartneck, of Herbst Brothers Dam and Earth Moving Company, was rushed to the Swartland Hospital in Malmesbury with multiple injuries but died on the way.

A police spokesman said the company had been contracted to build a dam on the farm Steenbrug about 10km outside Piketberg. Mr Hartneck had been employed with the firm for 25 years.

The spokesman said Mr Hartneck had been using an earthmover on one of the banks of the unfinished dam when he lost control of the machine.

● Three Bredasdorp men were seriously injured in a head on collision between two cars on a gravel road near Elim on Tuesday.

Mr S J Geldenhuys, 66, of Fletcher Street, Bredasdorp, sustained arm and leg injuries. Mr Myburgh Briers, 20, of Elandsdrift, sustained a leg injury and his brother, Mr Melchior Briers, 16, sustained internal injuries.

The men were taken to Tygerberg Hospital in a "serious" condition.



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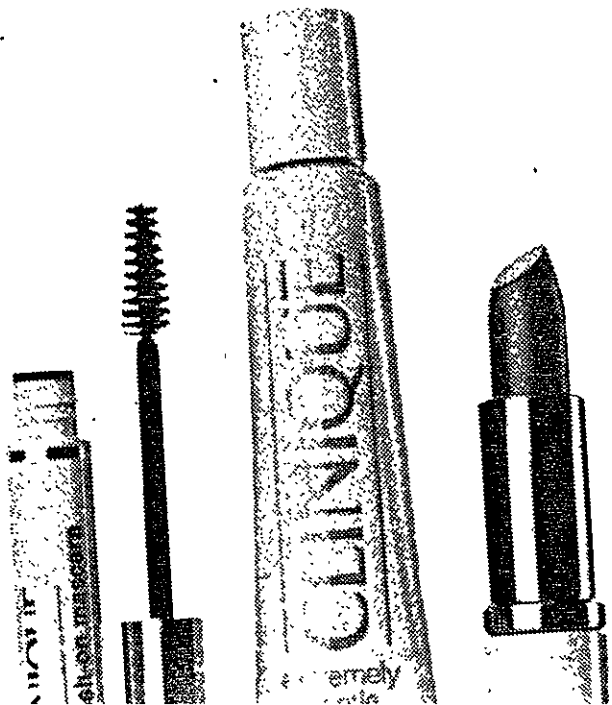
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THE EXECUTIVES

Mr John Bramwell, chief executive and deputy chairman of Murray and Roberts, intended to become a lawyer but the war interrupted his studies and after demobilisation he decided to be a civil engineer instead.

He is an immediate past president of Seifsa, a director of Senbank and Edesa of Zürich, a Fellow of the Institution of Civil Engineers in London and of the South African Institution of Civil Engineers.



M and R seeks black management

W/C ARGUS B45 28/4/84 33

By AUDREY d'ANGELO

THE number of black people in management positions will increase "steadily and dramatically," with many of them rising through the trades, says Mr John Bramwell, chief executive and deputy chairman of Murray and Roberts.

But he says this cannot happen immediately because many in the 25 to 45 age group are handicapped by the poor quality of the education they received.

Murray & Roberts already employs black people in senior positions, particularly outside South Africa.

"We give a lot of support to the universities, including the black ones, and we are always looking for management ability among blacks so that we can advance them.

"We always have between 100 and 120 bursary students at universities.

"The bursaries are given on

a non-racial basis and although whites are in the majority the number of black students is increasing.

"We also have several hundred technicians in training at technikons and there is a higher proportion of black people among these although there is still a preponderance of whites.

"We have hundreds of apprentices in training, too, and here the largest proportion are not white and the number of blacks is increasing rapidly.

"Further down the line we have in-house training to upgrade unskilled people and these are predominantly black."

Mr Bramwell said this process of rising through the trades was already far advanced among coloured people in the construction industry.

The company started training coloured apprentices in the days when almost all foremen were white.

Now almost all foremen were coloured men with 20 or 30 years' experience.

Coloured people would move up into management in increasing numbers "and the same thing will happen with blacks."

Discussing the emergent black trade union movement, Mr Bramwell said Murray & Roberts had spent a lot of time training management at all levels in negotiating skills.

"We have also been trying to help black people to understand our problems and responsibilities, and to achieve a good level of communication between management and workers.

"This does not mean that we shall have no problems but it does mean that we shall be able to understand and identify our problems."

Murray & Roberts, which made after-tax profits of R53-million in 1983 compared with R9-million in 1974, would con-

ARCUS 28/4/84

33

Black managers

From Page 17.

tinue to grow at the same rate and he saw no reason why it should not become as big as the giant US corporations.

Its interests ranged from food to heavy engineering, in addition to its activities in the construction industry and it was already an international organisation, owning companies outside South Africa.

But he was confident that its policy of decentralised management meant there was no danger that it would become a kind of bureaucracy in which initiative was stifled, however large it became.

"We have always had a philosophy of heavily decentralised management combined with heavily centralised financial controls.

"All our companies operate with a fair degree of independence.

"We maintain financial controls. We know what each company's cash position, borrowing position and earnings are at any time.

"But we don't give advice on what business it should do or what contracts it should sign.

Good managers

"Murray & Roberts' growth could be achieved only with good managers and therefore they must have a degree of freedom within carefully defined limits to develop their management skills.

"We don't believe you can develop good managers if you are trying to do their job for them, and as an organisation grows you have to pass responsibilities down the line."

Although the group would continue to grow by acquisition, in addition to organic and innovative growth, it was unlikely to venture into any completely new fields.

Market share

"Currently our policy on the acquisition front is clearly defined.

"Our first objective is to increase market share by acquiring companies in the same field of endeavour.

"If we go for a large acquisition it must fit in with the activities of one of the divisions within the group."

Mr Bramwell himself rose through the ranks in various divisions of the group.

He left school intending to become a lawyer, but World War 2 broke out while he was in the middle of a BA course and he had a distinguished career in the Royal Parachute Regiment in the British Army, serving in North Africa, Italy, Greece and France.

He was demobilised with the rank of major.

"By that time I had decided I wanted to be a civil engineer.

"I graduated from the University of the Witwatersrand and started working for the Railways because they give a very good basic training."

He left to join the Roberts Construction Company in 1952 and became assistant manager of its Natal branch in 1956 and manager in 1958.

By CHRIS STEYN

5/5/84
SAAF denies black site workers live in poor conditions

THE South African Air Force has denied allegations that black construction workers on a SAAF site near Louis Trichardt are living in poor conditions, compared to their white counterparts.

The allegations were made in an unsigned letter to the Rand Daily Mail by a person who claimed to be serving "in the Defence Force".

He alleged that blacks were sleeping in corrugated iron huts with no ceilings.

No messing or kitchen facilities were provided and the men had to cook over small paraffin pressure stoves inside their huts.

No hot water or lights were provided and toilets had no doors.

Referring to toilet facilities, he wrote: "There are two stinking open-pit toilets just outside the quarters. Making things even more intolerable is the refuse pit next to their

He also described how the men's wages were squandered on women and alcohol.

"At the end of the month the women of the nearby location move into their quarters. A hell of an amount of liquor is then consumed.

"Nothing, absolutely nothing is done to improve matters. The senior officers just do not care a damn."

A SADF spokesman confirmed that the South African Air Force is engaged in construction work in the vicinity of Louis Trichardt. The project is scheduled for completion towards the end of 1987.

"It is possible that the wri-

during the very early stages of construction and for the same reason some of the allegations he has made could possibly be true," he said.

The spokesman said, however, that no formal messing facilities or rations were provided for any personnel on site, but kitchen and cooking facilities were provided for the use of all.

"In addition, four cooks are available to cook for the labour force if they so desire."

The spokesman also confirmed the existence of corrugated iron sleeping quarters, but said these were temporary at present.

mentioned were a temporary arrangement while more permanent ablutions were being constructed. There is now a fully equipped ablution facility which is inspected regularly by hygiene officers," he said.

Electricity was not provided "at the moment", but lanterns were to be replaced by coleman lamps shortly.

"Gas in the living quarters is considered to be a fire hazard. The facilities provided on the site are comparable to those provided at most civilian construction sites. Other facilities like television and canteens are not provided at State expense.

"Overindulgence and misbehaviour of employees are not tolerated and the statement that senior officers just do not care a damn is not accurate. The welfare of personnel, both civilian and military, is of the greatest impor-

From 8/5/84 (33) (18)

Concor strikers awarded pay increase

Mall Reporter

WORKERS at a Concor construction site in Tshiawelo III yesterday staged a two-hour pay strike and threatened to again down tools today if their demands were not met by management.

Yesterday afternoon, the site manager Mr Johan Badenhorst said the situation was back to normal. He said the matter had been settled with the workers and they were "happy".

Yesterday morning the workers refused to work and milled around until Mr Badenhorst approached them. Later a seven-man delegation was appointed and a meeting held with site management.

The workers demanded an increase, and said also work conditions were not satisfactory.

Mr Aubrey Nyoka, a qualified carpenter, said: "I rate R1.40 an hour, which is

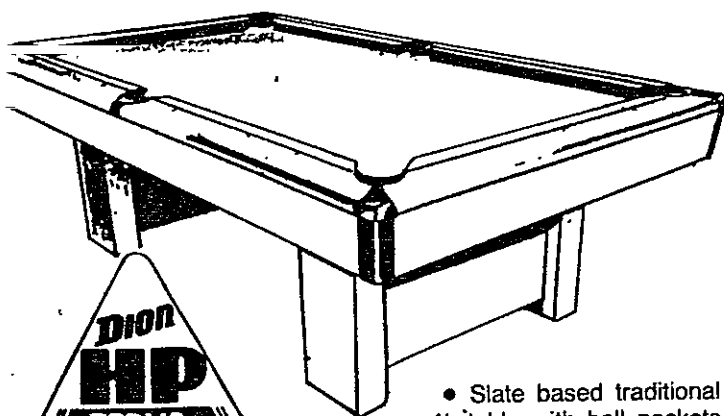
too little for my qualifications and standard of living. The company also deducts R10 which they say is a stamp duty. This is unfair, because I am not a migrant labourer."

Mr Badenhorst said the workers had been given an increase, although he would not say how much it was.

He said: "In my opinion it was not a strike. It was just a site matter that was settled with no hassles."

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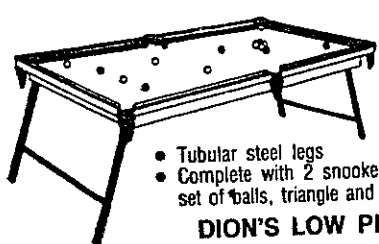
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Cape Times 8/5/84

Another Signatory for GWU

Labour Reporter

PREBUILT Products, a subsidiary of the Murray and Roberts group, has signed a recognition agreement with the General Workers' Union.

In a statement, the powerful Cape-based union said the agreement recognized the union's right to represent members at the firm over "any matter affecting their employment".

The agreement also gave it rights of negotiation over wages, conditions of employment, health and safety and other matters.

The signing followed several months of negotiations which took place in a "spirit of co-operation".

The union added that the management's attitude was "commendable to other employers, particularly in the cement and concrete industry".

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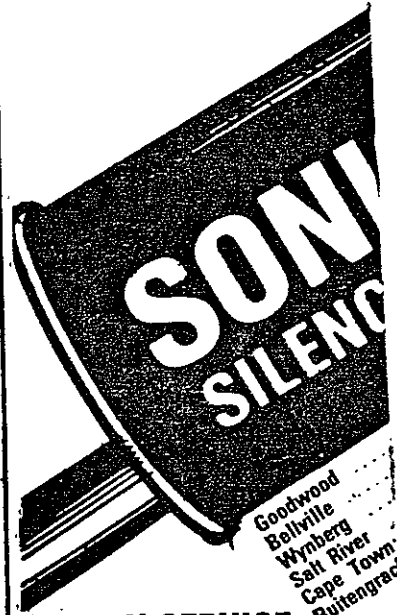
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Tuesda
are on

from 9/5/84 (33)

Cape firm backs union rights

Mall Correspondent

CAPE TOWN. — Prebuilt Products, a subsidiary of the Murray and Roberts group, has signed a recognition agreement with the General Workers' Union.

In a statement, the powerful Cape-based union — due to affiliate to a new federation of independent unions later this year — said the agreement recognised the rights of the union to represent its members at the firm over "any matter affecting their employment".

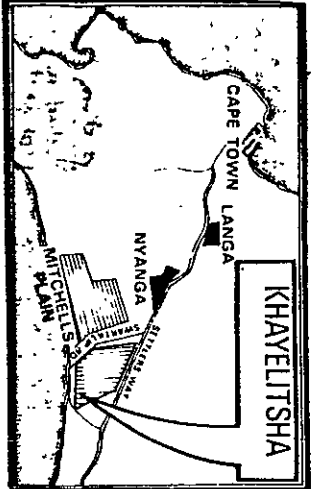
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tiations to the union over wages, conditions of employment, health and safety and other matters.

The signing of the agreement followed several months of negotiations which took place in a "spirit of co-operation".

It added that the management's attitude was "commendable to other employers, particularly in the cement and concrete industry".

A management spokesman yesterday confirmed the agreement had been signed but declined to comment further.



5 000 workers needed for black city's first phase

living in temporary accommodation.

"You cannot provide homes without services. I could not live with a situation in which people were asked to move into houses without shops, schools and a clinic.

"Two schools have already been completed and more than 300 children are going to them.

"Schools are essential because the first phase of Khayelitsha, due to be completed by the end of this year, will accommodate 5 000 families and that could easily mean 15 000 children."

Steady work

After the first phase Khayelitsha would provide a steady supply of work for the construction industry with 3 000 homes to be built every year, with neighbourhood shopping centres and other amenities.

There would eventually be a city centre, similar to that in Mitchells Plain, with supermarkets and cinemas, and beach facilities were planned.

The first 5 000 houses would have three rooms, one with a flush toilet and taps and another with a sink.

These "core houses" with 27 sq m of floor space were designed so that more rooms could be added by tenants as they could afford them, built with concrete blocks and other materials obtainable from a resources centre on the site, where technical advice on building would also be available.

Each plot would include space for parking a car and, although the first houses would be built without electricity because they would be occupied by people in the subeconomic group, cables would be laid in readiness for installing it later when tenants became more affluent.

To Page 18.

By AUDREY d'ANGELO

ABOUT 5 000 jobs will be provided within a few weeks when a start is made on building Khayelitsha, says Mr Franko Maritz, chairman of the Western Cape Development Board.

Khayelitsha is the township planned to house 250 000 black people on the False Bay coast — a project which will give a steady supply of work to the construction industry in the Western Cape for the next 12 or 13 years.

Mr Maritz, who pointed out that the industry was now entering a downturn, said in an interview this week about 5 000 artisans and labourers would be employed on the site within a few weeks on the first phase of building 5 000 houses and installing services.

Many of them would be black people, including members of the 300 families already living on the site in temporary huts.

Construction was due to start at the beginning of this month but at the beginning of this week tenders had still not been awarded.

Higher tenders

Officials admitted the reason was that tenders submitted by contracting firms were much higher than they had expected.

They were "of the order of R69-million or R70-million."

Project director Mr L A Rault said: "We want the work done in a hurry and, unfortunately, if you ask firms to do something in a short time the price you are asked to pay goes up."

Mr Maritz, who took over as chairman of the board last year, said the reason for haste in building the first phase was that "homes are urgently needed for the black people legally in the Western Cape who are

But another official of the board said he thought three or four years "an optimistic estimate." The present City Tramways 10-ride clipcard fares between Khayelitsha and places of employment are: Bellville South R2,80, Parow Industria R2,80, Epping R2,70, Mowbray R3,20.

Market stalls

Market stalls would be available at the neighbourhood shopping centres and it was hoped residents would set up business in these in addition to the mini-market, hardware stores and post office each centre would have. Mr Maritz said he hoped there would be a railway "in three or four years."

ATTENDANCE	RESIDENTS	(WORK)	(HOME)
11	NON		
PD	REQD		

5 000 workers needed

In addition to the core housing, 250 larger "elite plots" were available on higher ground near the sea for black executives to build their own homes and these would require electricity immediately.

Admitting that these plots could, at this stage, only be rented and no 99-year leases were available, Mr Maritz said the board was pressing for a change of policy which would give black executives more incentive to build.

Mr Nels Mathee, director of engineering and works on the site, said that even on the present terms there had been inquiries from executives interested in the sites.

Distances to travel

Discussing the distances residents of Khayelitsha would have to travel to work, Mr Maritz said that although the centre of Cape Town was 25 km away, there were nearer centres of employment at Phillippi 7 km away and at Epping.

Buses "with heavily subsidised clip-card fares" were already available. There would also be jobs in service industries in Khayelitsha itself.

The "informal sector" of business, which was flourishing at Crossroads, would be encouraged to develop at Khayelitsha with help from the Small Business Development Corporation if required.

19/5 ARGOS 12/5/84
19/5 ARGOS 12/5/84
33



Mr Franko Maritz, left, chairman of the Western Cape Development Board, and project director Mr L A Rault show models of the neighbourhood shopping centre and village centre due to be completed at Khayelitsha by December.

Philippi site sold for R2,5-m

AN upsurge in demand for industrial sites at Philippi, only 7 km from Khayelitsha, has occurred in the past six weeks, says a leading estate agent.

Mr Jassie van Zyl of Divaris Properties said: "We have just sold a 12-ha site there for R2,5-million to an investor who plans to subdivide it into about 150 factory sites. We have sold other sites there and so have other firms.

"The demand for industrial sites generally has improved lately. Philippi is definitely on its way up although land there is still favourably priced compared with other areas nearer the city centre.

"The standard price for most sites there is about R25 a sq m compared with R45 in Epping. Philippi is the nearest industrial area to Khayelitsha. Firms already there are employing labour from Crossroads and from Nyanga and Langa."

WOODSTOCK OBSERVATORY

33

KDM 23/5/84

More-pay poser for 'poachers'

Property Reporter

BUILDING contractors in the Transvaal may soon find it more difficult to lure skilled workers from the Cape.

Wages for artisans in the Cape are expected to rise substantially this year when the new industrial agreement, which lasts for four years, comes into operation.

The statutory minimum wage is R3,50 an hour but the average for Cape artisans is already R4-R4,50, about R2 less than their Transvaal counterparts.

This differential has encouraged many artisans to leave the Cape for temporary work stints in the Transvaal, much to the chagrin of Cape contractors who trained them.

Wages have traditionally been higher in the Transvaal because of the greater amount of work, particularly during boom periods, but these are usually followed by deep recessions whereas the peaks and troughs are not as severe in the Cape.

The solution, according to Mr Roy Peckett, managing director of Ovcon (Cape) Building, is to pay Cape artisans more. Higher wages might also encourage the sons of carpenters, bricklayers or plasterers to follow in their fathers' footsteps.

"A real difficulty of our situation is that, although the Cape is a coloured preferential area, the coloured labourer — as opposed to the skilled worker — does not take easily to construction work.

Employer not guilty ⁽³³⁾ of killing worker *Sentia* *25/5/84*

A BUILDING sub-contractor who shot and

killed a part-time labourer after he allegedly attacked him with a pick axe following a dispute over wages was found not guilty and discharged in the Rand Supreme Court yesterday.

Mr Justice A M van Niekerk acquitted Mr Zachariaso Zachopoulos (48) of Berea, Johannesburg, after he found that he acted reasonably and in self-defence when he shot dead Mr Frans Mphala Molepo (24) on August 16 last year at Fourways, Randburg.

He had pleaded not

In his judgment, the judge said he accepted the account of Mr Zachopoulos as to what had happened on that day. He said in his view Mr Zachopoulos was being attacked with a dangerous weapon and his life was in danger.

He also said in the circumstances in which Mr Zachopoulos was it was understandable that he had fired shots. When Mr Molepo did not fall, he said he had come to the conclusion that his means of self-defence were reasonable and justified.

Urban North
839-733



29/5/84
Mercury
Court told how ³³
two of firm's
labourers died

Pietermaritzburg Bureau

A WORKER was found hanging upside down with his head and half his body submerged in water at the bottom of a manhole when rescued by a fireman last year, the Regional Court heard here yesterday.

Sub Officer Erich van Zyl of the Pietermaritzburg fire brigade was giving evidence at the trial of Mr Manuel da Silva of the Thistle Construction Company, who was charged with two counts of culpable homicide following the deaths of two employees last year.

Mr da Silva pleaded not guilty to the charges and also to four further charges of contravening various regulations under the Factories Act.

Mr Phillip Mvelase died after being electrocuted while working close to a live electrical

powerline in November.

Mr Isaiah Zondi was killed after inhaling carbon monoxide while working down a manhole in College Road, Pietermaritzburg, on December 16.

At an earlier hearing Mr M Roskam, director of occupational safety for the Department of Manpower, said numerous accidents had occurred which had not been reported by the company.

He also said that no-one had been appointed to see that safety regulations were enforced and workers in the trenches

had not been given protective clothing.

Mr van Zyl told the Court that he took an oxygen mask down the manhole with him as he had been told that a petrol pump, which gave off carbon monoxide, was being used. This made it unsafe to breathe.

When he reached a platform he saw one of the workers was still breathing. He gave the worker oxygen from his supply until the man was hauled to the top.

Mr Zondi was found upside down in the water with his feet hooked to 'something'. Mr van Zyl said he still had a pulse and breathed after being revived.

Fumes

Mr van Zyl said he could not see any other opening for air besides the entrance of the manhole. The exhaust of the pump did not have an extension to push the fumes out of the shaft, he said.

Mr Juluis Mukunutu, a co-worker of Mr Mvelase, said he noticed that the arm of a crane had extended above and between power lines after a steel pipe had been hooked on to it.

'When the pipe landed in the trench everything went blue, like lightning, and there was fire everywhere,' he said.

Mr Mukunutu fell into the trench but managed to crawl out. He then noticed Mr Mvelase lying on the ground.

Advocate R Hiemstra submitted to the Court that his client 'admits no steps had been taken to isolate the power supply to the site when Mr Mvelase was injured but specifically does not admit that the accused was responsible to do so'.

The hearing continues today.

Ship salvors fight to stop pollution

Mercury Correspondent
CAPE TOWN—Salvage experts were hard at work yesterday averting pollution from the stranded Japanese tunny trawler, Katsuei Maru 58.

The vessel ran hard aground about 8 km east of Quoin Point early on Sunday morning.

A spokesman for Freight Marine, the ship's agents, said yesterday that the salvors had begun pumping an estimated four tons of oil on board into a specially-designed plastic container ashore.

The trawler went aground west of the town of Agulhas at 4.50 a.m. The 20-man crew abandoned ship safely. Some used a rope and tackle to get off, while others were taken off by helicopter later.

Although the engine-room of the 51 m-long, 300-ton trawler is

flooded, the refrigerated holds, containing some 130 tons of tunny, are intact. The cargo is expected to keep until the weekend.

The agents' spokesman said the ship's underwriters and owners were to fly out from Japan. A decision on unloading the tunny would be taken then.

He said he had no idea how the vessel had hit the coastline.

A preliminary inquiry by the Department of Transport will be conducted at the Freight Marine offices today. A full inquiry by the Japanese authorities will follow.

The trawler — which was heading for Cape Town from southern fishing grounds — is wedged firmly on the rocks about 15 m from the shore.

The spokesman said there was very little chance of refloating her.

'Greedy' brokers get 10 years

Mercury Correspondent
PORT ELIZABETH—A R1 800 000 insurance fraud was committed because the two brokers were greedy. This was the conclusion of a Port Elizabeth Regional Court magistrate yesterday.

In passing sentence of 10 years' imprisonment each on Peter Claude Godfrey Boyd, 41, of Walmer and Daniel Jacobus Truter McLachlan, 43, of Somerset West, Mr J B Robinson said they had placed the Court in an invidious position by not giving evidence as to why they had committed the crimes.

Boyd and McLachlan, who pleaded guilty to 127 charges of fraud in which they defrauded seven major insurance companies of R1 800 000, were convicted on Thursday last week.

Bankroll

The Court heard in evidence that the fraud was committed by placing policies with several of the companies from 19 individual clients, among them Mr J J Crouse, MPC.

R1 200 000 of the R1 800 000 commission received on the policies was then used to bankroll the premiums on these policies. The companies experienced a net shortfall of about R590 000.

The two men lodged an appeal against the sentence. They applied for bail pending appeal but the Magistrate refused to extend their bail.

He said he could not see that any other court would impose any sentence shorter than the time they would be free pending appeal and they should start serving their sentences.

Mr H Goosen appeared for the State. Mr R Coertzen, instructed by Crouse and Coetzee, appeared for Boyd. Mr J P Bester, instructed by Huisamen, Bester and Odendaal, appeared for McLachlan.

CAPE TIMES 30/5/80

Worker injured as crane arm collapses

33

Staff Reporter

A CONSTRUCTION worker was injured yesterday when the arm of a crane collapsed at the site of the new Woodstock bridge over the railway line.

Mr Patrick Petersen, no age or address given, was taken to the Woodstock Hospital with arm and head injuries. Mr Leon Els, a South African Transport Services spokesman, said later that Mr Petersen was not in a critical condition.

Mr Els said the crane arm collapsed about 8.40am yesterday as the crane was being used to lift a concrete beam. During the incident Mr Petersen was injured.

The crane arm fell across the railway line but did not strike any overhead cables.

Workers immediately removed the damaged crane arm and only one train was delayed, for about 12 minutes, Mr Els said.

Mr Els said industrial inspectors would investigate the accident.

Two workers died down manholes, Court hears

Pietermaritzburg
Bureau

SAFETY equipment for a number of labourers working in manholes in Pietermaritzburg was not available on site, the Regional Court heard this week, following the death of a worker.

Mr Valentine Ngubo was giving evidence at the trial of Mr Manuel da Silva, of Thistle Construction Company, who has pleaded not guilty to two charges of culpable homicide and four relating to contravening the Factories Act.

Mr Philip Mvelase was killed after being electrocuted while working close to a live powerline

in November last year.

In a separate incident, Mr Isaiah Zondi died after inhaling carbon monoxide while in a manhole in College Road, Pietermaritzburg, in December.

Mr Ngubo said a fellow worker, a Mr Jilli, had called to him from the manhole that he could not come up as he had 'lost energy'.

The fumes had prevented anyone going into the manhole to help.

Mr Ngubo suggested to the foremen that the fire brigade should be called. While they were waiting a rope was thrown to Mr Zondi who gone into the manhole.

Mr Ngubo told the Court there were no oxygen masks, safety belts or resuscitation equipment on the site and that such equipment was available 'if we wanted it' in an office about 20 minutes away.

Mr Ngubo said he had never been personally told not to go down the manhole while the pump was running, 'though the others could have been told'.

The trial was adjourned until July 19.

The presiding magistrate was Mr G Barnard, Mr R Hiemstra appeared for the defence and Mr A Groenewald appeared for the State.

Frantic 15-minute dig for buried worker ends in death

Mercury Reporter

RESCUE workers dug frantically for 15 minutes to free the head and face of a black construction worker trapped under several metres of rocks and sand, it was learned yesterday.

But the man, Patrick Dinikalli, aged about 30, imprisoned by the fall for more than two hours, died before he could reach hospital.

The accident happened on Saturday afternoon at Mt Edgcombe at excavations for a

new road to Verulam.

Mr Dinikalli was completely buried for about 15 minutes, according to an Umhlanga Protection Services spokesman.

It took a while to find him and uncover his head. He was trapped in a 3 m ditch with a pile of slate-type rock about 5 m high on one side.

He was standing in the ditch when the pile collapsed on him, pinning him to the side.

There were some large boulders in the rubble too.

Ambulancemen and a rescue team from the Umhlanga Protection Services were called.

He had a lot of trouble breathing and had to be given oxygen the whole time the team were trying to dig him out. It took at least two hours.

He was in a bad way when they got him out and was certified dead on arrival at the hospital.

Mercury

11/6/84

33

Symposium aims to raise ^{Star} building productivity

By Frank Jeans
Labour productivity levels in South Africa's construction industry have slumped to an annual rate of 0,59 percent.

This is an "unhealthy and negative state of affairs", says Mr Willem Louw of the National Productivity Institute, about a sector which contributes more than R7 billion to the country's gross national product.

The outlook for capital productivity in the industry is even bleaker with an annual decline of 6,91 percent between 1970 and 1982.

The construction business, say economists, is not cost-effective because of this persistent sag in productivity.

This is a major problem which has prompted the National Productivity Institute to organise a "stop the rot" meeting of industry leaders in Pretoria on June 26-27 — a gathering in collaboration with the universities.

"We cannot tolerate this state of affairs any longer in an industry which not only constitutes a large part of South Africa's economic structure but is also labour intensive," says Mr Louw.

There has been strong response from contractors and clients to the NPI symposium to be held at the University of Pretoria, but Mr Louw detects "apathy from the consultancy profession".

There is a lesson from the US for local construction men. In 1979 the US industry showed a similar productivity slide, which forced its leaders to get together and thrash out a plan which has had spectacular results by pushing output by three percent a year.

One of the men behind this revival, Professor Richard L Tucker of the University of Texas, will be a key speaker at Pretoria.

The main pointer to emerge from the American experience is that while academics can "provide the spark" for higher productivity, action has to come from the main thrust of the industry itself — consulting engineer, contractor and the client.

"They are the decision-makers who are ultimately going to be responsible for the formulation and implementation of the strategy to improve the productivity of the construction industry," says Mr Louw.

For details, out the symposium contact Willem Louw, NPI, PO Box 3971, Pretoria 0001. Telephone (012) 21-2023.

...of various... work... Co... of economic affairs. Mr... airport... in Bophuthats... variety of contrasts and... D. P. Moloto, and was... beauty of all Southern... Africa from the awe... attended by Dr Dawe... hoped all the member... come the biggest earner... on foreign exchange... worldwide.

BY TOM LOUW
Business Editor

EAST LONDON — Builders and others concerned with the industry heard one of their leaders last night appeal for reinstatement of the good name of the artisan, tomorrow's foreman.

The speaker was the newly elected president of the Master Builders' Association of the Eastern Cape, Mr John Heeger of East London, at the annual dinner of the East London branch.

Mr Heeger suggested that in the quest for

Artisan the backbone builders warned

speed there was a danger of losing the valued backbone of the industry — the artisan.

"The arguments that rage in the building industry about the training of artisans are wide-ranging," he said. There were those who advocated specialists — door hangers, ceiling fitters, plasterers and others — but they did not want to

pay them artisan wages.

"Why? Because they are what we refer to as five-eighth artisans," he said.

He questioned whether the industry could afford this in the name of progress and asked who would be the foreman of the future.

"The good all-rounders are rapidly dwindling and it's be-

coming harder to find a building foreman with good, practical experience."

The artisan must be given pay and status, and Mr Heeger added: "It's no secret that in the highly developed countries overseas artisans are earning in many cases as much as any professional."

He suggested that the engineering side of building had seen the most dramatic changes and made the most dramatic progress over the decades.

"One only has to compare the ancient stone bridges and aqueducts to today's soaring, almost fragile sculptures in concrete and steel to see progress in its most startling form."

He expressed misgivings about the modern preoccupation with completing buildings in the shortest possible time.



BY

Markets



...nearly percentage of... SA's foreign visitors to... include the independent... states. — SAPA.

Edgray expands in King

EAST LONDON — The East London-based Edgray group of companies has embarked on a big expansion programme which has already involved expenditure of R700 000 in King William's Town.

It has bought the Jinx building on Market Square which will be renovated and extended to approximately 1 200 square metres.

The group has also bought Finchley's, building on Market Square and its existing store will be enlarged by 350 square metres.

An additional store, the first of its kind, will be opening next month, also on a prime Market Square site.

In addition to this display of confidence in the King William's Town area, the group is investigating expansion to other Border towns and more new stores are planned.

The Edgray group has seven stores, four of them in East London and two in King and the most recent, Jumbo Bazars, opened in Queenstown last year.

Forecast turnover for this year from the existing stores is put at R12 million. The group is also engaged in direc-



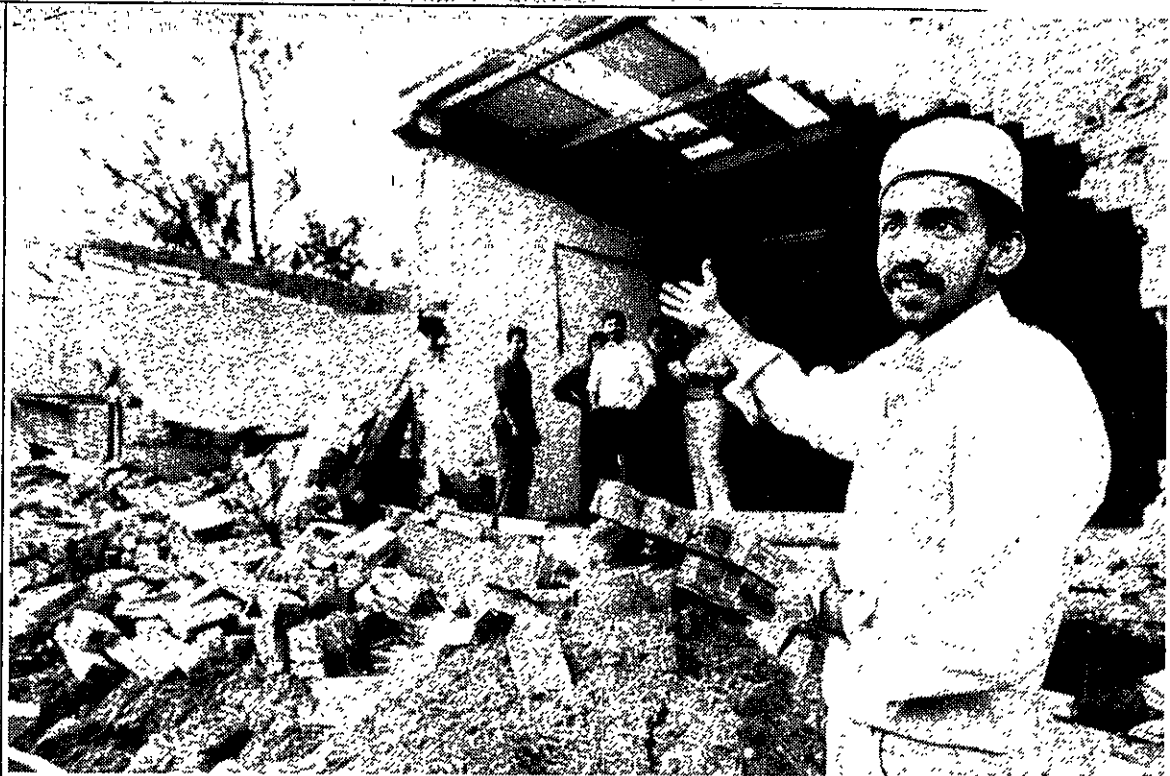
The director of the Border Red Cross Society, Mr A. Johnson, (left) with the director of the South and Eastern Africa desk of the League of Red Cross Societies, Mr Jonathan Hall, from Geneva

Director of Red Cross in Ciskei

EAST LONDON — The director of the Southern and Eastern Africa desk of the League of Red Cross Societies, Mr Jonathan Hall, arrived in East London last night

also involved in famine relief operations throughout Africa, he said.

Mr Hall said the purpose of his visit to the Border area and Ciskei



Mr Essop indicates the section of wall which fell over, trapping the construction worker.

Falling wall pins worker in trench

Mercury Reporter

A WORKER was trapped in a trench when a wall fell over on a construction site yesterday.

He was dug out by his mates. He seemed unhurt — and even managed a smile.

The drama began when a workshop wall at Alice Street Motors, in Albert Street, Durban, collapsed into the adjoining property in Derby Road, where construction work was in progress.

Three fire engines, ambulances and the city police arrived on the scene with a blare of sirens, but garage manager Mr Jay Maharaj said the man

who worked for the Pulbo Construction Company — had already been freed.

Mr Maharaj said the accident happened about 2.45 p.m. 'Luckily the three mechanics who were busy in the workshop managed to run out just before the roof collapsed,' he said.

Two cars and some workshop machines were damaged by the falling roof.

Mr Amod Essop, director of the company to which the garage belongs, said: 'Piling on the construction site apparently weakened the wall's foundation, and when a trench was dug next to it, the wall collapsed.'

Mercury 29/6/84 (33)

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Argus 5/17/84
**Murray and Roberts subsidiary
agrees to 35 percent wage increase**

33
KAB

Labour Reporter
PRE-BUILT Products, a Murray and Roberts subsidiary, has agreed to an average 35 percent wage increase after negotiations with the General Workers' Union.

R1,01 to R1,45.
Pre-Built Products recently signed a recognition agreement with the GWU.

Workers were happy with the increases and the union was satisfied that a settlement had been reached, said the GWU official.

The minimum hourly rate will rise by 44 cents, from

Police chase workers on building site

Stow
18/7/84
33

Black construction workers were chased by police in police vans among incomplete houses in the new Lenasia South site yesterday during a raid on unregistered workers, site foreman Mr Essop Dhorat has claimed.

Building of about 50 new houses came to a standstill and some companies packed up for the day because they could not continue without the labourers who had been arrested.

Mr Dhorat said that when eight police vans approached his building site they were already full.

"The workers were being chased by police vans across the open veld among the houses. The police seemed to be looking for unregistered labour. When they came to me I told them my labourers were registered."

Another construction site foreman who asked not to be identified, said the raid affected almost all the construction companies at the site.

He said it was difficult to register some of the workers because according to influx control legislation, some did not qualify to be in the area.

"Some of the arrested workers could not be taken away at first because the vans were full."

One of the labourers said the arrested workers were taken to Westonaria Police Station.

The liaison officer of the West Rand police, Captain Tienie Halgryn, said today that an inquiry on the raid should be telexed to headquarters in Pretoria for comment.

At the time of going to press, a reply to The Star's telex had not yet been received.

Mercury 20/7/84 (33)

7 burnt as scaffold touches powerline

Mercury Correspondent

JOHANNESBURG— Seven construction workers were burnt — two severely — when a steel scaffolding tower they were carrying touched a 42 000-volt Eskom powerline 10 m above a building site yesterday.

Two of the men caught

alight as the huge current surged through them, one losing consciousness on a corner pole of the scaffolding and the other collapsing nearby — their bodies touching.

A witness, Mr Bangaliphi Sokela, 24, said one worker had to be restrained from throwing water on the burning men

while the structure sparked.

Horrified workers later used a plank to push the men away from the steel tower and the flames were doused.

The two men were taken with five colleagues to the Baragwanath Hospital and their conditions were reported to be critical.

The other five men were severely shocked and burnt in the accident, which took place behind a partly constructed factory.

They had been admitted for treatment but were in a satisfactory condition, a spokesman at Baragwanath said.

The men — all employees of industrial roofing contractors, MJ Cheater and Company — had been moving the steel tower to another side of the factory.

They either failed to notice the powerline 10 m above their path or were unaware the scaffolding was slightly higher.

RSM 20/7/84 33

7 workers burnt in powerline tangle

By COLIN HOWELL

Mail Reporter

SEVEN construction workers were burnt — two severely — when a steel scaffolding tower they were carrying touched a 42 000-volt Escom powerline 10 metres above a Booyens Reserve building site yesterday.

Two of the men caught alight as the huge current surged through them, one losing consciousness on a corner pole of the scaffolding and the other collapsing nearby — their bodies

touching.

An eyewitness, Mr Bangaliphi Sokela, 24, said one worker had to be restrained from throwing water on the burning men while the structure sparked.

Horrified workers later used a plank to push the men away from the steel tower and the flames were doused.

The two men were rushed along with five colleagues to Baragwanath Hospital and are reported to be "critical".

The other five men were se-

verely shocked and burnt in the accident, which took place behind a partly-constructed factory in 1st Street, Booyens Reserve, about 9.30am.

They had been admitted for treatment but were in a satisfactory condition, a spokesman at Baragwanath said.

The men — all employees of industrial roofing contractors, M J Cheater and Company — had been moving the steel tower to another side of the factory. They either failed to notice the

powerline 10 metres above their path or were unaware that the scaffolding was slightly higher.

A building site spokesman refused to name the injured or comment on the accident yesterday. He said that some of the men's families had not yet been notified.

An Escom spokesman said the height clearance of the powerline conformed to the specifications of the Factories Act.

● Picture Page 2

For 'raid' read ^{Stan} 'inspection'

By Michael Tissong

21/7/84
The 69 black construction workers who were arrested after being chased among incomplete houses by West Rand Development Board (Wradebo) inspectors in Lenasia South, were working illegally, Wradebo chairman Mr John Knoetze said yesterday.

"It was not a raid. No raid took place, it was an inspection," he said.

The building of about 50 new houses came to a standstill on Tuesday. Some companies packed up for the day because they could not continue without their labourers, who had been arrested, one of the site foremen, Mr Essop Dhorat, said.

Mr Knoetze said 20 premises were inspected.

"We carried out our inspection when members of the public complained about illegal workers in the area."

Court Reporter

A PORT ELIZABETH property developer told the Port Elizabeth Magistrate's Court yesterday that he didn't know the building inspector who came to his site, and thought he was somebody who had tried to "smuggle" some of his workers away.

The developer, Mr Andries Albertus Lategan, of Lorient Place, Lorraine, was charged with two counts of contravening the Labour Relations Act by not allowing a building inspector to conduct an inspection and by ordering him to leave his premises.

The case was postponed to August 29.

Mr Lategan allegedly obstructed Mr Theodorus du Plessis and Mr Gerhard Britz, from the Industrial Council for the Building Industry, from carrying out a routine inspection on March 26 and 27.

Man thought inspector was worker stealer

He pleaded not guilty to both charges.

Mr Du Plessis told the court he had gone to the Raintree Village complex to carry out a routine inspection on March 26.

He spoke to three contractors and a few tradesmen at the site and while he was talking to the third contractor, Mr Lategan arrived and said he should leave immediately and that he had no right to just arrive there. He had told him

to make an appointment.

Mr Du Plessis said Mr Lategan gave him no chance to introduce himself.

Mr Du Plessis went back to his office and reported the incident to Mr Britz, the senior agent at the Industrial Council.

The following day, Mr Britz and Mr Du Plessis visited Mr Lategan and were again refused permission to inspect the site. They then reported the

matter to the police.

Mr Britz said he told Mr Lategan he was breaking the law. Two policemen accompanied them to the site that afternoon.

Mr Lategan again refused to allow them to carry out an inspection.

Mr Lategan said he had told Mr Britz he was prepared to co-operate. He did not consider that his request for them to come back at another time was unreasonable. At the time he was busy working with concrete which, if it dried, could have caused him considerable financial losses.

Mr Lategan said he had walked Mr Du Plessis to his car after he asked him to leave because he didn't know who he was and didn't want him to slip back behind his back and try to steal his workers away.

Mr I S van der Merwe was on the Bench. Mr F Wilke appeared for the State.

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ROM 26/7/84

Walk out from meeting

33

Labour Correspondent

OFFICIALS of the unregistered National General Workers' Union walked out of an industrial council disputes-settling meeting yesterday after being told they could not represent the union at the meeting. The NGWU's general secretary, Mr Donsie Kumalo, said yesterday.

Mr Kumalo said council officials had told the NGWU it was "not a trade union" and that its officials could attend only as "people chosen by workers to represent them".

The building industry's Pretoria industrial council was due to meet yesterday to attempt to settle a dispute between the building company, Bold Stone, and the union.

Bold Stone had declared a dispute with the NGWU, charging that it was guilty of an "unfair labour practice".

Yesterday's meeting followed a meeting on Monday, at which NGWU officials had attended as union representatives.

According to Mr Kumalo, the NGWU was due at yesterday's meeting to provide proof of its membership.

RBM 9/8/84 (23) (33)

Recession cuts into civil engineering jobs

By PRISCILLA WHYTE

CIVIL engineering employment has fallen by 24% in the last two years as a result of the recession.

Mr Kees Le Gaay, the executive director of the Federation of Civil Engineering Contractors, is gravely concerned that the slide in employment may not yet be over.

The industry now employs around 95 000 workers. In 1982 the figure was 125 000.

During the previous downturn a similar situation developed.

The 1976 employment peak for the industry of 135 000 fell to 90 000 in 1978.

Activity in the civil engineering industry peaks at the tail end of a boom in the general economy.

The major construction and engineering firm, CMGM, which is part of Group Five, is also seriously concerned about the state of the entire construction industry.

Mr Monty Collie, the managing director of CMGM, says:

"The latest economic measures, with an increase in the prime rate to 25%, and the announcement that Government capital expenditure will be reviewed in the next few weeks, do not portend well for the immediate future of the construction industry."

He says this stop-go approach is nothing new to

the construction industry, nor its devastating effect on employment.

Mr Collie says when inflation in the general economy is running at about 15%, the rate in the construction industry is twice that because of the bottlenecks created by this boom-bust approach to capital expenditure.

He claims these spending surges followed by cut-backs in capex programmes to adjust to austerity conditions do not solve the long-term problems of inflation.

Mr Collie believes about 20% of construction costs are unnecessary.

This is due to a number of factors and not only to inconsistent Government policy on capital expenditure.

He says customers do not specify their precise requirements when briefing on a project.

All too often the construction industry must trace an expensive learning curve in building monuments instead of bridges, buildings and factories designed for long-term functional performance, he says.

Building standards are too conservative.

An over-adherence to safety precautions leads to over-designed buildings stressing safety rather than function.

Mr Collie says a degree of rationalisation is needed in the industry.

There should be some element of repetition so that production-line benefits can be achieved.

One of the few areas in which economies have been achieved is in the construction of silos where standard types have been adopted.

Dr Ivan Schwartz, the manager of CMGM's technical services division says savings can be made by looking carefully at alternatives.

In boom times when consultants are under pressure to produce designs in limited time, there is some justification for not seeking the optimum solution.

However, now that the pressures have eased, designs should be more cost-effective.

Dr Schwartz appeals to clients to allow civil engineering consultants sufficient time to prepare alternative designs because it is in the national interest that available funds be used to maximum advantage.

Because funds are wasted on infrastructural design and building, they are not available for road maintenance, an area which tends to be neglected when there are setbacks to the economy.

Building workers to get pay rise

By EBRAHIM MOOSA
IMMINENT wage increases for artisans in the next two weeks are likely to increase the cost of houses by five percent, building sources said yesterday.

This additional burden, coupled with a possible rise in mortgage bond rates, could break the camel's back for many prospective home owners.

A spokesman for a leading City home construction company, Mr Peter de Wet, said that this could add between R2 000 and R3 000 to the price of new homes.

About 10 000 artisans and about 30 000 to 50 000 unskilled labourers are demanding a wage increase of more than 12 percent.

A spokesman for the Industrial Council for the Building Industry said yesterday that last November wages were increased by 15 percent.

Negotiations

Industry sources say it is likely that there could be a similar increase soon.

Mr E H Boehnke, president of the Master Builders and Allied Trades' Union — the employers union — yesterday confirmed that a new industrial agreement which included wages "among

other things", was being negotiated.

The issue would be resolved at a meeting next Monday, he said. Two previous meetings had been inconclusive.

The five major unions involved in the negotiations are the Building Workers Union, the South African Woodworkers Union, the Amalgamated Union of Building Trade Workers, the Amalgamated Society of Woodworkers and the Operative Mason's Society of South Africa.

Rejected

Unions approached for comment yesterday said that any wage negotiations below the 12 percent inflation rate "would not be feasible."

The secretary of the SA Woodworkers Union, Mr E Kapp, said yesterday: "We are certainly not going to accept 10 percent."

The employers' offer of a minimum R4,30 an hour — a rise of 80c from the current R3,50 — was rejected by the unions in the preliminary talks. This was because average earnings are already between R4,50 and R5,00.

The slump in the construction industry and rising costs are likely to force builders to absorb the increases and lower their margins, Mr De Wet added.

Man harasses ex-wife: Jailed

Staff Reporter

A FRENCHMAN who ignored a Supreme Court interdict forbidding him to see his former wife was yesterday jailed for four months for contempt of court.

Patrick Maurice Jean Masué, 31, of Senator Park, Keerom Street, Cape Town previously pleaded guilty to the charge.

In a statement handed to the court, Masué admitted approaching his former wife, Miss Emmerentia van Zyl, in Sea Point on July 29 and telephoning her on August 4.

Miss Van Zyl told the court they had married in June 1982 and had gone overseas. After three months it became obvious that the marriage was not working and she returned to South Africa.

Masué followed and started harassing her and on October 1982 she had obtained a Supreme Court interdict which restrained Masué from contacting her.

He had ignored the order and was convicted in the Stellenbosch Magistrate's Court for contempt of court and sentenced to 30 days, suspended for five years.

She had been "very afraid" of him because he had assaulted her while they were in France and Switzerland.

Masué denied that he had been following his former wife when he had met her in Sea Point and said it had been a "chance" meeting.

Mr Mike Stowe prosecuted. Mr R Cheesman appeared for Masué.

Games a hit

Chief Reporter

BEDEVILLED by politics and commercialism and deprived, by the Soviet-bloc boycott, of the participation of some of the world's top athletes, the 1984 Olympic extravaganza just ended at Los Angeles amid excitement, colour and drama has been a huge success financially if not on the track.

Some of the statistics emanating from what commentators have caustically called "Rip-Off City" have been staggering.

● Ticket sales, for example, are said to have surpassed

R154 million, exceeding expectations, and an overall profit of at least R15 million has been predicted.

● While the LA Games were not noted for the number of records broken on and field, attendance at Memorial Coliseum in their two-week duration topped 5,6 million — Olympic record.

● The Games, involving 7 800 athletes from 141 tries took part, had a wide television audience estimated at 2 500 million of humanity.

● In the biggest post-operation of its kind in



The spike wound which Zola Budd acquired during the race on Friday.

town topics

The original community noticeboard
Phone JULIE METCALFE on (021)24-2233 between 9am
and 12.30pm weekdays only.

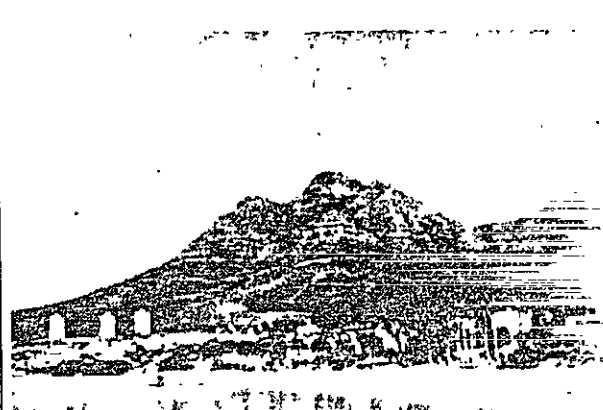
CAPE TOWN PHOTOGRAPHIC SOCIETY meets this evening for its monthly slide competition and a talk by Gerald Hoberam on how he perfected the technique of macro-photography in his research for a way to capture the beauty to be found in coins. Slides of the famous Spink collection will be shown. Members of the Numismatic Society are invited. Visitors welcome. Inquiries phone James Wellbeloved at 21-6770.

Workers for blind needed

Staff Reporter

TAPE Aids for the Blind (TAB) needs volunteers to help in its service to blind and print-handicapped people in the Peninsula.

Ideal candidates



KDM 20/8/84 (33)

Builder agrees: I hit worker in incident at gate

By STEVEN FRIEDMAN
Labour Correspondent

A WADEVILLE building employer has been accused of assaulting workers, abusing them and then firing them because they belong to a black union.

This charge has been levelled against Park President Construction (PPC) by the Building, Construction and Allied Workers Union (BCAWU). It has laid a complaint against PPC with the building industry's industrial council and says it will also take legal action against the company.

PPC's owner, a Mr Parkin, denies the union's charges but has confirmed that he struck a worker. He says he did this because workers were blocking the entrance to company premises and he could not drive through the gateway.

He also accused the union of being "a communist/ANC band trying to disrupt the country".

According to a union spokesman, PPC began acting against union members after BCAWU wrote the company a letter on behalf of two fired workers.

The BCAWU says a company official then called in four union shop stewards and showed them workers' clock-in cards. These identified some as union members.

The next day, it charges, two stewards were fired. When others challenged this, they were allegedly told that union members should leave the company.

The day after that, August 10, Mr Parkin arrived at the company's premises with a black baton and began assaulting long-service workers, the BCAWU charges. It alleges that he swore at them and used racially abusive language.

Workers fled and 17 of the

company's 30 workers were fired, it added.

The BCAWU met industrial council officials late last week to make a statement on these charges and Mr Parkin is due to make a statement to the council today.

The union says that, at the request of council officials, the company is allowing fired workers to stay in their hostel until the dispute is settled.

According to Mr Parkin, however, workers at the firm were fired "as part of a normal retrenchment programme".

"At the time they were fired I did not know we had any of these creatures (union members) here," he said.

Mr Parkin charged that workers reacted to the firings by refusing to work. They had blocked gateways to the company and "did an African dance outside the gate", he charged. "They behaved in a very militant way," he added.

"I admit that I belted one of them, but they would not allow me to drive my car through the gate," he said.

Mr Parkin said he was confident the union's charges would not be accepted in court.

"This union is founded on ANC principles and their claims about me are not founded on the truth. I am not going to let an ANC-type organisation tell me how to run my business, even if the Government allows this," he added.

Mr Parkin confirmed that 17 workers had been fired and added: "As far as I know, there are now no more trade union people working here."

He said he agreed to allow fired workers to stay in the hostels until the end of the month as they had paid their hostel fees, but "after then they will have to go".

Builders slam Wrab pass raids

By Craig Kotze,
Star Line

The West Rand Administration Board (Wrab) is "arrogant", "highhanded" and even violent when raiding premises for pass offenders and these disruptions cost the building industry hundreds of thousands of rands, according to a Johannesburg builder.

The allegations have been rebutted by a senior Wrab official.

The builder, Mr P A Flockton, managing director of a Craighall Park building firm, said Wrab officials single out construction companies for "special treatment" because they always have many illegal employees.

Mr Flockton said his firm's building site in Rembrandt Park, Johannesburg, had been raided regularly over the last three months and the disruption caused had cost him almost R100 000.

"Officials do not even

ask for permission to inspect our site — they simply walk on and start throwing their weight around."

He said workers directly employed by him were always registered but that problems were caused by those working for sub-contractors.

The effects of raiding were very expensive, Mr Flockton said, because fines had to be paid by both employees and employers and work could not continue because workers did not turn up for days afterwards.

"The whole system is affecting our productivity and is contrary to the laws of economics," he said.

The executive director of the Master Builders' Association, Mr Z L Pre-

torius, confirmed that raids did in fact cost the industry a lot of money.

"Several members of the MBA have complained about the raiding and the effect it has on their businesses. Builders do suffer disruption which costs them dear in terms of time and money," Mr Pretorius said.

Mr A E Steenhuisen, director of manpower for Wrab, said his personnel did not use high-handed tactics when enforcing the law and were strictly supervised by their superiors.

Workers were compelled by law to have their reference books with them at all times but officials still granted them every opportunity to produce their documents, said Mr Steenhuisen.

Wrab activity, he said, did not interrupt work because inspecting documents took only a few seconds.

STAR
LINE

21/8/84 Star

Workers claim 'kaffir slur'

By JOSHUA RABOROKO

ABOUT 17 dismissed employees of Park President Building Construction in Wadeville this week claimed that they were sjambokked, called "kaffirs" and accused of belonging to a "communist-backed" trade union by their boss.

The workers said that their general manager, Mr D E C Parkin, dismissed them after accusing them of belonging to the Cusa affiliate, Building and Construction Allied Workers' Union.

The union's organiser, Mr K J Mpe, told The SOWETAN yester-

day that workers have been abused, allegedly assaulted and referred to as "kaffirs" by their boss.

He made several representations to the manager regarding the issues, but to no avail. He has complained to the Industrial Council for the building industry and submitted affidavits to the council.

"We also intend taking legal action against the company for dismissing our members," he said.

Mr Parkin said that the workers were retrenched because of the economic situation, but he denied that they were dismissed for belonging to a union.

Some of the retrenched workers had refused to work last Friday and he ordered them to leave the premises. The workers sang freedom songs and made black power slogans. He threatened to assault them with a sjambok if they continued and they left the scene.

He denied assaulting any worker and calling him a "kaffir."

"In fact, if any of my white employees call their counter-parts kaffirs, then I will take serious action against them.

"In my opinion the workers' behaviour was militant and showed signs of the ANC which is communist-backed," he said.

Mr Mpe said he took a "serious view" of the ANC allegation and intended seeing his lawyers about it.

Fired migrants are nabbed in Cape hostel raid

Mail Correspondent

CAPE TOWN. — A number of contract workers fired after striking at PA Concrete Products in Blackheath last week were arrested early yesterday morning for being in the Cape illegally after they had failed to return to the Transkei at the weekend.

It is believed the workers were arrested at their hostel in Mfuleni, near Kuilsriver, by inspectors of the Stellenbosch division of the Western Cape Development Board.

Full details were not available yesterday and it was not known how many of the 57 fired workers had been arrested. Those held are expected to appear in the Langa Commissioner's Court today.

According to the General Workers' Union, they will be charged with being in the Western Cape illegally and trespassing at the hostel in which they had stayed.

In a statement, the GWU said the workers had not left on Sunday because the company had failed to pay their bus fares.

A collection was being held for them among other union members.

"The union condemns the development board's involvement in this industrial dispute. The swiftness of their actions also leads us to suspect management's complicity in the arrests," the statement said.

The workers went on strike last week to demand the reinstatement of a fellow worker. Management refused to reinstate the worker and the

strikers finally lost their jobs when they rejected a management deadline to apply for re-employment by Friday morning.

Mr John Stone, managing director of PA Concrete, said yesterday workers were supposed to return to the Transkei on Sunday but he believed they had failed to vacate their hostel to make room for 40 new workers recruited in the Transkei.

He said the development board was responsible for clearing the hostel and sending the workers back and the matter was "out of the company's hands".

"All we did was to inform the board that their contracts had been terminated, as we are normally required to do," he said.

He confirmed the company had not paid for the workers' bus fares but said this was because the workers were regarded as "having broken their contracts".

He added: "We are obviously concerned about the situation, but if workers did not accept our offer of re-employment that is their problem. There is nothing much we can do about it."

He said the new workers were now in the hostel and the offer of re-employment remained open as long as the remaining jobs were still available.

A spokesman for the development board could not supply details yesterday. He said the matter would have been handled by its Stellenbosch regional office and no report had yet been received.

Builder says ICBI not co-operative

~~5/16~~ (33) ~~1/17~~ ~~1/65~~ E. Post
30/8/84

Court Reporter

A PROPERTY developer charged with obstructing a building inspector from inspecting his premises, told the Port Elizabeth Magistrate's Court yesterday that 99% of the employers in the building industry felt they did not receive any support or co-operation from the Industrial Council for the Building Industry.

Mr Andries Albertus Lategan, of Lorient Place, Lorraine, pleaded not guilty to two counts of contravening the Labour Relations Act by not allowing a building inspector to inspect the property and by ordering him to leave the premises.

He is alleged to have prevented Mr Theodorus du Plessis and Mr Gerhard Britz, from the Industrial Council for the Building Industry, from carrying out routine inspections on March 26 and 27.

Mr Lategan said very often builders had a problem and no aid was received from the council.

As an example, he said, he once telephoned the council to ask if they would speak to a drunk worker who would not

leave his premises, because the worker might have listened to the council. But no help was forthcoming.

Mr Lategan did not agree with the magistrate, Mr I S van der Merwe, who said the council was there to see to conditions and productivity in the building industry.

Mr Lategan said that if a mistake was made, the council gave no warning and "you were sent directly to court".

Mr Van der Merwe asked Mr Lategan if he thought Mr Britz and Mr Du Plessis, who gave evidence previously, would be prepared to commit perjury as their evidence conflicted directly with Mr Lategan's.

Mr Lategan said he felt they twisted their evidence but could not say why they gave false evidence against him.

Mr Lategan said under cross-examination that on March 26 he asked "a person" to leave his premises because he did not know who he was.

The case was postponed to September 6.

Mr F Wilke appeared for the State.

33

D. Diputib

12/9/74

Building companies forced to retrench

PRETORIA — Building companies in Pretoria and on the Reef have been forced to retrench up to 50 per cent of their staff in an attempt to beat the economic crunch

Unskilled, semi-skilled and professional people have been involved in the layoffs.

Experts in the building industry have predicted that worse is still to come, particularly in the Pretoria area where government cutbacks in spending have caused a dramatic decrease in new projects.

One Pretoria building company has retrenched 25 per cent of its workforce since August, in-

cluding seven professional people, a university graduate and 60 site workers.

Another company has laid off 20 per cent of its workers in the past two months "because there is just not enough work." This firm's staff complement has shrunk by about half since the beginning of the year.

Mr Andy Shoredits, president of the Master Builders' Association, said retrenchment had now become a general phenomenon as private investors and the Government shelved plans.

"The crunch has really come since the Government cut down on spending."

Retrenchment would severely hamper progress within the building industry as skilled artisans were not expected to return. Millions of rands spent on training these people would not be recovered and the new labour force built up since layoffs in 1976 would be lost, he said.

More retrenchments were expected as building projects currently under way neared completion.

"Your average project lasts about 18 months and with nothing new coming up there will be no work available once the 18 months is over." Mr Shoredits added. — SAPA



Dollar passes mark barrier

FRANKFURT — The US dollar was fixed above three marks in Frankfurt yesterday for the first time in the history of floating exchange rates.

Foreign exchange markets, however, still fought shy of marking the currency firmly above the psychologically important hurdle.

The dollar was set at 3.0048 marks at the daily fixing, at which an official exchange rate is agreed upon, reflecting supply and demand.

This was sharply up on Monday's 2.986 and the highest since February 9, 1973, when it was worth 3.15 marks under the system of fixed exchange rate parities which ended on March 19 of that year.

In afternoon trading it eased again as US markets opened, briefly falling as low as 2.9945 marks before recovering to roughly three-mark parity.

Foreign exchange traders predicted no major short-term fall in the dollar against European currencies.

In Paris, it set a fifth consecutive record at the fix, reaching 9.2295

Gabon head prepared to meet Botha

DAKAR (Senegal) — Gabonese President Omar Bongo was quoted yesterday as saying he was ready to meet the South African leader, Mr P. W. Botha, provided Mr Botha came "with proposals that would lead to a just and durable peace in Southern Africa".

Mr Bongo made the statement in an interview published by the government owned Le Soleil newspaper.

Mr Bongo said that any proposals from Mr Botha "should take into account the multiparty conference on Namibia as well as the Lusaka accords."

"For the time being there is no question of a meeting because no request has been made for one."

In Cape Town, Mr Botha's spokesmen were unable to comment immediately.

There have been reports that Mr Botha was considering a trip to Zaire, Ivory Coast and another, unidentified African state. He visited several European capitals earlier this year, indicating South Africa was moving out of its international isolation imposed because of the country's racial policies.

The Lusaka accords



MR BOTHA

ary 16 in the Zambian capital, Lusaka.

Speaking about SWA/Namibia, Mr Bongo said "This problem has to be regulated in the context of UN Resolution 435. But if in order to reach an agreement, it is necessary to open a direct dialogue between Namibians and South Africans, one should not be afraid to do it."

Resolution 435 calls for UN-supervised elections and a transition to independence for SWA/Namibia, which has been administered since after World War I by South Africa under a mandate from the defunct League of Nations.

South Africa and the US say self-rule cannot be granted to the nearly

alk to!



More staff cuts feared

MANY building companies in Pretoria and on the Reef have retrenched up to 50% of their staff — thus affecting hundreds of unskilled, semi-skilled and professional people — in an attempt to beat the economic crunch.

Experts in the building industry have predicted that worse is still to come, particularly in the Pretoria area where Government cutbacks in spending have caused a dramatic decrease in new projects.

One Pretoria building company has retrenched 25% of its workforce since August. Those retrenched include seven professional people, a university graduate and 60 site workers.

Another company has laid off 20% of its workers over the past two months "because there is just not enough work". This firm's staff has shrunk by about half since the beginning of the year.

Mr Andy Shoredits, president of the Master Builders' Association, said retrenchment had now become a general phenomenon as both private investors and the government shelved plans.

"The crunch has really

occurred since the government cut down on spending," he said.

Retrenchment would severely hamper progress within the building industry, as skilled artisans were not expected to return, he said.

The millions of rands spent on training these people would not be recovered, and the labour-force built up since the lay-offs in 1976 would be lost, he said.

More retrenchments are expected as building projects currently under way near completion.

"Your average project lasts about 18 months and, with nothing new coming up, there will be no work available once that 18-month period is over," Mr Shoredits said. — Sapa.

Thousands laid off as slump hits builders

Labour Reporter

Hard times are looming in the civil engineering and construction industry with retrenchments and cutbacks in the wake of a dwindling number of contracts.

Several major construction companies have been laying off contract workers since May but the real crunch came last month with severe Govern-

ment spending curbs.

The general secretary of the 13 000-member Building, Construction and Allied Workers' Union, Mr Aaron Nthinya, said more than 2 000 union members had been retrenched since the beginning of the year. Most members lost their jobs at the beginning of June when a number of contracts were completed.

The union had been able to negotiate severance pay with only one company — Frankpile South Africa — but by far the majority of those retrenched had been given notice either a week or a only a day before dismissal, he added.

Civil engineering concerns have been particularly hard-hit by the Government cutback in spending in August which has led to a drastic reduction in new projects.

A number of Pretoria and Reef companies have been forced to retrench up to 50 percent of their staff in recent months.

Habitech (Pty) Ltd has retrenched a quarter of its employees since August, including eight permanent staff members, one a graduate.

Mr A A Pitt, director of manpower resources for LTA (Pty) Ltd, said it was common cause that the construction industry tended to "lag the economy". Retrenchments would occur more as a result of attrition than any widespread strategy as fewer contracts became available, he said.

MILLIONS

Mr Andy Shoredits, president of the Master Builders' Association, said retrenchments would severely hamper progress in the building industry as skilled artisans were not likely to return and millions of rands spent in training would not be recovered.

However, a spokesman for Murray and Roberts said, the building and housing industry, as distinct from the civil engineering and construction industry, was still very busy and there was no shortage of work.

Ch. Moring 13/9/84

Strike over pay-cut threat

Labour Reporter

A BUILDING hardware firm at Moberi was hit by a work stoppage yesterday when its entire black workforce of more than 400 downed tools in protest against a threatened pay cut.

Mr Isaac Ngcobo, national treasurer of the South African Allied Workers' Union, said yesterday the workers at Blaikie-Johnstone, who went on strike on Monday after a union recognition dispute with the company, had been told they would not be paid for the hours they had not worked during the strike.

The workers returned to their jobs almost immediately after the union held talks with the management on Monday, but on Tuesday a foreman issued a threat to the workers saying that they would not be paid for striking.

This angered the workers and they came out on strike yesterday to protest against the threatened pay cut, he said.

Stoppage

Mr Hoffmann-Jensen, a director of the company, said in a statement yesterday that the management was taking steps to encourage workers to return to work and to present their grievances clearly through representatives of their own choice.

The reason for the strikes was unclear.

'It is the policy of Blaikie-Johnstone to recognise representative trade unions and discussions were opened with Saawu when the company was first approached in April this year.

'This week's strikes follow a two-day stoppage in April.

'Meetings have been held with worker representatives, including officials of Saawu, and some of the items discussed included wages and recognition of the trade union, the company statement added.

200 lose jobs after trouble at three Natal plants

Mercury 21/9/84 (123) (33)

Labour Reporter

ABOUT 200 strikers were dismissed from three Natal companies yesterday after a wave of industrial unrest at the plants.

And today's talks between the management of Allied Publishing and representatives of the Commercial Catering and Allied Workers' Union of South Africa have been postponed to next week.

Speaking from Johannesburg yesterday, Mr C W Eyles, Allied Publishing's Natal manager, said the meeting had been 'unavoidably deferred' and it was hoped that 'this very important meeting will take place early next week'.

The proposed talks follow a warning of pending

industrial unrest among Allied Publishing workers demanding a R30-a-week wage increase, says Mr Important Mkhize, the union's Natal organiser.

Ignoring

About 50 employees of a construction company, Basil Read (Pty) Ltd, were fired yesterday after they downed tools in a demand for more pay.

Mr Brian Maynard, the company's director of manpower, said they had been dismissed for refusing to return to work.

'They were demanding wage increase in excess of the statutory increase,' he said, adding that the company would begin hiring replacement staff today.

At Silverton Engineering in Isipingo about 60 striking workers were fired after ignoring a return-to-work ultimatum yesterday.

Mr Barry Land, marketing director of the Pretoria-based company, said yesterday that the workers had gone on strike on Tuesday. They had been unhappy about the introduction of a four-day working week.

He said the operations had gone on short-time because of the general economic downturn and the fact that a new-tech-

nology radiator for a local motor assembly plant was being produced at the company's Pretoria plant until it was possible to

transfer the new production system to Durban.

Mr Land said that although it seemed that a number of workers wanted to return to work, there had been intimidation and the plant had been unable to start production yesterday morning.

'The company therefore had no alternative but to dismiss the workers and advise that their re-employment will start today.

'The plant is currently operating on a limited scale with its white workers, but we expect to be back in full production by the end of next week,' he said.

At the Sylko Paper company in Durban, about 100 workers who downed

tools in protest against the dismissal of one of their colleagues were fired after ignoring repeated pleas by the management to return to work, said Mr R A Williams, the company's managing director.

Theft

The worker was fired after being convicted of theft from the company in the Wentworth Magistrate's Court this week.

Mr Isaac Ngcobo, national treasurer of the South African Allied Workers' Union, which has members at the three companies affected by the unrest, said the union would challenge the dismissals through the 'appropriate channels'.

Union to press for order

Mail Reporter

THE Building, Construction and Allied Workers' Union is applying for a status quo order based on an unfair labour practice for the reinstatement of a shop steward dismissed by the Pride Pools company in Johannesburg.

A company spokesman, Mr Andrew van der Westhuizen, has told the Rand Daily Mail he does not know what a status quo order is and that he isn't interested either. He would not comment further.

A BCAWU organiser, Mr Josias Mpe, said in a statement that earlier this month Mr Wilson Mutzanana was dismissed by Pride Pools after he was accused of being a "union lawyer".

The entire workforce then downed tools. Three shop stewards later took up the matter with management.

However, management later refused to reinstate Mr Mutzanana and another work stoppage followed.

The following day workers were locked out of the company's premises and three workers were arrested on charges of intimidation. They were later released. All but Mr Mutzanana were reinstated.

Explosion kills Parow man, 35

ONE man was killed and four injured — one critically — when leaking gas from a 50 kg cylinder exploded and ripped through a building construction site at Parow.

The dead man, Mr Gerald van Niekerk (35), an electrician of Groenberg Road, Heideveld, was buried under a concrete slab at the site of a new branch of Dions Discount Chain store in Voortrekker Road.

The blast sent a column of flame into the air and units of the Parow

fire brigade, the Metro Emergency Service and six ambulances sped to the scene.

A combined rescue team, including construction workers, used pneumatic drills and jack-hammers and a mobile hydraulic crane to free Mr van Niekerk's body.



33

1/10/89

Sweeten

was a sight to behold,"
rior is quoted as saying.
Princess seems to have
high spirits during her
oon, and is said to have
handful of ice on the
s stomach as he relaxed
ach chair, saying: "This
ool you down." — Sapa-



Princess Di . . . beer and
sea shanties

August 8/10/84 (227)
**Gas explosion
victim
dies in hospital** (33)

Staff Reporter

MR Clive Angiers, the site manager burnt in a gas explosion at a building site in Parow, has died nine days after being admitted to Tygerberg Hospital.

He had 80 percent burns after the blast on the site of a new branch of a discount store in Voortrekker Road.

Rescue workers took three hours to reach Mr Angiers, who was buried under fallen masonry.

He was the second victim of the explosion, caused by leaking gas cylinders. Mr Gerald van Niekerk, an electrician of Groenberg Road, Heideveld, was killed when he was pinned under a collapsed concrete slab.

ney-back offer by kubus king

Staff Reporter

JS" boss Mr Adriaan Nieuwoudt said today he was offering a substantial "crop" of shares as a personal investment — and claimed he would buy back cultures from proxy investors no longer interested in the business.

While rival companies in Cape and Transvaal are taking legal steps brought by investors trying to regain their shares, Mr Nieuwoudt promised investors a full payout "if

they do not have confidence in the business".

"Anyone who wants to regain their money can hand in their shares and will be paid out in full," he said today.

"We do not want investors in Kubus who have no confidence in the business. Some investors are harrying my staff by phoning every time there is negative publicity.

"I have kept my crop going because I cannot see any better way of investing money than in Kubus cultures," he said.

TRAGEDY

Melrose 13/10/74

33

Building strike into its fifth day

Labour Reporter

BUILDING work on new flats and shopping complexes at Ballito had come to a halt as the work stoppage by more than 300 employees of Thomas Construction entered its fifth day yesterday.

The company's managing director, Mr Gerald Grieveson, yesterday confirmed that a stalemate had been reached after the workers had refused to accept a 13 percent pay rise offered earlier this week.

He said no return-to-work ultimatum had been given to the strikers and the company had not re-

ceived any formal demands over pay.

But Mr Richard Gumede, national president of the South African Allied Workers' Union, said yesterday that the workers had communicated their pay demands to the management in no uncertain terms.

'The management refused to meet union representatives, saying that the company had no recognition agreement with the union,' he said.

The workers had asked for their minimum wages to be increased from 75c an hour to R1 an hour, he said, adding that they were earning an average of R135 a month at present.

Mr Grieveson said his employees would not be paid for the duration of the work stoppage which started on Monday.

He said: 'We have offered the dissenting labourers a 13 percent pay increase and expect them to return to work. If they have grievances other than pay — and none has been made known to us — they will be dealt with on resumption of normal duties. No one has been dismissed at this stage.'

Workman survives 27 m fall down shaft

Mercury 24/10/84 (33)

A WORKMAN survived a 27 m fall down nine floors into a lift shaft at a Durban beachfront construction site yesterday.

Mr Michale Ndaba, an employee of the Melcorp elevator company, is in a critical condition in King Edward VIII Hospital with head and chest injuries.

The accident happened about 3 p m on the Marine Parade building site where the 32-storey Maluti apartment block is being built, between the Elangeni and Maharani hotels.

The senior inspector, occupational safety, attached to the Department of Manpower, Mr Sydney Sykes, went to the scene of the accident to investigate.

'The man apparently leaned against a steel prop in the elevator opening and it gave way,' he said.

A hospital spokesman said Mr Ndaba had been taken into the operating theatre immediately.

'The doctor who attended him said he was conscious enough to cough out pipes which were used to drain his lungs and that if he survived the next three days he would pull through,' said Mr Sykes.

An inquiry will be held into the accident in terms of the Machinery and Occupational Safety Act (1983), which came into effect on October 5 this year.



Rescue workers carry a critically injured Mr Michale Ndaba to an ambulance.

Mercury 26/10/84 (33) (33)

Cutbacks expected in brick industry

Mercury Reporter

THE giant brick manufacturer Corobrik expects to cut production in Natal further and possibly lay off more workers within the next few months because of the slump in the building industry.

The company already has reduced production and laid off 'a number' of workers at its plants in Northern Natal, says Tongaat-Corobrik Group managing director Cedric Savage.

'The trend is there and we can expect it to get worse over the next six months.

'We've had to cut back at some of our up-country plants such as Vryheid from a two-shift to a one-shift operation.

'We expect 1985 to be a tough year, and further reductions in production could happen,' he said.

'In Natal the market is still relatively strong, compared with the rest of the country, and we think we will have relatively good demand until after the builders' Christmas holidays.

'After that we expect a

rapid reduction in demand.'

Production was already greater than demand in Natal and 'a limited quantity' of bricks was being stockpiled, Mr Savage said.

'But up here the increase in the stockpile is comparatively slow compared to places such as the Western Cape. We are looking at closing a factory in Paarl we commissioned a year ago and putting it in mothballs.'

Of the unforeseen strength of the Natal market, he said, 'one of the development markets has been alterations and additions to private homes.

'The residential market is still proportionately high in Natal.'

Mr Savage's outlook was not altogether bleak.

'We expect the beginning of an upswing about August next year. We expect interest rates to start dropping in February — by how much is anybody's guess — and a recovery should follow about six months later.

'We've found that upswings usually happen sooner than you expect them.'

Soweto 29/10/84 (3057)

Women 33 toiling

A CONSTRUCTION company erecting flats in Soweto, has hired several black women, who believe that in this present economic situation there is no job that can be done by men only.

All of the women interviewed told The SOWETAN Woman that unemployment and poverty drove them to take up jobs in the building industry.

When asked by The SOWETAN Woman whether they went to school for the trade, they answered boldly that they received on-the-job training. The work done by these women is excellent.

Mrs Nomasomi Zwelinjani (34), a widow who leaves in Orlando East, has six children, three of them are at school. She is a breadwinner and has been six years in the building industry.

"Do you arrive home to find you are exhausted that you cannot attend to your children?" She replied: "At first it was strenuous and my muscles were aching almost every day. Now I am used to the job that I do no longer feel any difference."

Do you like this job? "Yes I do. It is just a matter of adapting oneself. If not, where would I get bread to feed my

By PAT MAHLANGU

children?" she asked.

"What happens if it is either raining or very cold? Mrs Zwelinjani said: "If it is raining, we knock off early, and if it is very cold our hands freeze, so we make fire next to our post and continue working."

Miss Nombulelo Mbele (22) of Dobsonville, says she likes her job. She is kept busy during the day and it helps her to raise a few cents for survival.

Painter

Mrs Virginia Yawa (22) of Zola 2, is a woman painter under this construction. She was taught the know-how on the job. Her husband is working, but despite that she wants to keep her home fires burning brighter. She has three children, two of whom are at school.

Miss Matilda Khaise (42) of Orlando East said that with the little amount she earns, she can manage to buy uniform and books for her children.



HARD TIMES: Mrs Nomasomi Zwelinjani of Orlando East (in overalls) and Mbele of Dobsonville. The woman is painting the wall.



WORK: Mrs Virginia Yawa of Zola 2 painting and assisted by Ms Matilda Khaise of Orlando East.

33 Big pay rise for builders

10/11/81
By PAUL DOLD
Financial Editor

THE Western Cape building industry has awarded major pay increases to its 36,000-man labour force which is part of a new deal to upgrade the industry's productivity.

The increased pay for 10 000 artisans and 26 000 labourers will be a significant boost to the Western Cape economy ahead of the Christmas season.

The chairman of the Industrial Council for the Building Industry, Mr Harry McCarthy, announced yesterday that agreement had been reached with the unions for the minimum wage of artisans to be increased by 22,4 percent and unskilled workers by 24 percent effective from mid-November.

Mr McCarthy emphasized that the increases did not mean a similar jump in building costs. Many workers are being paid far above the minimum wage. The increases include substantial travel and inclement weather allowances which have not been increased for a number of years.

Negotiations with the Building Workers' Union, the SA Woodworkers Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers and the South African Operative Masons' Society began nine months ago.

The minimum hourly wage for artisans (the industry works a 40-hour week) is R4,30 an hour while labourers receive R1,75, with fringe benefits.

The increases are linked to a restructuring of labour within the national industry, providing for 3 levels — artisan, craftsman and master craftsman.

In future skilled workers will only be recognized once they have completed either a three-year apprenticeship or a four-year term of learnership at the new Building Industry Training College at Belhar.

100 jobs
C-2483
go as firm
closes 12/11/34

Staff Reporter

ABOUT 100 jobs have been lost through the closure of G W Stronck Construction, one of the biggest and oldest housing construction firms in the City's southern suburbs.

The firm's managing director, Mr G W Stronck, last week said he had decided to stop the operation as there was no market for new houses.

He was certain most other construction firms were being hard hit by the combination of high interest rates and the scarcity of mortgage bonds which had caused house prices to plummet.

Forced sales at a fraction of the price of a year ago were now determining selling prices in some suburbs and conditions were not expected to improve for at least a year.

All creditors of the firm had been paid out in full and the development company which held plots and industrial land throughout the Peninsula would continue in business.

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collided car. A into jured. direct-R103
until near traf-
was

RDW 1/12/84
33
Workers killed in 100m fall

By MARGARETHA GOOSEN and GLENDA GAITZ

THREE construction company workers were killed early yesterday morning in a gruesome accident at the new Lethabo Power Station being built near Vereeniging.

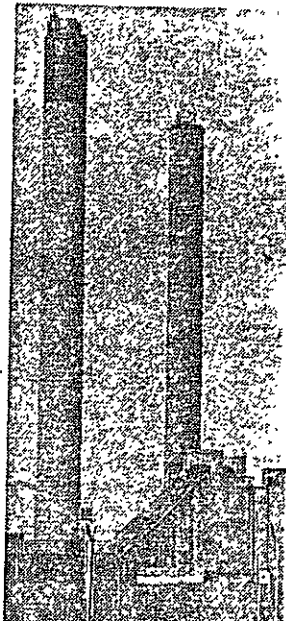
The accident happened at 7.45am when a roof platform carrying a supervisor and two workers of Grinaker Construction up the second of the three wind-break chimneys at the site collapsed, according to an Escom spokesman.

The platform, hoisted up the chimney by a hydraulic jack operated by the workers who were standing on it, collapsed when it reached a height of 100m in the 274m chimney.

The platform struck gas bottles on the floor of the chimney and these exploded, bringing a hail of rubble down the chimney.

The bodies of the three men — a 25-year-old supervisor, and Mr Thomas Motaung, 30, of Witsieshoek and Mr William Mojela of Dufwelskloof — were severely maimed and burnt, said Lieutenant-Colonel Vic Haynes of the Police Directorate of Public Relations in Pretoria.

Police were last night trying to reach the supervi-



The chimney (right) from which three men fell to their deaths yesterday.

sor's next-of-kin in Britain. His name will be released later.

According to a manager on the site, it took at least an hour to haul the three dead men from the fire and the rubble. Rain hampered the process.

An Escom spokesman added that four men in an elevator in the chimney at

□ To Page 2

33
Horror accident

□ From Page 1

the time of the accident suffered severe shock, but were unscathed.

Eye-witnesses said they saw four bodies carried out of the chimney and said that three people suffered severe burns. But a spokesman for Escom said three people were killed and none was injured.

Mr Koos Pieterse said he was working nearby and heard a loud bang.

"It sounded like a jet breaking the sound barrier. Everyone stopped work and went to see what had happened," he said.

The bodies were trapped under the steel platform and it took an hour to get them out, he said.

"They were disfigured, it was terrible. Everyone was shocked."

Mr Pieterse said the supervisor who died was on his last shift before returning to Britain.

15/12/84 (33)

Builders to share R18 m 'holiday pay'

Labour Reporter

A TOTAL of 31 749 building industry employees in Durban and surrounding areas shared a whopping R18 089 713 in holiday pay, wages and allowances when builders shut down for their annual Christmas holidays yesterday.

Mr Ken Davel, secretary of the Industrial Council for the Building Industry in Natal, said yesterday that this was the biggest holiday payout so far. They return to work on January 14.

The amount reflected two five percent wage increases in November last year and May this year. It was higher because of the slight but steady monthly increase in the number of people employed in the building trade this year.

Builders are allowed a compulsory three-weeks' annual leave for working a full year but this year their holidays are spread over four weeks because the three public holidays have been added on and

they have worked two days in November to cover the shortfall.

Mr Davel said that R8 526 067 had been paid to unskilled workers, who made up the bulk of the employees in the industry. Semi-skilled workers were paid R3 330 107 and those in the skilled category received R6 233 539.

The amount paid out last year was in the region of R15 000 000, he said, adding that the payments were processed by the Industrial Council. 'This year we wrote out 41 050 cheques,' he added.

The council's area of jurisdiction covers the magisterial district of Durban, Pinetown and Inanda and stretches from the Tongaat River in the north to the Karri-dene River in the south, and inland as far as Botha's Hill.

The building industry generally reflected economic trends three to six months behind the rest of the economy.

150 men lose jobs in PE building slump

By CATHY SCHNEIL
29/12/34

SEVEN building teams — 150 workers in all — engaged on developing Greenacres Village have been retrenched, reflecting the serious state of the industry in Port Elizabeth.

The vice-president of the Eastern Cape branch of the Master Builders' Association, Mr Waldo Beacon, warned today the situation would get worse and more retrenchments could be expected.

Building plans passed by the Port Elizabeth City Council this month were R6 million (50%) down on November last year.

Mr Rick McKiever, director of Greenacres Village, said the men employed there had been dismissed over the past six weeks because demand at the complex had dropped sharply.

Mr McKiever, a Port Elizabeth city councillor, told the Evening Post: "Business has quietened down to such an extent that there simply is no work for them."

He said he had laid the men off gradually in the hope that the business would pick up, but this had not yet been the case.

However, his firm would not close down prematurely. Conditions in the industry are reflected in building plans passed by the municipality.

Mr Bruce McKenzie, Port Elizabeth's chief building inspector, said 436 plans, amounting to just over R6 million, were passed this month compared with 437 plans amounting to just over R12 million passed in November last year — a drop of about 50%.

Building plans for September and October this year were also roughly 50% down on the same periods last year.

Mr Beacon said today from George that there were fears in the industry the situation would get worse and that retrenchments would increase.

Over the past eight months the supply of work had dwindled dramatically.

CONSTRUCTION — LABOUR

1985

AREA C: Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Germiston, Goodwood, Johannesburg, Kempton Park, Kuyfersdorp, Nigel, Pretoria, Randburg, Randfontein, Rodepoort, Simonstown, Vanderbijlpark, Vereeniging, Westonaria, and Wynberg.

AREA B: East London Highveld Ridge, Kulis River, Stellenbosch and Witbank and that portion of the Magisterial District of Wonderboom which falls within a radius of eight kilometres from the post office of Rosslyn.

AREA A: Albany

Superseding w.d. no: 347

416-CERAMICS INDUSTRY, CERTAIN AREAS.

Building trade hopes to sidestep retrenchment

33
E Post
11/1/85

Post Reporters

LARGE-SCALE retrenchment is not expected when the building industry resumes work in Port Elizabeth and Uitenhage on Monday.

Companies say some work is available, but competition will probably get more fierce as contracts expire.

Mr Tony Corral, Port Elizabeth chairman of the Master Builders Association, said the situation was "the worst in 10 years".

The larger concerns appear to have work to tide them over, but smaller firms look set for a struggle when their present contracts reach completion and they try to maintain continuity.

A spokesman for the Industrial Council for Building Industries, said when the industry closed last year there had been no large-scale retrenchment of workers.

Mr Van le Roux, general secretary for the Industrial Council for Building Industries in the Eastern Cape, said last year the building industry managed to weather the recessionary storm and ended the year with only 15 fewer people employed than at the beginning of the year.

He said there was "no large-scale retrenchment" in the industry last year, although employment figures climbed considerably until June and then dropped off again towards the end of the year.

He said he received no information to suggest a lot of employees were paid off when the industry closed and he assumed all employees would return to work when the industry re-opened on Monday.

Mr Le Roux said the exact state of employment in the industry compared with last year could only be assessed in about six weeks' time.

He said a normal number of de-registrations and re-registrations of small contracting firms had taken place last year, with no "established firms" closing down due to the shortage of work.

There was definitely less work, particularly among house builders, he said, but it was not drastic.

Mr Corral said the present hard times in the building industry represented probably the worst trough in the industry in 10 years. And he said things would probably get worse before they improved.

Mr Corral said hardest hit would be the medium-sized firm which built houses. He said when the industry re-opened on Monday, most firms would have work go on with, but by March the smaller contracts

should be completed and what work did come in would be keenly tendered for.

He thought the smaller firms might "scrape through", but the medium-sized firms would find a shortage of new houses to build due to the current high bond rates.

The managing director of LTA Building (Eastern Cape) Ltd, Mr Ian Charteris, said the firm's priority was job preservation during the current downswing in the building trade.

Although there was a slow, steady decline in the employment opportunities in the building trade, he did not expect large-scale layoffs like those in the motor industry.

He was confident his company would maintain its present employment levels although this would not be easy.

"Each time there is an upswing, it is difficult to get workers back into the industry," Mr Charteris said.

The managing director of Joubert Construction, Mr Dawie Joubert, said his firm, which built both residential and non-residential buildings, including churches and factories, had enough work to see them through until June.

He said "hopefully" there would be further work available after that.

He said he employed 30 unskilled workers and eight artisans, all of whom would be keeping their jobs.

The managing director of another small building and civil engineering firm, Mr Philip Kenyon, said his firm had enough work for the next three months, which was about as far in advance as contractors could plan considering the difficulty in pricing jobs further in advance.

Mr Kenyon said he had to tender for a lot of work because the percentage of successful tenders was lower than during better times.

He had to tender for too many projects and took the risk of becoming over-committed.

He said competition would be tight and many small firms would battle to get continuity.

Mr Kenyon said he was optimistic of keeping his workforce at its present level throughout the year, although he did not foresee any expansion occurring.

A spokesman for Dimitri Zenios Designers and Builders said the firm would not be retrenching any workers because of the situation in the trade. They still had contracts to finish and no workers would be laid off.

Post Reporter

ABOUT half the pool companies in business in Port Elizabeth two years ago have gone under.

With few exceptions, only the largest and most reputable are now managing to keep their heads above water.

High interest rates, short-time and redundancies have sunk the rest. Uncertainty about companies surviving to honour 10-year guarantees has driven buyers into the arms of the larger firms.

A check on the telephone numbers of smaller firms listed in the 1984-85 telephone directory revealed that many of these numbers no longer exist.

Twelve of the 25 concerns operating in Port Elizabeth two years have disappeared, a surviving company spokesman said.

The owner of one company, Mr Len Bakker, said business was definitely down and he regarded the situation as being the worst since 1979.

"A lot of people are worried about the high interest rates," he said.

"When the people look at the interest rates, they realise that they will almost be paying double for the swimming pool — depending on how long they take to pay it off.

"Things are not so rosy at the moment and I think that can be attributed to the Port Elizabeth economic situation in general.

"I have contacts in other parts of the country who say that it is not going so badly there. It is picking up slowly in Port Elizabeth, though."

He said most of his customers were civil servants who received subsidies for swimming pools and the majority of the people from the private sector were, "believe it or not, paying cash for their swimming pools", he said.

Mr Wayne Luck, managing director of another firm, said business was not as good as last year.

The director of one of Port Elizabeth's oldest pool

PE pool firms halved by the recession

companies, Mr Peter Schoeman, said "We are sitting with the position that we have so many different pool contractors who are looking for clients.

"To compete with the other firms one must bring about price cuts, but for some firms price cuts are impossible if the guarantee is to be effectively implemented."

He also said that the number of pool contractors in Port Elizabeth had dropped from about 25 to about 12 during the past two years.

Mr Ian Allan, owner of another sizeable company, said they had been affected to a certain degree.

"Generally we find that if a person has decided to put in a swimming pool he has saved for quite a while for it and can go ahead with the installation," he said.

"People are a lot more hesitant when making inquiries and they are looking for the best deal.

"I think the contractors who are not well established will be quite hard hit by the present state of the economy because the public will look for the firm

which is more reputable and has been in existence for longer."

The distributor of a do-it-yourself pool kit, Mr Ray Wenlock, said his sales of vinyl pools this season had almost doubled, compared with last year.

"I would say the economic situation has helped us," he said.

Mr Paul Botha, the manager and part-owner of a large company, said: "We have not been affected as severely as we envisaged.

"We thought the high interest rates on bonds and the economic situation in general would really hit us, but during the end of last year we increased our output to accommodate inquiries we have been receiving.

"Our pricing structure is not so good at the moment because we are working close to the bone and we are still charging the same prices as we did about a year or a year and a half ago.

"The inquiries we received have definitely toned down, but we as a company are still doing very much the same amount of work we did last year."

Handwritten notes: a scribble, the number 33, and the date 14/1/85.

~~(33)~~ ~~(33)~~ D. Dispatch
Artisan wage hike

18/11/85
EAST LONDON — The secretary of the Building industry artisans in East London will receive a 24c an hour wage hike from May 1, bringing their hourly earnings up to R3,93.

The secretary of the Industrial Council for the Building Industry, East London, Mr G. Reed, said yesterday the May increase had been negotiated for artisans only.

In November last year artisans' wages were increased from R3,49 an hour to R3,69, while building assistants (labourers) were granted an increase of 12c an hour to push their earnings up to R1,20 an hour.

Agreement was also reached for increases to the pension fund, holiday fund and payment in respect of annual leave and public holidays.

DDR

Mercury 29/1/85 (33) (1/3)

Probe launched into building labour training

Labour Reporter

THE Building Industries Federation of South Africa (Bifsa) has launched an intensive investigation into the labour structure of the building industry.

Mr Lou Davis, executive director of Bifsa, told the Mercury yesterday that since the introduction of the Apprenticeship Act of 1922, there had been no drastic adjustments or fundamental changes to the system of training artisans.

Several factors, including new technology, methods of manufacture

and materials, have demanded that we, as an industry, adopt new methods of artisanship and training of artisans.

'But it is also of vital importance that we take a critical, objective look at the total labour structure of the building industry as represented by the existing designation of all trades,' he said, adding that it would be pointless to revise methods of training while leaving the total structure of skilled labour activities unchanged.

The Bifsa probe follows an investigation by the National Training

Board through the Human Sciences Research Council into methods of training artisans in the building industry.

The board's investigation, conducted under the chairmanship of Mr Alan Pittendrigh, was completed last year, but the findings are expected to be published later this year.

Appealing to all members of the building industry to help, Mr Davis said the in-depth investigation would identify and evaluate all skills required to meet present and future needs of the industry.

Overtime curbed to save jobs

By Don Robertson

OVERTIME in the Transvaal building industry has been restricted in an effort to protect jobs.

The decision was taken at a meeting of the Industrial Council for the Building Industry, and has to be adhered to by all building companies and sub-contractors. It does not affect civil engineering work.

The exact number of people unemployed is not available, but the council says the number of workers claiming unemployment benefits has doubled in the past year.

Contractors say the ban will not improve job opportunities and will cause problems on some contracts.

In terms of the council agreement, only an hour a day overtime is allowed. Permission may be granted for extended overtime in special cases.

Exceptions are made for buildings which are being occupied, building which is in the national interest, emergency work for health reasons and on contracts where workers have to be transported long distances to the site.

Nuisance

The measures could be of some use, says Basie Pretorius, head of the Master Builders Association for the Witwatersrand and Southern Transvaal, but in many contracts it is not possible to take on more people to complete the work.

Individual contractors, however, view the position differently and call it irksome and a nuisance.

Peter Jacobsen, chairman of the construction division at LTA, says that it is not always possible to double the number of workers on a contract and speed up the time to completion.

"Schedules will be hampered because overtime work on Saturdays is vital.

"The curbs will hurt those who have been working a lot of overtime to keep ahead of inflation."

~~33~~

33

10/2/85 S. Turck

Overtime banned in bid to ease unemployment

Staw 2/2/85 by _____
Gary van Staden,
Political Reporter

The Industrial Council for the building industry has placed a total ban on all overtime and weekend work on construction sites in the Transvaal in an attempt to help ease the chronic unemployment in the industry.

Effective since January 30, no employee who falls under the control of the Industrial Council — including construction workers — may work overtime or on Saturdays without special permission.

Building firms face heavy penalty clauses in contracts — R10 000 a day is not uncommon on large projects — for not completing them in the agreed period, and they rely heavily on overtime to get finished.

"Overtime to a maximum of two hours a week will be allowed if employers put a very strong case for such overtime and all Saturday work is banned," an Industrial Council spokesman said yesterday.

Construction work which would be exempt from the ban is emergency work, work on essential services and on projects vital to the national interest, according to the spokesman.

He also said that in the past great pressure had been brought to bear on construction firms by architects and consulting engineers to get projects finished as soon as possible.

"This has meant that employers are allowing employees to work a great deal of overtime," the spokesman said.

He added that unemployment in the industry at the moment was the worst the Industrial Council had encountered in years.

The reasoning behind the Council's move against overtime is probably that construction firms would now have to hire more workers instead of paying those they already employed more in overtime.

A senior spokesman for the Master Builders Association said, however, that he doubted that the measures would significantly affect unemployment figures.

"Only certain people can do certain jobs and they are not always available among the ranks of the unemployed," the spokesman said.

He said that as the MBA understood the measures, construction companies would be allowed up to an hour a week overtime without special permission being required.

The spokesman added that as far as he understood the overtime curbs, existing contractors would receive a sympathetic hearing on being allowed more overtime.

Industrial Councils do play vital role for all

READERS' VIEWS

It was with amazement that I read the letter by J A Malan in which is stated that Industrial Councils are an "unnecessary evil" (*The Star*, February 1).

One can only conclude that the writer is ill-informed and must have failed miserably in whatever efforts had been made to glean the facts regarding the function of Industrial Councils.

The Industrial Council for the Building Industry (Transvaal) consists of representatives of both employers' organisations and trade unions, who see to and protect the interests of employers and employees.

Section 21 of the Labour Relations Act No 28 of 1956 clearly defines how the Industrial Council shall administer all moneys and also how it is to be invested.

The reading of Section 32 of the Act leaves no doubt whatsoever as to the stringent measures prescribed regarding the preparation by the council of an account of all revenue and expenditure and a statement of assets and liabilities.

Perhaps this will set your correspondent's mind at ease and alleviate from it whatever anxiety may have been harboured in respect of the controlling by the council of "millions of rands of the workers' money".

Moneys received by the council are deposited into the accounts of the various funds. All

such funds are strictly controlled and administered by qualified personnel with a keen sense of responsibility who have at heart the interest and welfare of both employers and employees.

Accounts are audited, signed by the auditor and chairman of the council and an authorised copy thereof is forwarded to the Registrar for Industrial Councils.

Regarding benefits to employees, the Industrial Council for the building industry certainly has no cause for shame. These include medical benefits (also enjoyed by pensioners who do not pay contributions), inclement weather and sick benefits, unemployment and short time benefits, tool insurance benefits, military service benefits, etc.

(While doing military service the council effects payment of wages and benefits for periods of up to two years.)

There is a pension fund scheme for employees and, the council's holiday fund department administers holiday fund moneys paid out to employees in the industry.

In addition, this council started an "attendance incentive bonus scheme" for skilled workers in the industry, and on any such bonus paid out, the council contributes up to 25 percent.

Furthermore, an employment bureau is administered by the council and has proved to be of immense value to unemployed workers in the industry.

Great emphasis is placed on training and currently approximately 4 000 learner artisans are in the process of being trained.

Your correspondent suggests that Industrial Council membership should be on a voluntary basis, but is obviously unaware of the fact that there is no such thing as "membership".

In terms of the Act previously mentioned, all employers in the building industry must register as such and all their employees fall within the jurisdiction of the council.

Employers and employees are legally obliged to comply with the provisions of the council's Agreement.

It is the prerogative of all interested persons, whether in the industry or not, to acquaint themselves with the activities of the council. Whatever information may be required can be obtained from senior officials in the employ of the council.

Every effort is made to ensure that employees are not kept in ignorance as regards their benefits, pension moneys, death benefits, etc.

In conclusion, it must be pointed out that the council is empowered to appoint agents who call at building sites and, when and where necessary, to interview employers at their offices for the purpose of ensuring that the provisions of the council's agreement are complied with by both employers and employees and definitely not in order to cause harassment.

W de J Stapelberg
General Secretary
Industrial Council
for the Building Industry
(Transvaal)

Johannesburg

with any future problems.

For employers a resolution of the dispute cannot come too soon. The temporary transport service they are providing is costly and they have appealed to commuters to resume using the buses pending the resolution of the dispute. A spokesman for the local branch of the Natal Chamber of Industries says companies made individual recommendations to Nicsh but he declined to elaborate on their contents.

Some employers remain sympathetic to the boycotters. A spokesman for Mondi, which employs 450 workers at Richards Bay, says: "We are not in favour of the monopolistic transport situation and for the time being will continue to transport our employees at any cost, until the matter is satisfactorily resolved." He adds that Mondi is against the setting of a deadline for a return to the buses, as proposed by some employers, as this would heighten tension.

LABOUR LAW ³³ ^{FM} ^{8/3/85} Court's about face

There is consternation among labour lawyers over a recent Industrial Court judgment which appears to overturn a key principle established in some of the court's earlier judgments. The case, involving the Building, Construction and Allied Workers' Union (BCAWU) and Johnson Tiles, involves the question whether the court can order employers and trade unions to negotiate in good faith. Johnson is a subsidiary of Norcross International in the UK.

The union approached the court on behalf of two shop stewards who were dismissed early last year and five others who were retrenched on February 24 1984. All alleged they were unfairly dealt with and, among other requests, asked the court for orders to:

- Reinstatement on terms no less favourable than those applying before they were dismissed or retrenched; and
- Compel the company to negotiate in good faith with the union.

Two previous Industrial Court judgments have been widely interpreted as imposing an obligation on parties to negotiate in good faith.

In weighing up the union's request in this case, J A Erasmus, an *ad hoc* member of the court, said: "It is difficult to see where the duty to negotiate in good faith is derived from." He held that the Industrial Court cannot be expected to make an order that parties must negotiate in good faith.

The court did order Johnson to reinstate the five workers who had been retrenched. The union alleged that Johnson had not abided by the retrenchment agreement it had concluded with the company. Johnson claimed that it had in fact followed its provisions as far as it was able.

The court found that the union had been

informed beforehand that Johnson intended to retrench but had not taken any steps about the proposed retrenchments until the company informed the workers that they would be retrenched four days later. "It seems, *prima facie*, that (the union) shirked its duty towards its members in not taking up the matter timeously by never responding to (Johnson's) letter," the court stated. However, in terms of the retrenchment agreement, Johnson had undertaken to give a minimum of two weeks' notice that it intended to retrench. "In this sense it breached its agreement with (the union)."

The full implications of the court's finding with regard to negotiating in good faith will only become apparent in future Industrial Court cases. For the present, however, confusion reigns in both union and employer sectors about their obligations to each other.

W R THE TION

Remuneration packages will never be the same again. Perks Tax will make sure of that. The onus is now on you, the employer, to structure the most tax-effective remuneration packages for your employees.

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Developed by Ernst and Whinney Management Services Ltd, experts in this field, it is an excellent investment at minimal cost.

It can be purchased as a stand-alone solution or can be interfaced with our Computerised Human Resource Information System, CHRIS. This software is the answer to your package design problems and will get you into action . . . fast.

For further details contact Theresa Biet at (011) 339-4946.

Morung 23/3/85 (33)

Wage freeze for building men

Labour Reporter

WORKERS in the building industry will not receive wage increases this year because of the economy, the Industrial Council for the Building Industry in Natal announced yesterday.

In a statement released after a meeting of the council, a spokesman said the employer and employee parties agreed that minimum wage rates would not be increased and that other benefits would remain unchanged during the period November 1985 to October 1986.

The parties, however, have also agreed that the position will be reviewed in the early part of 1986.

Moderate increases in the minimum wage rates which were previously agreed upon and which are due to come into effect on April 29 this year will not be affected and will still apply.

He said the parties hoped that these concessions would materially assist in reducing the cost of building and would contribute towards the recovery of the building industry in the difficult times that lay ahead.

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Further cuts loom

Builders 2/4/25 Stan hard hit by recession

Thousands of workers are losing their jobs in the construction industry and many companies are going under in the current recessionary slump, according to a comprehensive article in the latest issue of the South African Builder.

The SAB said the brick industry alone was running at 25 percent of capacity compared with 100 percent in May last year.

The recession has taken its toll on the entire industry including brick manufacturers, construction companies, glass manufacturers and sub-contractors.

As the demand on the building industry slumped over the past year, companies cut back on both production and staff.

Some cuts in production have been drastic.

Mr Cedric Savage, the managing director of Toncoro Ltd which is the holding group of the brick manufacturing company Corobrik, said production was cut in 30 of their 51 factories.

"We have retrenched more than 1 600 workers and generally cut down on our other operating expenses."

Several glass manufacturing companies closed as the demand for glass products dropped, leaving thousands of workers unemployed.

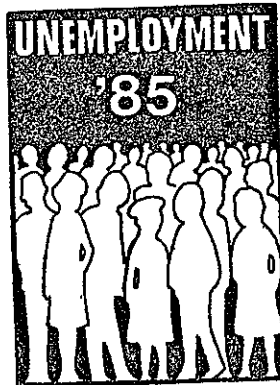
The SAB quoted the financial director of LTA, Mr Jimmy Oosthuizen, as saying the present economic constraints will prevail for another 18 months. "This year will be very rough indeed and we are not expecting next year to be much better."

Mr Savage took a more optimistic view about growth after the recession and said: "We are hoping for an upturn by about October this year. I think social pressures are so great that the government will be forced to ease restrictive measures in respect of housing.

"We have stockpiled 240 million bricks, so that if the upturn comes suddenly and unexpectedly, we will be ready for it."

Retrenchments do not always have to take place.

The managing director of Coverland Roof Tiles, Mr Eric Carr, said although retrenchments may still be necessary in his business, he was determined first to exhaust every other possible remedy.



"As far as the debate of retrenchment versus short time goes, we much prefer the short, time. When we put it to the workforce that we had to introduce a four-day week — reducing their income by 20 percent — we didn't get a bad reaction at all. Retrenchment on the other hand is an ugly thing and we will try to avoid it until the last possible moment."

Group financial director of Pretoria Portland Cement, Mr Chris Wrogemann, confirmed Mr Mokhine's pessimism about the economy. He said the rate of liquidations was increasing and this would have a spiral effect as others sink with them.

ARREARS

But major companies should be able to withstand this recession just as they have withstood previous recessions.

SAB said arrears in payment from some companies cost sub-contractors dearly. Unpaid debts could push smaller sub-contractors too far and cause them to close.

In an interview with *The Star* Mr Motsomi Mokhine of the Black Allied Mining and Construction Workers' Union (Bamcwu) said it was difficult to estimate how many workers were affected by the current cut-backs because only about 10 percent of workers in the construction and allied industries were unionised.

BANTUSTANS

Once they had lost their jobs many workers were sent to bantustans where they had no means of subsistence and were forced to live off relatives — if they had any.

The unemployed faced endless waits at rural labour offices.

Many unskilled workers who had been recruited in the rural areas for work in the cities were told to pack up and leave, some after months without employment or money.

With the help of the Black Sash, legal aid had been sought to redress matters where dismissals occurred before contracts had expired.

Mr Mokhine said he thought more companies would be forced to retrench workers because the state of the economy was going to get worse.

Asbestos could claim more lives

Sowetan

3/6/85

33

By JOSHUA RABOROKO

THOUSANDS of people in urban and rural areas in South Africa may die in future after contracting asbestos fibres, unless dramatic measures are taken to save them.

The president of the Black Allied Mining and Construction Workers Union (Bamcwu), Mr Letsatsi Mosala, told delegates at a meeting in Soweto at the weekend that they have resolved to intensify their anti-asbestos campaign at schools and among community organisations in these areas.

The two-day conference at the Diocesan Centre, attended by delegates from all parts of the country, also heard messages of support from Britain, New Zealand, Australia, United States, West Germany, Canada and from local trade union movements.

In a dramatic message from the United States, Dr Barry Castleman, said he was unable to attend the conference because the South African government refused him a visa. However, he pledged solidarity with delegates.

In his address, Mr Mosala said mine managements have neglected the "killer disease" for over 30 years and more people were likely to die in the northern Transvaal and Cape Province.

He said blacks who contracted the asbestos diseases were often given "poor remuneration" while their white counterparts earned more.

"White people receive R24 000 and an additional R400 monthly payment for life as compared to only R1 700 for blacks who are often dismissed after contracting the disease.

"Our union is going to fight that our members get the same as whites. The lives of our people are exposed to this danger everyday. We are going to intensify the campaign until mine

managements do something about the asbestos in the country," he said.

The following resolutions were also taken:

- A committee was elected to mobilise the campaign;
- Students should be urged to spread the campaign;
- So-called "homeland" chiefs should be contacted and meetings held with other leaders to conscientise them about the disease;
- Trade unions should be consulted to alert their members.

Meanwhile Bamcwu's publicity secretary, Mr Motsomi Mokhine, left yesterday to attend the anti-asbestos conference called by the International Labour Organisation in Brussels, while the union's Mr Mbulelo Rakwena (vice-president) returned from overseas at the weekend.

EL building council admits mixed union

D. Dispatch
22/6/85

Dispatch Reporter
EAST LONDON — A mixed trade union has been admitted for the first time to the Industrial Council for the Building Industry of East London

The secretary of the industrial council, Mr G. Reed, confirmed that the Transport Workers' Union of South Africa had been admitted after it extended its scope to cover workers in the building industry.

"This is a historic event. The black members of this union will now be represented at all meetings of this council. They will be able to have a direct say in the collective bargaining process," Mr Reed said and explained that his council was an autonomous body.

However, they had decided to amalgamate with the industrial council for the industry in the East Cape.

"This will be done once the legal formalities have been completed and our council is deregistered. There are many benefits from this move.

"Employers will have only one agreement covering the whole of the East Cape and Border to comply with. The area covered by this agreement will stretch from Riversdale in the west to Queenstown in the east and from Beaufort West in the north to the coast in the south.

"There are 17 magisterial districts that will be under the control of this council with its head office in Port Elizabeth."

Mr Reed also revealed that there had been a decrease in the number of artisans and operators employed in East London compared to last year.

There were 591 artisans compared to 988 last year, 1 792 operators compared to 1 188 last year and a slight increase in unskilled workers, from 4 079 to 4 089 this year.

There were 28 deregistrations of contractors in the industry in East London this year compared to eight last year. There are 331 contractors registered with the East London council.

11/25/85 33

Union members leave in protest after 100 dismissed

Labour Reporter

ELECTRICAL workers on contract at a Mitchell's Plain hospital have walked out in protest against the company's dismissal of about 100 fellow union members working on a major contract in the city.

Mr Cecil Theys, chairman of the Western Cape region of the Electrical and Allied Workers' Union, said the 100 were fired on Friday by JMR Electrical.

WORKERS' COMPLAINTS

He said there had been complaints from workers about racism, wages and a system of calling workers by numbers instead of by name.

After 15 were retrenched on Friday two resigned in protest and the workforce left the site in the city centre to meet union representatives, said Mr Theys.

A committee was formed to talk to management. After a meeting all workers were told they had been fired.

About 70 workers at the Mitchell's Plain contract walked out yesterday to protest against management actions.

Management and union representatives met this morning to discuss the situation. Mr J Hutchinson, manager of JMR, was in the meeting and not available for comment.

Wall collapses in city, man killed

News 28/6/65
Staff Reporters 33

A MAN was killed and two others injured when a wall collapsed today on the old Waldorf site in the city centre where buildings are being demolished.

The three men were working on a portion of wall facing Hout Street when a section broke loose and fell on them.

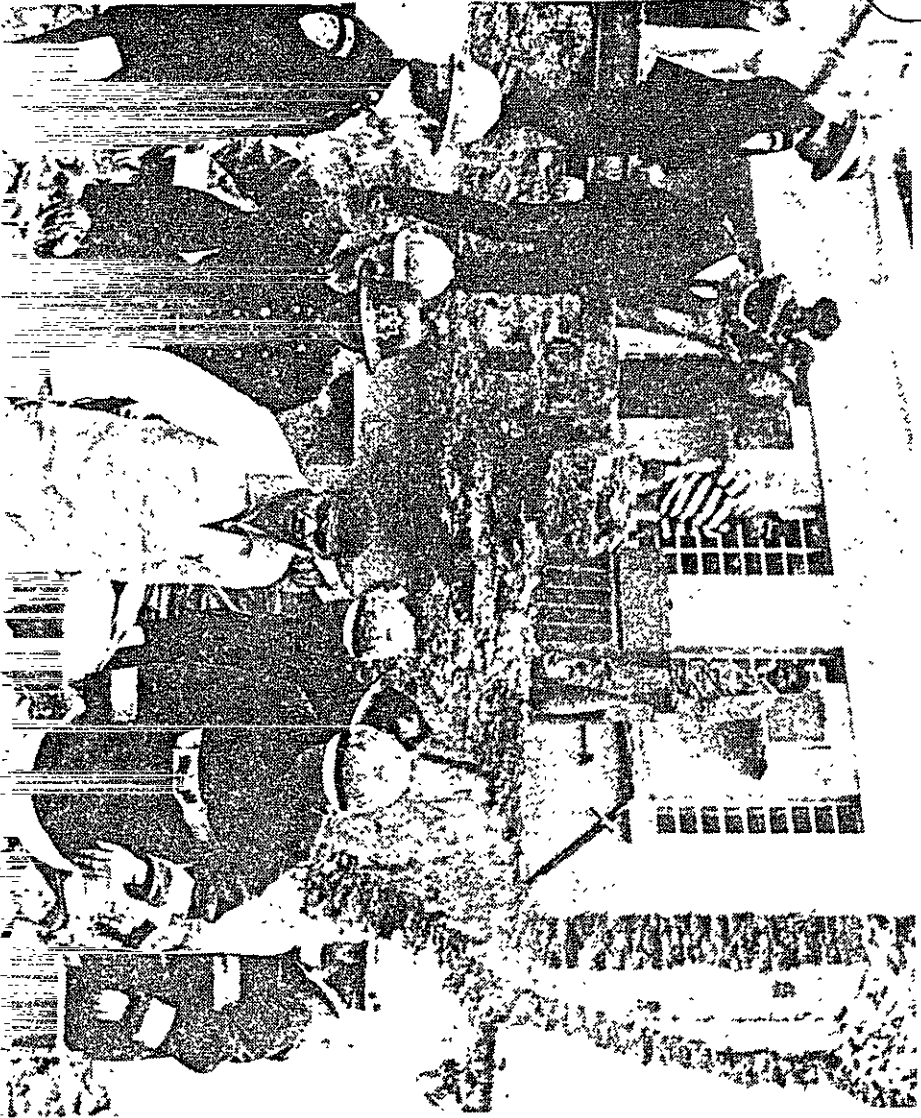
Demolition is under way on the site bounded by Hout, Burg, St Georges and Shortmarket streets.

The operator of a mechanical scoop nearby jumped from his cab and ran to free the man who was killed when the rubble fell.

Covered with mud

A large crowd stood in pouring rain as building workers helped emergency service personnel remove the body.

The injured, Mr S Mayongi and Mr K Atoli, who had a head injury, received emergency treatment before being taken to Woodstock Hospital.



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Covered with mud

A large crowd stood in pouring rain as building workers helped emergency service personnel remove the body.

The injured, Mr S Mayongi and Mr K Atoli, who had a head injury, received emergency treatment before being taken to Woodstock Hospital.

A shocked Mr Mayongi — who was covered with mud and gravel and had a fractured arm and other injuries — said he was working on the first floor near the other two men when a section of the wall on an upper floor collapsed.

Shopping arcades

The operator who helped free the dead man said: "I do not know what happened. I am still trying to find out.

"I do not want to say anything more."

● Demolition is under way to clear most of the old Waldorf site to make way for a R20-million, 13-storey building due for completion in early 1987.

The new building, being developed by the Natal Building Society, will include shopping arcades and offices.

Right: One of the injured building workers, Mr S Mayongi, receives treatment from emergency service nursing sisters today before being taken to hospital.



Pictures: JIM McLAGAN, The A...

Firemen and Metro workers carry a worker's body from the Hout Street-Burg Street demolition site after a wall collapsed today.



Cape Times 29/6/88

Worker dies on demolition site

Staff Reporter

A WORKER at a City demolition site was killed and two others suffered minor injuries when a large piece of masonry fell from a wall above where they were working yesterday morning.

The accident occurred on the old Waldorf site bounded by Burg, St George's, Hout and Shortmarket streets.

The two injured workers, Mr Kawumatimi

Atola and Mr Sibho Maimomo, were discharged from Woodstock Hospital last night.

The dead man's name has not yet been released as he has yet to be identified by his wife.

Large crowds had to be confined to the pavement by police as the street filled with emergency vehicles and rescue workers worked to free the body from the rubble.

Mr R Gamble, managing director of Ovcon Cape Civil (Pty) Ltd, the company doing the demolition work, said yesterday the accident occurred during the demolition of a wall alongside an adjacent building.

"A large piece of masonry broke free and knocked aside some scaffolding on which the two men who were injured were working. It fell and crushed the dead man," he said.

He had no comment in reply to allegations by Mr John Brockwell, a City businessman whose fiancée works in a building opposite the site, that safety regulations were not adhered to on the site.

Mr Brockwell said yesterday it was only a matter of time before somebody was hurt on the site as workers did not wear hard hats and were not warned when walls were about to crumble.



Rescue workers attend to a demolition worker, known to the foreman on the site as "Kapok", who was injured when the floor of a Woodstock house collapsed yesterday.

Cape Times Newscolour: Pierre Schoeman



Ms Eva Collins and Mr Jacob Lee with their baby born in Woodstock yesterday while rescue workers were attending to two victims of a demolition accident nearby.

Baby born in rescue drama

Cape Times 7/5/85

33 By RENEE MOODIE

IN the middle of attending to two demolition workers injured in a house in Pine Road, Woodstock, yesterday afternoon, rescue workers were called to attend to a woman who had given birth to a baby down the road.

The two demolition workers were apparently working on the second floor of the house yesterday afternoon when the wooden floor beneath them collapsed, causing the two men to fall to the floor below, according to Mr Pieter van Zyl, the foreman of the building contractors demolishing the house.

One of the men, known to Mr Van Zyl only as "Kapok" suffered internal injuries, head injuries and a fractured leg. The other man, known as "Cow", suffered minor injuries.

While rescue workers were working on removing the two men from the site, a nursing sister was called by a traffic policeman to attend to a woman down the road who had just had a baby.

The woman, Ms Eva Collins, gave birth to a little girl while attended by women from the neighbourhood. "Marianne" seemed to be a popular choice for a name for the new baby.

Mother and child were taken to the Peninsula Maternity Home, where a hospital spokesman yesterday afternoon said both were doing well.

The two injured workers were taken to the Woodstock Hospital.

Computer to protect building workers

33

B. Day

11/7/85

THE building trades' industrial council in the Transvaal is introducing a new system to computerise the employee benefits of more than 100 000 workers.

It has been designed to stop employees trading their benefit stamps for cash, leaving them without holiday pay.

The decision by the Industrial Council for the Building Industry is also experienced to quickly spread computer use in the construction industry.

The new system, replacing hand distribution by employers, will run from the start of the new stamp year, after October 14.

It will enable the Council to speedily check the status of all employees' benefits, including pension, medical aid, holiday pay, unemployment, sick fund and tool insurance.

AUTOMATIC

Until now, employers have purchased stamps and issued them to workers each week. From October, they will identify each employee for whom benefits are being bought and the period involved, and then record amounts paid on employees' pay slips.

Both these processes can, logically, be automatic by-products of a computerised wages system. Virtually all companies with 10 or more employees will now computerise their wages, Wynand Stafelberg, the Council's general secretary, said yesterday.

"Some may refuse initially, but they'll come in as soon as they see the benefits," he said.

Sydney Brett, MD of Brett Schachat Associates, who participated in seminars in Johannesburg and Pretoria where the changes were announced to the industry, said they not only increased productivity, but also allowed higher cost control to be exercised on contracts.

Schachat Associates has interfaced its XACT wages package to the Council's new system and at the seminars the company demonstrated the data input to the package and how this was

By LAWRENCE BEDFORD

then transferred to the Council's system via diskettes or telephone lines.

Stafelberg said the new system would improve the Council's administration of benefits in the Transvaal, where 60% of the industry's employees worked. Its major impact would come at the end of each stamp year, when more than 100 000 employees traditionally returned their stamp cards.

Holiday pay had to be calculated and the cheque pay-outs had to be completed within five weeks, a process normally involving hours of overtime.

Employers would benefit by the elimination of time-consuming work of issuing stamps to each employee according to category, Stafelberg said. In addition, the industry as a whole would save more than R1m a year on insuring stamps.

Another advantage was that stamp trading among employees would end. Employees sometimes sold stamps for a small percentage of their real value for immediate cash and then suffered when they or their dependants wished to claim benefits.

BUILDING INDUSTRY

FM 17/5/83
Wages cemented

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the *Government Gazette*. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60 000 people. Between them, the two unions on the council have 12 000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter: "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry.

"It is the policy of this association and Bifsa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman: "This recommendation is madness. If we had to do what the Master Builders' Association is saying, it would be an invitation to labour unrest."

Phiroshaw Camay, general secretary of

QUOTABLE

Anglican Bishop of Johannesburg Desmond Tutu in a message to his successor as general secretary of the SA Council of Churches, Beyers Naude, on Naude's 70th birthday:

You have shown us what it means to have the courage of your convictions, whatever the cost. You are a remarkable sign of hope that God's grace can work the miracle of converting someone with such unprepossessing antecedents. But, more wonderfully, you are a beacon of hope, for you have succeeded a black general secretary, showing just what a tremendous country this is going to be when the colour of one's skin will be a total irrelevance. Praise be to God for you. Thank you that you are our friend and on our side. You would be a formidable adversary and I would hate to cross swords with you.

the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the FM: "Seifsa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate." ■

Construction workers out on strike

ARCWS 12/8/85
33

Tygerberg Bureau

ABOUT 1 000 construction workers went on strike at Murray and Roberts sites in the Western Cape today.

This was confirmed by Mr H E Minott, the managing director.

There was also "above-average absenteeism" at the company's Tyger Valley shopping centre site, he said.

The company was investigating the reasons for the stayaway because there had been no negotiations.

"Correspondence was received from one union requesting a meeting and we will be happy to meet them to hear if they have representation of our workers and to discuss matters of mutual concern with them," he said.

A spokesman for the South African Allied Workers' Union said the workers were demanding increased wages.

They also maintained that rents for single men's hostels owned by the company in Guguletu were too high and were demanding that wives be allowed to join husbands in the hostels.

1 000 city construction workers call off strike

ARCWS 13/8/83 (33) ~~13/8/83~~ ~~13/8/83~~
Tygerberg Bureau

THE strike by about 1 000 Murray and Roberts construction workers has been called off.

The Cape Town branch organiser of the South African Allied Workers' Union, Mr Zizile Ramncwana, said the company had agreed to further dis-

cussion of workers' demands on Thursday. The union has to prove to the company that it is representative of its workers, he said.

Mr H E Minott, managing director of Murray and Roberts Buildings (Cape Town), said about 1 000 workers did not report for work yesterday and

that "above average absenteeism" was experienced at the company's Tyger Valley shopping centre construction site in Bellville.

Among workers' gripes is that rent for the single men's hostels they occupy in Guguletu has been increased from R12,50 to R15,50.

Card: Trade
14/8/85

33

Workers return

Labour Reporter

ABOUT 1 000 Murray and Roberts construction workers returned to work yesterday after going on strike on Monday.

A spokesman for the South African Allied Workers' Union (Saawu) said workers had decided to return to work as management had met all their demands.

These were that management recognize Saawu as the legitimate representative of workers, that a liaison committee be abolished and a workers' committee linked to Saawu be recognized, and that security officers should be elected by workers.

He added that a recognition agreement between Saawu and Murray and Roberts management was due to be signed this week.

No confirmation of this could be obtained from management yesterday.

Falling plank injures worker

33
33

Accus 23/85
Staff Reporter

A WORKER was injured today when he was hit by a falling plank in a second accident this week at the site of the new Wooltru building near the City Hall.

He received emergency treatment from ambulance personnel at the site — on the corner of Corporation and Longmarket streets — and was then taken to Somerset Hospital.

His name is being withheld until his family have been told. Ambulancemen said the man had been working on the ground floor when the plank fell from scaffolding on the third floor.

On Monday Mr Columbus Somdyalo, 45, of Nyanga, was killed when he fell three floors on the site.

Building workers on strike

33 Labour Reporter

AN estimated 6 000 Murray and Roberts construction workers went on strike yesterday, according to a spokesman for the South African Allied Workers' Union (Saawu).

Mr Zuzile Ramncwana, Western Cape branch organizer, said workers had downed tools in support of a wide range of demands, including grievances about their Guguletu hostels.

Among these were that hostel fees should be reduced from R16,50 to R6 which workers said were the normal fees in other hostels, that watchmen be replaced and that more cooking appliances and telephones should be provided.

Mr Ramncwana said management had negotiated "in good spirit" with the union and the committee after a strike earlier this month.

However, a number of undertakings given by management had not been met, and at a meeting on Sunday workers had decided to strike.

Mr H Minott, managing director of Murray and Roberts Buildings (Cape), could not be reached for comment. Other spokesmen declined to comment.

CAPE TIMES 25/1/63

Construction firm to fire 2-day strikers

33

Labour Reporter

MURRAY and Roberts have announced their intention to fire construction workers who have been on strike for the past two days.

In a statement issued yesterday, Mr H Minott, managing director of Murray and Roberts Buildings (Cape Town), said the actions of the South African Allied Workers' Union had "forced the company to take necessary steps against the illegal strikers which regretfully will result in dismissal".

He said this had become necessary to "protect the company's clients and the progress of its work".

Workers went on strike on Monday in support of demands for recognition of the union and an elected workers' committee, as well as demands relating to hostel conditions.

Mr Minott said management had checked nomination forms submitted to it by Saawu and had found it only represented a minority of the workforce.

It was therefore "unable to recognize Saawu as a representative union". He also said hostel fees were comparable with those of many other employers in the construction industry.

AR 565 24/10/81

City firm sacks 1 500 strikers

Labour Reporter

ABOUT 1 500 workers from Murray and Roberts have been dismissed following a three-day strike in support of union recognition and other demands.

The company said a check of union nomination forms showed that the South African Allied Workers' Union (SAAWU) represented only a minority of the workforce and the company could not recognise it as a representative union.

A statement from the Murray and Roberts Workers' Committee, issued yesterday, said discussions with management had been about:

- Recognition of SAAWU.
- Ending the sites consultation committee.
- Reduction of hostel rentals from R16,50 to R6, or a 31,25 percent wage increase.
- A reshuffle of hostel staff, particularly nightwatchmen who, it is alleged, ill-treat workers and steal.

Mr H E Minott, managing director of Murray and Roberts Buildings, Cape Town, said hostel fees were comparable with many other employers, and allegations about the watchmen had been investigated and were groundless.

1 500 fired after Cape Town strike

B. Day
33
30/8/85

ABOUT 1 500 have been dismissed from Murray & Roberts in Cape Town after a three-day strike in support of union recognition and other demands.

The company said a check of union nomination forms showed the SA Allied Workers' Union (SAAWU) represented only a minority of the workforce and the company could not recognise it as a representative union.

A statement from the Murray & Roberts workers' committee said discussions with management had involved recognition of SAAWU and other issues, including the reduction of hostel fees and a reshuffle of hostel staff, particularly nightwatchmen who, it was alleged, ill-treat workers.

H E Minott, managing director of Murray & Roberts Buildings, Cape Town, said hostel fees were comparable with those of many other employers, and allegations about the watchmen had been in-

vestigated and were groundless.

A spokesman for the strikers has appealed to jobless blacks not to seek employment at the company as they would "get the same treatment we are fighting."

The workers' statement said they wanted to "tell the world that we are being treated like animals by the company".

Meanwhile, the Federation of SA Trade Unions has reacted angrily to actions taken against its president, Chris Dlamini.

Fosatu said yesterday it would "lay the blame entirely on the authorities" if anything happened to Dlamini.

The federation said in a statement in Johannesburg that Dlamini's home had been searched three times while he was at work.

"He has of late also been threatened with death and we want it to be known that, should anything happen to him, we will lay the blame entirely on the authorities," Fosatu said. — Sapa-Reuter.

More work on Durban roads is due to start in April

9/9/85

Mercury

33

Mercury Reporter

WORK on the revamping of the Marine Parade and Snell Parade in Durban is scheduled to begin in April next year.

The first area to go under the construction drills will be the area between Rutherford and Smith streets. It will be completed before the end of the year.

A City Engineer's Department spokesman said

yesterday this section would be worked in association with the closure of West Street between Gillespie Street and the aquarium. This section would become a pedestrian mall.

The revamping plans will close off the Marine Parade and part of the Snell Parade to traffic. It will become a parking area with pavements and lots of greenery.

Work on the next section, between Smith and Seaview streets, will start a month later and run through to November. But, the spokesman pointed out, this was subject to confirmation.

Development of the Seaview Street-Old Fort Road section is due to start in January 1987 and run through to June of that year. Although this is included in the forward capital programme, it is

subject to confirmation as it falls within another budget year.

The final section between Old Fort Road and Argyle Road will be undertaken during 1987.

Meanwhile, the new northern freeway that will link Stanger Street extension with the existing northern freeway at Country Club beach is due to be handed over at the end of the month.

To gain access to the Snell Parade heading south on the northern freeway, motorists will have to feed off at Blue Lagoon and use the service road alongside the freeway, then slip into Snell Parade.

Once the access road from NMR Avenue to the Snell Parade is opened, consideration will be given to severing the access from NMR Avenue to Argyle Road.

Fewer firms, fewer jobs in construction

Mercury Reporter

2/19/85
33
ad
Mercury

THE number of employ-
ers in the building indus-
try in Durban and its sur-
rounding areas has drop-
ped about 20 percent —
from 1 963 in January to
1 519 in July — it was an-
nounced yesterday by an
Industrial Council
spokesman.

In the past year, 25
firms have been placed
under provisional or final
liquidation by the Su-
preme Court, said Mr Ken
Davel, secretary of the In-
dustrial Council.

Since January there
had been a constant de-
cline in the number of
companies employing
workers in the building
industry, he said.

Each week we get peo-
ple telephoning us to can-
cel their registration,
while there are a few op-
timists who are register-
ing,' he said.

The number of people
employed in the building
sector had dropped by 20
percent, or almost 6 000,
in the same period. In
January there were 29 103
employees but by July
this figure had dropped
to 23 345.

The number of unfin-
ished building projects
had risen by about 20 per-
cent as firms or owners
were unable to afford
completion, according to
a spokesman for the City
Engineer's Department.

Union judgment reserved

Supreme Court Reporter
JUDGMENT in the matter between Murray and Roberts Buildings (Cape Town) Pty Ltd and the South African Allied Workers' Union was reserved in the Supreme Court yesterday.

Mr Justice R M Marais said he would let the parties know when he was ready to deliver judgment. He had heard three days of representations from the company and union, locked in dispute after 1587 workers were fired late in August following two strikes.

Mr L J Krige, for the

union, said workers themselves had decided to strike because they had been unhappy with the rent increase in the company hostels, as well as with conditions.

Workers who were still occupying their hostels had been notified that they were fired by pamphlets dropped from an aircraft, he said.

He argued that the company should not have its interim interdict — which prohibits various union activities — made final. Instead the company should take the dispute to "the proper fo-

rum, the Industrial Court.

Mr J J Gauntlett, for the company, said that Mr Krige's submission that there was an alternative remedy open to the company was merely a suggestion that the company should take its case elsewhere.

He said there was no basis on which the temporary interdict should not be confirmed.

Mr Gauntlett with Mr J A Shortt-Smith and instructed by Marais Muller, appeared for Murray and Roberts. Mr L J Krige instructed by E Moosa and Associates, appeared for the union.

Cape Times
33
Oct 1985

Cape Times 12/10/65
**Sacked workers
say no to offer**

33 Staff Reporter

HUNDREDS of dismissed construction workers have rejected a draft agreement between their union, South African Allied Workers' Union (Saawu), and Murray and Roberts Buildings, Cape Town, (Pty) Ltd, an attorney confirmed yesterday.

He would not disclose the contents of the agreement, which was rejected at a meeting in the Murray and Roberts hostels on Thursday night.

Saawu officials had earlier insisted on taking the proposals, drawn up by lawyers from both sides seeking a settlement of the deadlock, to all members affected by it for a vote.

It is understood that that the workers would like their jobs back en masse, but failing that are pressing the company for payment of all monies they say are due to them. The company is apparently willing to pay the workers off, but does not agree with the workers on what monies are due.

The company dismissed 1 587 of its workers after strikes in August, and several hundred workers are still occupying company-owned hostels in Guguletu.

A temporary interdict prohibits SAAWU from "interfering" with Murray and Roberts workers, and the company is seeking to make the interdict final.

This is being opposed, the attorney for SAAWU said yesterday. The hearing is expected on Tuesday.

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Builders' suit against union

Cape Times 17/10/85

33
Supreme Court Reporter

A CONSTRUCTION company which recently fired 1587 of its employees, yesterday sought a final interdict in the Supreme Court to prevent the South African Allied Workers' Union (SAAWU) from "interfering with" its employees.

Murray and Roberts Buildings (Cape Town) (Pty) Ltd had been granted an interim interdict on August 30 preventing the union from organizing strikes, picketing, or holding meetings on company premises.

Mr J J Gauntlett, for the company, said it had been obliged to dismiss its "entire work force" and employ new workers. The "strike" was still on but "strikers" were now ex-employees as far as the company was concerned.

Many hundreds of the workers were still occupying hostels owned by Murray and Roberts on Western Cape Development Board land

'Hard core' remains in hostels

Mr Justice J J Fagan asked why ejection orders were not sought.

Mr Gauntlett replied that such orders would have to be applied for in each individual case. "There has been a steady flow away from the hostels but a hard core remains. One does not know who is left. An ejection would not be unopposed. There would be a dispute as to the lawfulness of the dismissal." He hoped that if the court granted a final interdict, the "trickle" out of the hostels would increase

Mr Justice Fagan asked whether the company could provide employment for the workers, and if so how many. Mr Gauntlett replied that the company was not in a position to take the workers back "across the board".

The judge urged both sides to try to find a real solution, and the court adjourned. The hearing continues today.

Mr Gauntlett, with Mr J A S Shortt-Smith, and instructed by Marais Müller, appeared for Murray and Roberts. Mr L J Krige, instructed by E Moosa and Associates, appeared for SAAWU.

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Many could benefit

29/10/85

New plan to aid unemployed building workers

STAVK

33

An innovative scheme which will provide work for unemployed builders and save welfare organisations up to 30 percent on building costs is being considered by the Transvaal Industrial Council for the Building Industry.

The scheme would also be of great benefit to the building industry in general.

The council announced that it planned to offer the services of unemployed skilled and semi-skilled workers to welfare organisations at 50 percent less than the statutory wage — the difference being made up by the council.

"Instead of paying out unemployment benefits and having nothing to show for it, we will use the money to help builders find work — and save organisations which are building, for example, old age homes and children's homes, up to 30 percent," said Mr John Barrow, chairman of the council.

The council pays out R500 000 a month in bene-

fits to eligible unemployed.

The council hopes to use the benefits due to members who find employment with approved welfare projects to subsidise their wages, thereby increasing the builders' earnings and cutting project costs.

At the same time, skilled workers would be persuaded to stay in the industry.

Mr Barrow said that the council reserved the right to select suitable projects, priority being given to those with a high labour content. It would also consider undertaking selected city or town council projects in the Transvaal.

OPPORTUNE

The move comes at a good time for unemployed builders. There are about 1 000 skilled and semi-skilled unemployed men in the Transvaal and some are already approaching the end of the extended nine month's period during which they are eligible

for benefits.

A council spokesman said the move would also provide jobs for out-of-work contractors who could liaise with the organisation for cheaper labour on welfare and related projects.

The council would also consider invoking its powers of exemption from the statutory wage to allow contractors on new welfare projects to pay the men less.

"They would rather work for slightly less than not work at all," said Mr Gert Beetge, chairman of the council's Reef section.

This would also benefit the 6 000 unskilled labourers currently unemployed in the Transvaal as they received no benefits from the council fund for which contributions came from "stable" workers.

Organisations interested in making use of the council's offer can telephone the general secretary, Mr Wynand Stapelberg, at 833-6500.

BIFSA CONGRESS

Bifsa warned of growing union power, solidarity

33
30/10/85
B. Day

THE power of trade unions would increase as the economy picked up, Murray & Roberts human resources director Ian Crowther told the Building Industry Federation of South Africa (Bifsa) yesterday.

"If working conditions are not acceptable when this happens, wage demands and demands for improvements in working conditions could be on the cards," Crowther told delegates at the federation's 80th annual congress in George.

He said management in the construction industry must learn to handle discord arising from conflicting interests in a positive way.

There was no doubt industrial relations were connected with the political arena.

Crowther said two worldwide trade union federations, representing more than 85-million workers throughout the world, were possibly sending funds to the local trade union movement.

On the local front, Crowther said, there had been several developments which underlined the strong link between trade unions and political organisations such as the United Democratic Front, Azanian People's Organisation and, indirectly, the African National Congress.

"It would seem that politics and trade unionism are in direct competition with

CHERYLYN IRETON

industry for labour," he said.

It was vital that building managers become aware of the legal expertise to which trade unions had access.

"Because of the political overlap, there are obviously going to be political grievances which can and do come to the fore."

Crowther said recent politically-motivated stayaways had shown many construction managers a host of common employee grievances concerning such issues as housing, hostel accommodation, unemployment, insurance, health services, education, town councils and the underlying problem of apartheid.

Looking to the future of unions within the building industry, Crowther warned Bifsa members that trade union unity was a distinct possibility.

He said the unions of various industries could stand together in a show of support, regardless of the cause of the originating union.

"Political developments are going to be extremely important," he said.

"Trade unions will continue to use industry channels for political issues until some form of representation within the constitution exists for blacks."

Crowther said management must communicate regularly and accurately with employees.

'State muscling in on building industry'

W/6 ARGUS 2/11/85

FRANK JEANS
Weekend Argus
Correspondent

33
260

GEORGE. — Work worth about R940 million is being kept from private contracting companies because of inroads of Government departmental construction units.

"Too much work is being undertaken directly by State, provincial and local authorities and this is having a detrimental impact on the building and civil engineering industries," outgoing president Mr Andrew Stewart told the Building Industries Federation congress here this week.

"Much of this work is done in the mistaken belief that it is cheaper than if done by the private sector.

"Moreover, the individual departments are used for 'emergency work' and this may be necessary in certain circumstances."

Pointing out that "huge empires have been built up across the country which need a lot of work to justify their existence", Mr Stewart said vast sums of money were being spent on imported plant and equipment by these departments while private contractors were exporting their machinery because of the shortage of work.

"Attractive prices are being paid on overseas markets and contractors cannot allow their machinery to lie idle without work."

Referring to the demand for capital intensive machines overseas while the rand is low, Mr Stewart said construction equipment was leaving the country by the shipload, providing Americans with quality machinery at bargain prices.

"Our contracting companies simply do not have enough work

to cover the financing costs of this heavy plant."

On the state of the building industry, Mr Stewart said a principal factor responsible for the downturn in the economy was massive overspending on current expenditure during 1983 and 1984 by the Government.

"This, together with the outside world's economy created problems for us and we have had to face the restrictive monetary policies and the higher levels of taxation and the implications of both these factors.

"We cannot finance our infrastructural needs without access to foreign loan capital. Therefore we must reach, as soon as possible, a situation in this country which is acceptable to all its peoples.

"Until this happens we will not achieve the rate of growth in our economy required to reduce the growing numbers of employed."

Bifsa offering R4-a-day work to unemployed

Industrial Staff

THE Building Industries Federation of SA has embarked on a job-creation scheme.

It will provide basic manual labour for the unemployed.

The jobless will get R4 a day, a

meal and transport to work. 11/11/85
They will work to improve facilities at Bifsa's five training colleges.

Bifsa executive director Lou Davis said the federation had undertaken the project in anticipation of an up-

turn in the industry and in an endeavour to contain any cost rises in future.

The scheme, involving 1 500 people until April, has been started in conjunction with the Department of Manpower.

300 daily jobs for City's jobless

CAPE TOWN 12/11/85
Staff Reporter

THE Department of Manpower, in conjunction with the Building Industries Federation of South Africa (Bifsa), has launched a project which will provide jobs for 1500 unskilled labourers nationwide for a period of three months.

Mr Lou Davis, executive director of

Bifsa, said from Johannesburg yesterday that in the Cape, 300 workers would be given casual jobs at the Bifsa training centre in Belhar. The aim is to upgrade Bifsa's five training schools around the country.

Workers will be employed on a daily basis, be paid R4 a day, and receive a free meal and free transport.

CAPL Times 12/11/85
33

Outlook bleak for commercial workers

JOHANNESBURG. — Few workers can expect year-end pay increases that will keep pace with inflation, according to forecasts released yesterday.

Many employers struggling for survival may be forced to announce a pay freeze, the Associated Chambers of Commerce warned.

Mr G A V Brett, secretary of Assocom's manpower committee, said the outlook was bleak for a number of firms in the commercial sector, particularly in the distributive and retail trades.

"Workers awarded increases around 10 or 12 per cent can count themselves as fortunate.

"The economy is no longer dependent on simple economic factors, but is influenced by political events."

A survey by P-E Corporate Services of 800 companies in the industrial and commercial sectors, found that average pay rises would fall far short of the expected inflation rate of 18 percent next year.

A spokesman said: "It will be the third or fourth year in a row that living standards will have to be cut. We estimate that no fewer than 85 percent of employees should brace themselves for increases of 10 percent at best — and often lower.

"Workers in the construction industries will be worst hit. The most favoured will be employees in the financial institutions." — Sapa

ARGUS 25/11/84

165 rooms burnt out as hostels blaze in Guguletu

Staff Reporter (33) 201 182 184

While the fires burned stones were thrown.

ABOUT 165 rooms at three hostels owned by Murray and Roberts in Guguletu have been destroyed by fire.

Police believe the fires were started deliberately.

Damage is estimated at R1-million.

The blaze began yesterday morning and last night another room was set alight.

In addition to the rooms, 18 bathrooms and two kitchens were damaged.

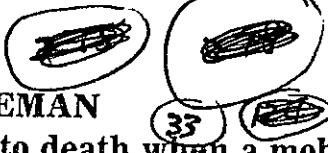
Last week hostel-dwellers, dismissed after the second of two strikes in August and still in the hostels, began a withdrawal negotiated by the Building Workers' Union. The withdrawal was to have been completed by yesterday.

The strikes, by workers then belonging to the South African Allied Workers' Union, were in support of recognition of the union by the company, changes in the nightwatch system and better hostel conditions.

Girl burns

to death in Boland unrest

COPY TIME
25/11/81



By CHRIS BATEMAN

AN MBEKWENI child burned to death when a mob set fire to a house and five other people died in unrest-related incidents at the weekend.

Police said an angry crowd had surrounded and set fire to the home of Mrs Barbara Mathebula, a former secretary of the Mbekweni Residents' Association.

Mrs Mathebula was apparently accused of being a police informer.

She and her husband, Mr L Mathebula, were discharged from the Paarl East Hospital late yesterday after treatment for minor burns.

The three-year-old girl was not related to them. Her name has not been released as her next of

kin have not been informed of her death.

A spokesman for the police public relations division in Pretoria described the attack as "horrifying ... an appalling crime".

No arrests had been made by late yesterday.

According to police reports, six people (including the Mbekweni girl) died and 12 were injured in incidents of unrest at the weekend.

Police reported relative calm yesterday after the bloodiest seven-day period in the four months since emergency

rule was declared in parts of the country.

Since last Sunday at least 42 people have died, most of them shot by police.

Two men were killed on Saturday night. A man was killed and burned in Langa, outside Uitenhage, and a member of the Ciskeian army was burned to death at Molteno in the Eastern Cape.

Police said a man was stabbed to death and burned at Bridgetown near Oudtshoorn.

Police found the bodies of two men in Mhlakeng, near Randfontein. There were no further details and police are investigating. In the same area police stopped a group attempting to set a man alight.

Hostel fires

● About R1-million damage was caused when 160 rooms in three hostels were destroyed by fires at the Murray and Roberts compound in Guguletu yesterday.

The fires were started shortly before 9am. Cape Town fire department units were on the scene soon afterwards. Security forces sealed off the area.

Captain Jan Calitz, a police liaison officer for the Western Cape, said last night an arson docket had been opened. He claimed the incident was not unrest-related.

The Cape Town manager of Murray and Roberts, Mr H Minott, could not be reached for comment.

● Meanwhile the PFP is to press for the appointment of a judicial commission of inquiry into the confrontation between police and marchers in the Pretoria township of Mamelodi on Thursday which left 13 people dead and scores wounded.

● Police unrest report, page 2

5 rescued as diver drowns

Staff Reporter

A CRAYFISH diver drowned at Elands Bay on the West Coast yesterday, while in the Peninsula at least five people were rescued from drowning by lifesavers and the NSRI.

In spite of an intensive search by Boland police divers on Saturday and yesterday, the body of Mr Christiaan Rudolf Burger, 20, of Kols Vlei, Piketberg, had not been found by late yesterday.

A Boland police liaison officer said Mr Burger disappeared about 11.30am on Saturday at Elands Bay. He could not say whether Mr Burger had been diving alone or with friends.

The Boland drowning toll this season is now 20. The NSRI rescued three men and a woman off Oudekraal after a four-metre pleasure craft overturned yesterday when the south-easter "came up unexpectedly fast" about 2.45pm.

A former member of the NSRI, Mr Michael Brown, spotted the boat as it was swamped by the swell about 500 metres from shore and phoned Sea Rescue Station 2.

A NSRI rescue worker at the scene said the men were in the water trying to keep the woman, Ms Tracey Gleeson, on top of the overturned boat.

"The woman was in a bad way. She was hypothermic and we had to get her back to shore where an ambulance was waiting to take her to hospital. If we had not got to her she would not have lasted for much longer," the rescue worker said.

The people rescued were Ms Gleeson, who was taken to the Somerset Hospital where she was treated and discharged, Mr Terry McCann, Mr Gary Waklin and Mr Ian Poncyan.

A Kraaifontein man, Mr Attie Kraus, was rescued by lifesavers from the surf at Blouberg and taken to Tygerberg Hospital for observation.

Murray and Roberts hostels destroyed

ABOUT R1m worth of damage was caused when 160 rooms in three hostels were destroyed by fires at the Murray and Roberts compound in Guguletu on Sunday.

The fires were started shortly before 9 am on Sunday and units

from the Cape Town fire department were on the scene shortly afterwards.

Police liaison officer for the Western Cape, Captain Jan Calitz, later confirmed the damage and

said an arson docket had been opened.

The incident was not unrest-related, Calitz said.

Murray and Roberts dismissed 1587 workers after strikes in August this year. — Sapa.

B. Gray
26/11/85

Constructors seek Industrial Court ruling against union

M&S 13/12/85
Labour Reporter

A MAJOR construction company has asked the Industrial Court to rule that actions by a trade union constitute an unfair labour practice.

It is thought to be the first time this has happened in South Africa.

Murray and Roberts Buildings applied for the ruling against the South African Allied Workers' Union yesterday. The case arose from a series of illegal strikes involving about 1 500 workers in August.

The company claimed that officials and purported members of the union played a leading and confrontational role in the strikes and the application was directed at the union's role in inducing or instigating the workers to breach their contracts.

Until then there had been a history of peaceful labour relations.

Mr J. Gauntlett, for Murray and Roberts, said the union had shown a reckless disregard for collective bargaining processes, treated established industrial relations law and norms with contempt and brought the greatest misfortune to the employees who were dismissed as a result of the strikes.

BARGAINING

"It is submitted that no stronger case could be found of industrial irresponsibility and the creation of havoc by a union reckless of or indifferent to the need for open, if tough, collective bargaining," he said.

The union had failed to exercise proper control over officials it had selected and placed in senior positions.

Opposing the application, Mr L. J. Krige argued that union officials were acting beyond their powers in organising Murray and Roberts's workers, signing them up as individual members of Saawu, which was a federation of trade unions rather than a union, and getting involved in the strikes.

SCOPE

"The union's employees, in doing the things they allegedly did, were acting outside the course and scope of their employment," he said.

The union did not organise the strike, nor did officials have authorisation to get involved with Murray and Roberts workers.

Dr P. Ehlers, presiding, reserved judgment.

Mr Gauntlett is assisted by Mr J. Shortt-Smith and instructed by Maree and Muller. Mr Krige is instructed by E. Moosa and Associates.

CONSTRUCTION - LABOUR - 1986

JAN — NOV —→ DEC

AGG 16/1/86

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CITY

Many out of work in slack building trade

Labour Reporter

BUILDERS returned to their jobs this week after the Christmas break, but unions report that many who had jobs before the holiday are now unemployed.

The situation has been described as drastic.

A spokesman for the Industrial Council for the Building Industry said it was probable that employers had carried workers until the Christmas break to entitle them to full holiday benefits.

"Some employers have no work at all but are holding people in case something turns up.

"The situation is pretty drastic. In one case an employer with 860 workers on his staff before the break now has 171 — and does not have enough work for them."

Mr Eddie Kapp, general secretary of the South African Woodworkers' Union, said many people had been to the union's office since Monday looking for work.

The Cape Town organiser for the Amalgamated Union of Building Trades Workers, Mr Lionel Dagnin, said his union had also dealt with many seeking work.

90 percent of wages

Mr Bob Simmonds, general secretary of the Building Workers' Union, said his union was trying to find jobs for people who had been laid off at the end of last year.

He advised people who were not aware of it that a Government scheme to supplement unemployment benefits had been extended to all races.

"People who have been retrenched — not those who have been dismissed or left their jobs voluntarily — can get up to 90 percent of the wage or salary they were earning," he said.

"If they are getting UIF benefits these will be deducted from their allowances, but it is a great help to the unemployed."

A spokesman for the Department of Health Services and Welfare of the House of Representatives said coloured people could apply to his department for the benefits and whites could apply to the Department of Health and Welfare.

stolen.

APR 21 17/1/86
**2 workers
get R1 080**

35
CSP
1985

Labour Reporter

TWO contract workers have accepted out-of-court settlements after bringing Industrial Court actions against a construction company for unfair dismissal.

Mr Leonard Mbolambi and Mr Morero Kose, both from Transkei and formerly employed by Asla Construction of the Strand, each accepted a R1 080 cash settlement.

The presiding officer, Mr P Roux, said the parties were wise to settle and he congratulated them on a settlement which appeared equitable and just.

195 held in police raid on hostel

Staff Reporter
25/1/86

POLICE raided a Langa hostel early on Thursday morning, arrested 195 men and charged them with trespassing.

A spokesman for the South African Workers' Union (Saawu), Mr Ramncwana Zuzine, said yesterday the men, Mr Murray and Roberts, had not been told by the company that they had to leave the hostel. Murray and Roberts said yesterday the men had been occupying the hostel illegally. Mr Zuzine said police had told the workers they were being arrested as they were still in the hostel after going on strike.

'Beaten'

He said he had been told — by six men who had been at the hostel but had escaped arrest — that police had surrounded the Nonciba hostel and had beaten some of the workers with fists and sjamboks as they were being arrested.

A police liaison officer for the Western Cape, Captain Jan Calitz, yesterday confirmed that police had evicted the arrested workers, but emphatically denied that they had used sjamboks or force.

The managing director of Murray and Roberts Buildings (Cape Town) Mr Hector Minott, said in a statement yesterday that since December 20 last year, the hostel had been empty of Murray and Roberts employees.

'Illegally'

"From what we can understand, some former employees returned together with other squatters and took over the premises.

"The people in the hostel at the time were not Murray and Roberts employees and were living there illegally.

"Early in December Murray and Roberts laid a charge of trespassing because the hostels were full to capacity with Murray and Roberts employees."

Murray and Roberts in August announced their intention to fire the strikers, but Mr Zuzine claimed they could remain in the hostel pending the outcome of a dispute between Saawu and management. Mr Minott denied Mr Zuzine's claim that they had been any dis-

Strike: 165 trespass charges withdrawn

CHE. Times 16/2/86
33
Court Reporter

CHARGES against 165 Murray and Roberts workers charged with trespassing at their hostel after they had gone on strike were withdrawn yesterday after one worker was acquitted in a test case.

Mr Tandsizwe Nguna, 20, of the Murray and Roberts Hostel in Langa,

appeared before Mr M J Groenewald in Athlone Magistrate's Court.

According to evidence the workers went on strike in August last year to express their grievances about rent and conditions at the hostel. They were subsequently dismissed and arrested at the hostel on January 3. They appeared in Athlone Magistrate's Court and were each released on R30 bail.

Mr Groenewald said Mr Nguna could not be convicted of trespassing since he had believed he was employed by Murray and Roberts and had thus not had the necessary intention to trespass. Charges against the other 165 workers were then withdrawn.

Mr M P Fourie was the prosecutor. Mr E Moosa appeared for all the workers.

Industrial Court rules against union

182-186
33

Staff Reporter

THE South African Allied Workers' Union (Saawu) has been found by the Industrial Court to have committed an unfair labour practice — the first time this has happened in South Africa.

The judgment was handed down in Pretoria on February 7 by the president of the Industrial Court, Dr D B Ehlers.

Evidence was that on August 12 last year shortly after Saawu began mobilizing support among Murray and Roberts workers, more than 1 250 employees went on strike.

When workers struck again on August 26 the company ordered them to return to work next day or face dismissal. When they failed to do this they were dismissed and told to collect their money and leave the hostels in Guguletu on September 1.

The company was granted an interim interdict in the Supreme Court on August 30 restraining Saawu from organizing, inciting, directing any acts of

violence, strike action, picketing or impeding access to or egress from any Murray and Roberts premises, hostel or construction site.

It was also restrained from holding any meeting at any company hostel and union officials were barred from company property.

In papers before the court Saawu denied responsibility for the strike or that its actions were a direct threat to Murray and Roberts fulfilling its contracts.

Saawu's organizing secretary, Mr Zolile Mtshelwane, said the union did not encourage illegal strikes.

In his judgment, Dr Ehlers said it seemed evident from affidavits by employees who attended meetings, that Saawu's representatives intended to instigate and induce strike action.

It appeared likely that union officials intervened in the relationship between the company and its employees.

It was also probable that as a result of such conduct, which the union apparently did not prevent or discourage, Murray and Roberts employees were unfairly affected. Their job opportunities, work security and physical, economical, moral and social welfare were prejudiced and jeopardized.

The company's business was unfairly affected and disrupted; labour unrest was created and promoted and the company's relationship with its workers detrimentally affected.

Mr J J Gauntlett, assisted by Mr J A Shortt-Smith, instructed by Marais Muller appeared for Murray and Roberts. Mr L J Krige, instructed by E Moosa and Associates appeared for Saawu.

RR645 27/2/86
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Building workers' pay talks stalled

Labour Reporter

PAY talks for the 18 000 building workers in the Peninsula are stalled, with a wide gap between union demands and employer offers.

The three unions in the industry, which have formed a combined front to press for their demands, are asking for a 19 percent increase for workers whose wages were last increased in May last year and 30 percent for workers whose previous increase was in November 1984.

Employers have offered 20c an hour for skilled workers and 10c an hour for unskilled — about five percent for each category.

The South African Woodworkers' Union, the Building Workers' Union and the Amalgamated Union of Building Trade Workers say that to keep up with inflation increases of 12,7 percent and 23 percent are needed.

Real wages down

Real wages — the cash wage deflated by the consumer price index — had fallen in all categories except one since 1976. Pay in nine out of 17 job categories in the Cape building trade was below the supplemented living level.

The wages of general workers and craftsmen in the Western Cape are lower than in other areas. The rate for craftsmen in the Cape of R4,50 an hour was lower than that in Natal (R5,10), Bloemfontein (R5,36) and the Transvaal (R6,07).

Employers claim they cannot afford more as the industry has slumped since last March.

A third pay meeting will be held next week.

● Construction workers are to receive a 7,7 percent increase in minimum wage rates, the Federation of Civil Engineering Contractors reported today.

27 000 jobs cut in SA building industry

By Sheryl Raine

More than 27 000 jobs have disappeared in the building industry since 1982.

According to the latest statistics from the Central Statistical Services in Pretoria, the number of people employed in the building industry peaked at 279 000 in March 1982. In August last year the figure was 251 800.

The official journal of the Building Industries Federation reports the greatest reduction of jobs occurred among black employees in the unskilled and semi-skilled categories.

Although the pace of retrenchments had declined, prospects for 1986 were still uncertain.

A survey of labour costs revealed the average annual wage increases for artisans in the period 1975 and 1984 were 12,4 percent and 15,2 percent respectively.

The rate of inflation over that period was 12,8 percent.

In 1984 the average nominal earnings of whites in the building industry was R18 700 a year compared with R3 924 for blacks, R6 773 for coloured people and R11 185 for Indians.

Estimated average wage increases this year would be eight to 10 percent.

Separate hospital will unleash world anger

The head of the department of anatomy and former dean of Wits Medical School, Professor Phillip Tobias, has criticised the possible enforcement of a directive to reserve Johannesburg's Coronation Hospital for coloureds.

He said it would unleash more anger on South Africa from the international medical community.

"I deplore the Transvaal Provincial Administration's attempt to impose a de facto racial barrier on the admission of patients to one of our major teaching hospitals. This attempt to fragment our medical services is shocking," he said.

Professor Tobias said he believed the instruction would virtually force doctors to breach medical ethics and the Hippocratic Oath which stated that a doctor's services be available to all sick persons.

TRICAMERAL SYSTEM

The TPA imposed the instruction calling for black and Indian patients to be transferred to regional hospitals in their "own" areas to ease Coronation Hospital's overcrowded conditions.

"I fully agree with the ad hoc committee formed by doctors who oppose the directive, the Wits Medical Graduate Association and the South African medical faculties that the hitching of medical care and health services to the tricameral system is wrong in principle, unacceptable in ethical conscience and contrary to the country's need for a unified health service," the professor said.

The instruction would "entrench apartheid in medicine in a way that would unleash the international medical community's anger towards this country".

Council probe then doctor asked to quit

CAPE TOWN — A senior member of the Medical Research Council has been relieved of all duties pending his resignation.

The MRC decided last week to give Dr Jaques Rossouw, director of the National Research Institute for Nutritional Diseases, until March 31 to resign.

An investigation alleged Dr Rossouw infringed the MRC's conditions of employment. No details were given.

After a preliminary investigation in December he was released from duty pending a formal investigation and informed of the allegations.

A committee was appointed to investigate the allegations.

CALIFORNIA TIMES
7/3/86 33
Koeberg
man re-hired

Staff Reporter

A LABOUR dispute has been settled between a French sub-contractor at Koeberg and a worker of the Electrical and Allied Trades Union.

Mr Cecil Theys, an electrician and an employee of the French firm C Gee Alstom, had his permit to work at Koeberg withdrawn by Escom on December 12.

The union, claiming unfair labour practice, took the matter before the Industrial Council last month. The case was then referred to the Industrial Court.

A spokesman for the union, Mr Brian Williams, said yesterday that the dispute would not come before the court, as it had been settled "satisfactorily".

"He has received full physical reinstatement from C Gee Alstom and has been paid for every day he did not work," said Mr Williams.

Hit for a brick

JOHANNESBURG — Widespread production cutbacks and consequent retrenchments have hit the brick manufacturing industry.

Despite the optimism shown in late 1985 that '86 would be the "year of recovery," brick sales continue to plummet.

MD of Concor Paving, Joe Fink, said January sales of paving bricks had some people thinking that all was right in the industry.

"Unfortunately what they did not take account of was that the figures comprised a lot of December's backlog of orders which made the situation seem a lot better.

"What followed in February was an absolute disaster. The bottom just fell out of the market.

"Sales for March have shown a slight improvement but our company has had to cut back to 50 per cent of its production capacity."

He said price cutting within the industry was prevalent.

"Two years' ago the price for a metre of laid brick paving was R13,50. Today the same costs R11,50 from some contractors. You can see what is happening. Volumes are not what they used to be and any further price cuts by manufacturers or subcontractors will be suicide."

Errol Rutherford, MD of Durban-based Toncoro, said recently that the building market is lacking confidence.

"There a lot pessimism around. Yes, there has been a slight im-

provement in March but no lift-off."

Brian Moorhead, executive director of the Brick Development Association of South Africa, said the situation is "extremely tough but there seems to be light at the end of the tunnel."

Quoting figures for building plans passed for January 1985 (dwelling houses 1 695) and January 1986 (dwelling houses 2 524) he said these were a ray of hope for the clay brick industry.

"These figures are indicative of renewed confidence by the man in the street who sees home ownership as a hedge against inflation.

"Unfortunately there are lead times to be taken into account and orders will take some time to filter through."

He said his association, which represents 90 per cent of all clay brick manufacturers in South Africa, is aware that a lot of workers have been laid off and most factories are running at about 60 per cent of capacity.

The Minister of Community Development, Chris Heunis, has urged the private sector to get more involved in providing housing for blacks.

Speaking at the annual meeting of the National Homebuilders Association in Johannesburg, he said the present backlog of housing units in urban black townships was 221 572 units.

He said the private sector had the ideal opportunity to get involved as the State had now provided large amounts for a housing infrastructure. — DDC.

DISPATCH 27/3/86



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al holding section — is making a comeback to the townships sector after an absence of about 20 years.

The market can thus expect to hear a lot more from ICH in the coming months as it pushes new residential developments in Brakpan and Benoni and an office park in Dunkeld West — with more lined up for the future.

ICH, it turns out, is the motivating force behind the Dunkeld West rezoning application on which the *FM* reported 16 months ago (*Property* November 2, 1984).

The application went to the Director of Local Government with the Sandton town council's blessing in May last year and was approved a remarkably short seven months later.

The section which ICH has managed to have rezoned (see map) is not exactly massive. But property executive Geoff Grey is giving odds that it will not suffer from lack of demand. Already, he says, "two large overseas corporations" are showing interest. And Kirchmann-Hurry, he points out, has already paved the way with its existing office spread immediately to the north of the site.

In line with the office park concept, the 2,66 ha involved will provide only 10 654 m² of developable space based on a bulk ratio of 0,4 in a two-storey height zone. Permissible coverage is 30% and there is a generous parking bay : office space ratio of 4:100 m².

Despite the general office glut — particularly in Sandton — Grey thus expects no difficulty in finding customers.

Of more long-term importance for ICH, perhaps, is that Dunkeld West and the East Rand townships are being used to get the company back into property trading.

The group, with assets of R60m, has historic links with industrial companies such as Putco, Fotheringhams Bakeries, NMI, Duncell Ebdon and many others.

Past township developments include Birdhaven, Linksfield and Ridgeway in Johannesburg, Murrayfield in Pretoria, Rhodesfield in Kempton Park and Marina Beach, Kharwastan and Kolandene in Natal. The best-known of all its developments, perhaps, is Isando.

But ICH phased itself out of the development business in the Sixties, opting instead for quality, income-producing stock, mainly in Isando and Trojan.

The strategy paid off and property today accounts for 60% of total assets, with the rest in motor retailing (30%) and share investment (10%).

Now it sees business sense in getting back into developing and selling land.

Six months ago, it launched Grenelefe, a

TOWNSHIP DEVELOPMENT 33

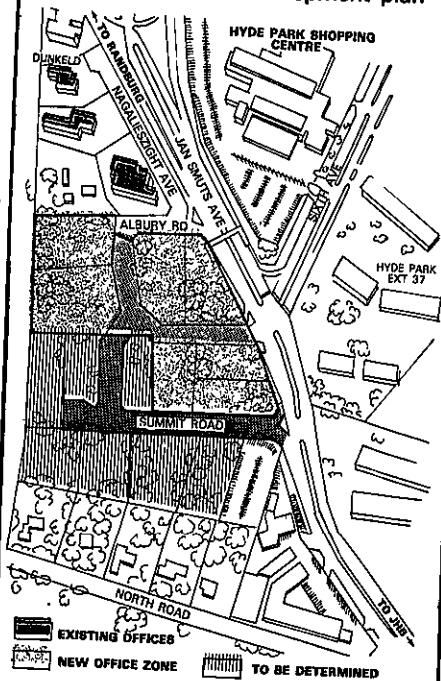
New contender

Since so many big names disappeared from the property scene in the early Seventies, township development has been largely left to mining houses like JCI and Gencor or subsidiaries like Amaprop.

But now a listed R100m-a-year independent is gearing up to provide competition. Industrial & Commercial Holdings (ICH) — which, ironically, appears in the industri-

SUMMIT TAKEOFF

Dunkeld West development plan



Financial Mail March 28 1986

Brakpan residential townships of 520 stands. At last count 285 had been sold as part of homeowner packages being offered by Vista Homes (*Fm* March 21).

2 000 jobs in the balance

DISPATCH

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Dispatch Correspondent
JOHANNESBURG —
Murray and Roberts
(M&R) group financial
director, Jeremy Ratcliffe
says about 2 000 jobs
could be lost in the M&R
group over the next
three months.

In June 1985 some
58 000 were employed in
the group country-wide
and now that figure has
dropped to about 56 500.
Mr Ratcliffe says by
June 1986 employment
levels could fall to be-
tween 54 500 and 55 000.

He denied speculation
this weekend that there
would be massive head
office retrenchment at
M&R today.

According to an in-
formed source, the M&R
head office in Bedford-
view, employs about 100
and management were
planning to retrench 65
today.

Mr Ratcliffe says: "A
certain number of lay-
offs will take place but
there will be absorption
of staff into other de-
partments over the next
three months." A re-

trenchment package will
be offered to those who
lose their jobs per-
manently.

The future profitabil-
ity of M&R is tied up
with the level of gross
domestic fixed invest-
ment (GDFI) in residen-
tial building, non-
residential building,
civil engineering, trans-
port and machinery.

"If you can tell me
what the GDFI will be in
five years' time, I will
tell you what M&R's em-
ployment levels will be,"
says Mr Ratcliffe.

With the changes cur-
rently taking place in
South Africa, Mr Ratclif-
fe says a certain amount
of streamlining is neces-
sary in M&R to "eliminate
duplication of activi-
ties".

This decentralisation
process is "evolutionary
and not a knee-jerk reac-
tion to the recession."
Central to M&R's phi-
losophy is the view that
"you can't build a
bridge from an ivory
tower."

From today the operat-

ing divisions will be re-
duced from seven to five
and the remaining divi-
sions will be construc-
tion, industrial, sup-
pliers and services,
properties and consum-
er products. There is no
longer a need for head
office to provide corpo-
rate services. Eventually
these five sub-groups
could be in a position to
be listed on the Johan-
nesburg Stock Exchange
as separate entities.

The engineering sub-
group will be absorbed
into industrial and con-
struction and the inter-
national sub-group "will
be dealt with as an in-
vestment at head office
level." International
political pressure on
South African business
activities abroad will be
easier to avoid.

Engineering and Man-
agement Services, which
will be involved in the
Mossel Bay gas project
will continue to exist.
But certain divisions of
Project Management
and Engineering could
be closed down. — DDC

2 000 face job losses at M & R over next three months

Immediate lay-offs denied

(Handwritten: 33)
(Handwritten: BUS DAY 1/4/86)

MURRAY & ROBERTS' group financial director Jeremy Ractliffe says about 2 000 jobs could be lost over the next three months.

In June last year about 58 000 people were employed countrywide in the M & R group. That figure has now dropped to about 56 500. Ractliffe says employment levels could fall to between 54 500 and 55 000 by June. He has denied weekend speculation there will be massive head-office retrenchment at M & R today.

Informed sources say management is planning to retrench 65 at the M & R head office in Bedfordview, Johannesburg, which



PRISCILLA WHYTE

employs about 100 people.

Ractliffe says: "A certain number of lay-offs will take place, but there will be absorption of staff into other departments over the next three months."

A retrenchment package will be offered to those who lose their jobs permanently.

M & R's future profitability is tied up with the level of gross domestic fixed investment (GDFI) in residential building, non-residential building, civil engineering, transport and machinery. "If you can tell me what the GDFI will be in five years' time, I will tell you what M & R's employment levels will be", he says.

Ractliffe says a certain amount of stream-

lining is necessary at M & R.

M & R's operating divisions are to be reduced today from seven to five. The remaining divisions will be construction, industrial, suppliers and services, properties and consumer products.

Since there is no longer a need for head office to provide corporate services, these five sub-groups could eventually be in a position to be listed on the JSE as separate entities.

The engineering sub-group will be absorbed into industrial and construction and the international sub-group will be dealt with as an investment at head-office level.

Engineering & Management Services, which will be involved in the Mossel Bay gas project, is to continue in business.

STAR

Protesters sleep in buses

24/4/86 By Sheryl Raine

More than 400 workers from a Concor Construction site near Ellisras in the north-western Transvaal this week demanded that buses sent to repatriate them to the homelands take them to the company's head office in Industria, near Johannesburg.

The workers then spent a night sleeping in the buses outside the company's premises.

The Building Construction and Allied Workers Union (BCAWU), alleged that trouble began at the construction site at Matimba power station last Friday when about 700 workers elected five shop stewards to represent them.

The shop stewards approached management on site demanding a R2 across-the-board pay increase. After

33

negotiations, one of the shop stewards was allegedly summarily dismissed and workers stayed away from work on Saturday in protest.

A spokesman for the company said workers were told that it was not possible to increase the basic minimum wage of 97 c an hour because workers were given a 7,7 percent rise in March.

The company spokesman said about 416 workers spent the night outside the company's head office. Discussions were held yesterday with a union representative. About 100 workers had returned to Matimba, certain workers returned to QwaQwa and others to Transkei. Several hundred workers had "disappeared". The company expected some of them to turn up for work at Matimba in a few days.

Union
to quit

Tucsa

Staff Reporter

ONE of the oldest unions in Cape Town, the Tramways and Omnibus Workers' Union (TOWU), has decided to disaffiliate from the Trade Union Council of South Africa, of which it was a founder member.

The general secretary of TOWU, Mr Mogamat Soeker, said the decision had been unanimously agreed on at the annual general meeting on March 25, and formalized at the weekend.

He said the 2 000-member closed-shop union remained unaffiliated at the moment, and workers would decide whether to affiliate to another union grouping.

He said the reason for the disaffiliation was "a feeling by workers that Tucsa had done nothing for the members".

Another source, who attended both meetings, said workers believed that Tucsa was undemocratic because report-backs from meetings did not take place.

1986/3 5/5/86

Woodworkers' Union wants to join Cosatu

Labour Reporter

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THE 4 000-member Woodworkers' Union will apply for membership of the Congress of South African Trade Unions (Cosatu).

Union secretary Mr Eddie Kapp said the decision had been taken at a meeting in March. It had subsequently been approved by the branches.

Meanwhile, a dispute created by the New Zealand Cavaliers match against Western Province has been settled.

Contractors building a new stand at Newlands wanted to put workers off for the day without pay. Workers objected to losing a day's pay because of a "rebel" rugby tour. After representations from the union and the Building Workers' Union they worked the day in on a Sunday at overtime rates.

Warning on building skills shortage

DD
16/1/86
23
①

Business Editor
EAST LONDON — Recessionary conditions in the building industry would result in a shortage of skilled workers once there was an upturn in the economy, the chairman of the Border branch of the East Cape Master Builders' Association, Mr Ron Christie, said at the annual meeting.

Commercial and home building plans had dropped to an all-time low in the Border area with not much hope of the expected upturn before the last quarter of this year, or the first quarter of 1987.

"To add to our misery, the continuing unrest in the country could delay any upturn in the economy even further.

"We have seen a remarkable influx of building contractors and sub-contractors into this area and I need not say what this has done to tender prices. We have also seen a good few contractors going under and taking with them a lot of unsuspecting sub-contractors and merchants," Mr Christie said.

"Those who remain are virtually living from

hand to mouth and tendering below cost to try and keep up a cash flow. This I believe cannot last indefinitely and soon we will witness more of our members and non-members going into liquidation and out of the building industry, perhaps for ever."

Mr Christie said that when the upturn in the economy did materialise, there would not be enough skilled people left in the industry.

Once the upturn started the trade unions would seek more money, better working conditions and more bargaining power. "I believe that a 36 to 40-hour working week is also in the offing, but no doubt at a much higher hourly rate of pay to compensate for the shorter week."

MBA members would have to ensure that they had strong representation on the industrial council in order to negotiate the best possible deal with the white and emergent black unions, he said.

At the meeting, Mr Ian Friend was elected as the chairman for the forthcoming year and Mr Chris Andrew was elected vice-chairman.

Govt asked to save architects

Mercury Correspondent

JOHANNESBURG—The dire state of the architectural profession has been brought to the Government's attention in a desperate attempt by the industry to prevent widespread closure of practices.

Forty percent of architectural firms have little or no work, and half are likely to close unless there is immediate improvement, says the Institute of South African Architects.

Representatives of the institute saw the Minister of Communications and Public Works, Dr L A P A Munnik, this week.

Government officials will probably meet an architects' working committee to continue discussions.

The architects' delegation, headed by president-in-chief Pieter Joubert, listed as subjects for

examination:

The fact that the cyclical nature of development is detrimental to the profession and the building industry;

The loss of skilled staff, particularly among the younger architects, who are being lost not only to the industry but to the country; and

The need to involve architects in the process of urbanisation.

Mr Joubert said he was encouraged by Dr Munnik's sympathetic response and willingness to consider proposals which had been made.

The decision to approach the department was made after the architects' institute had made a survey of commissions being carried out and had found that 40 percent of firms had little work, if any.

Paarl unrest: Two dead named by civic leaders

Staff Reporter

THE Paarl Civic Association has named two people believed to have been killed in unrest at Mbekweni township.

They were Mr Madix Mbekwa, 25, who worked for Concor-Hochtief on the Dutoitskloof tunnel project, and Mr Alfred Tembile Malusi, 46, of the Mbekweni worker's compound.

Reporters visited the troubled area yesterday after reports of clashes between supporters of the United Democratic Front and Azanian People's Organisation.

Casspirs and Buffel troop-carriers were standing by and police vans patrolled the streets. Several had burnt debris from barricades strewn across them.

A truck lay gutted on the Newtown side of the township.

A spokesman for the civic association said the two men were shot in separate incidents between Sunday night and yesterday morning.

The entire workforce of Concor-Hochtief stayed away from work yesterday following Mr Mbekwa's death.

Killed

A spokesman for the company said about 900 workers did not report for duty.

He said: "The workers' committee informed us that one of our employees was killed in the compound but we don't yet know what the circumstances were."

According to the civic association spokesman, violence

flared after UDF supporters marched into the township's Q block — an area inhabited by Azapo sympathisers — about 6pm on Sunday.

The spokesman said almost all of the township's Azapo supporters fled their homes early yesterday after several houses were set alight.

A long-serving community councillor, Mr Benjamin Nobula, was shot in the knee and the roof of his house was set alight on Sunday.

The spokesman said the attack followed the resignation from the association of two other community councillors and about 12 members of their regional committees.

A Paarl doctor said he treated eight Mbekweni residents, mainly youths, for birdshot wounds yesterday.

Fear of arrest

Most had wounds in their limbs, torsos, scalps and faces, he said.

People were afraid of going to hospitals for fear of being arrested. There was a heavy police presence in the township and people had difficulty getting to his surgery, he said.

Progressive Federal Party MP Mr Tian van der Merwe appealed to police and residents to exercise restraint.

He said distressed Mbekweni residents telephoned PFP members on Sunday night appealing to them to intervene.

Police said arrangements had been made to house about 240 homeless people in tents.

A spokesman said that four houses had been gutted and others damaged.

at a rate of at least 1 500 to date.

The Star Wednesday May 28 1986

.13

Concor 33 workers may down tools

By Sheryl Rahne

Workers at four Concor Construction plants may down tools today if 290 dismissed colleagues are not reinstated and their wage demands considered.

Employees at plants in Amalgam, Johannesburg, and Westonia were dismissed yesterday after a two-day strike.

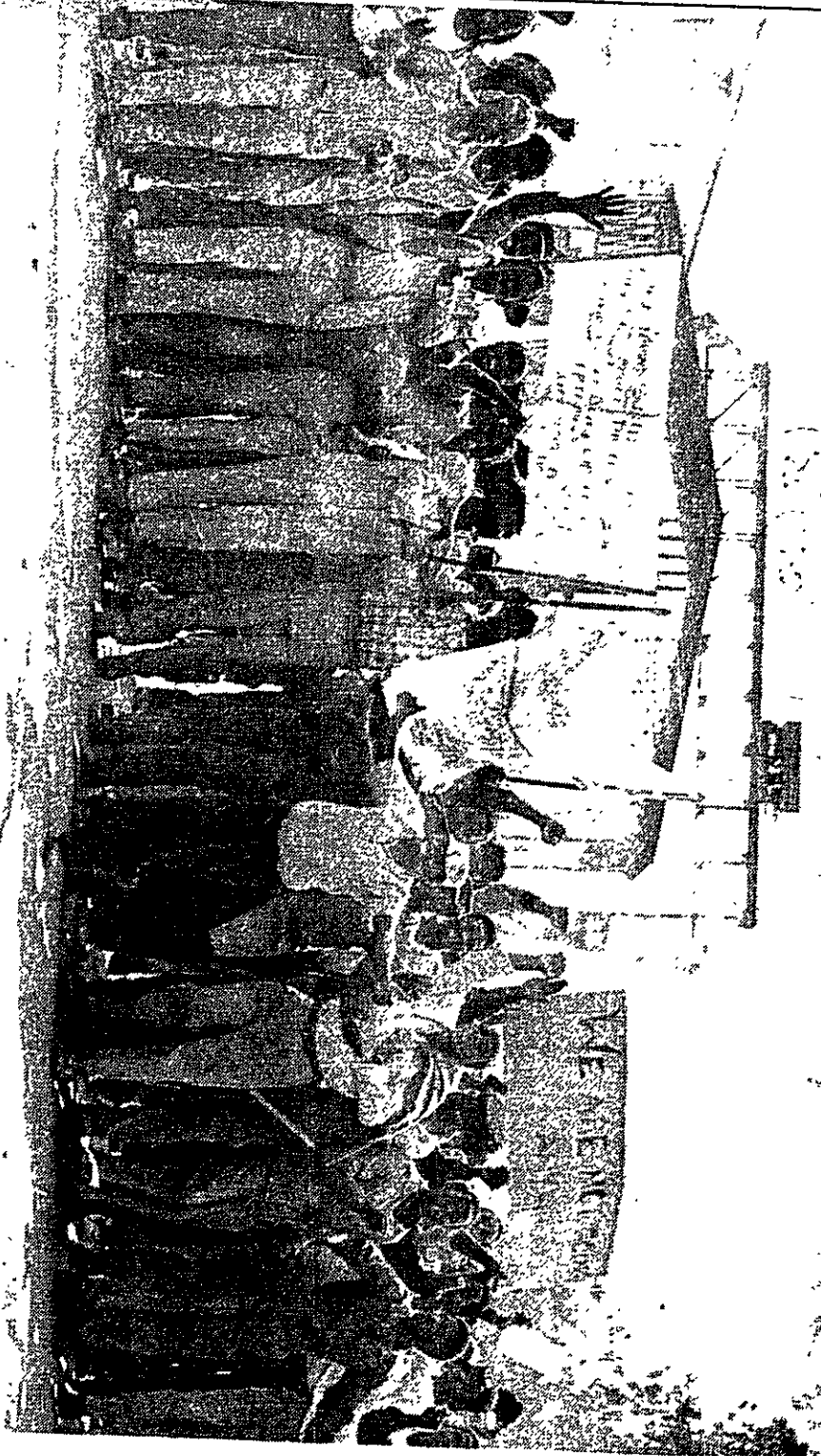
Concor Construction managing director Mr Jurgen Schultz, will meet shop-stewards of the Building, Construction and Allied Workers' Union today.

Workers demanded that the minimum wage be raised from R1,56 an hour to R2,30 and that an additional 70 cent across-the-board increase be granted.

The company said no increases would be granted before September 1.

About 90 workers gathered yesterday waving banners reading: "What do you have left at the end of the week?" and "Our kids are starving".

Members at Concor concerns in Klerksdorp, Oifantsfontein, Welkom and Carletonville were threatening solidarity action.



Scores of singing, banner-wielding workers gathered outside the Concor plant at Amalgam yesterday in support of 290 dismissed colleagues.

More join strike at brick factory

Labour Reporter

THE Corobrik's No 1 plant at Avoca was still hit by a work stoppage yesterday as representatives of the management and strikers attempted to resolve a 'local domestic problem', Mr Ray Andrews, Corobrik's managing director, said.

Mr Andrews said a 'small group of sorters' at the plant stopped work on Monday because they were unhappy with a black supervisor. They were joined by the bulk of the workers yesterday.

'Discussions are being held with the workers to try to resolve the problem,' he said, adding that production had not been seriously affected because the stoppage hit only one of the company's four plants in Avoca.

Spokesmen for the workers could not be contacted for comment yesterday.

Meanwhile, about 100 workers at the Interlex Furniture factory in Rosburgh staged a sit-in yesterday, protesting at the dismissal of about 28 employees.

Mr Daniel Soobramoney, the factory manager, confirmed that 'a small group of workers' had staged a protest, but added that the retrenchments were unavoidable.

Mr Fred Milton, secretary of the National Furniture Union, said the workers had agreed to call off their protest pending negotiations with the management.

28/5/78
N/y
33

21/05/26
Free training
offer to jobless

Industrial Staff

AN OFFER of free training to unemployed construction workers in the Eastern Cape has been made by the Portland Cement Institute's (PCI) School of Concrete Technology.

PCI regional director Chris Thompson said: "A limited number of seats are available on the basic concrete technology course in Port Elizabeth from June 16 to June 20."

Applicants should hold a matriculation certificate or N3 Technician's Diploma and will be required to furnish proof of unemployment.

Even artisans leaving the country, says Bifsa

17 000 forced to quit building trade

N/M 29/5/86

33

Property Editor

THE country's building workforce has been slashed by about 40 percent during the current slump and in the greater Durban area alone more than 17 000 men at all levels of the industry have either been retrenched or have quit.

This was disclosed yesterday in interviews with the executive director of the Building Industries Federation (S A) Lou Davis and the retiring president of the Natal Master Builders' Association, Mr Finley Hamilton.

Mr Hamilton said the industry in Durban and the rural areas of Natal was at 'rock bottom' and back to the employment levels of 1977-78.

In September 1984, employment of unskilled and semi-skilled workmen had peaked at 27 000. In the past 20 months, the figure had dropped to 12 000, where it stood now.

Skilled and middle-management employees had dropped in numbers from 4 200 to 2 200 in the same period.

Mr Hamilton said many management-level men had been offered attractive positions in Australia and other countries.

'Some will come back, but others will be lost. They are highly trained men and it is

not cheap to train them,' he said.

The only bright spot was an apparent levelling-off of the drop in the past few months.

While most retrenchments had taken place among lesser-skilled workers, in Johannesburg alone about 1 000 artisans had been fired, said Mr Davis.

He said it would be hard to woo them back when an upturn occurred — in fact more than half the artisans were reported to have already left the country.

Sad thing

Now Mr Davis fears even a moderate improvement in the situation would see a scarcity of resources.

'I am afraid the building public is going to be hit by rising costs,' he said.

In spite of the recession the industry was still training many men instead of firing them. But he feels there may have to be cut-backs at Bifsa's string of training colleges nationwide.

'We have been desperately trying to keep training levels up and have been successful so far,' Mr Davis said. 'If we have to cut back it would be a sad thing for the country. But we cannot go on for ever.'

Mr Davis, who described the present situation as the worst he had known, said the authorities had been given two reasons why they should invest in building again.

'Obviously, roofs over people's heads are going to stabilise the situation. And if there is stabilisation, money will come in for productive purposes in other industries.

'Second, stabilisation would create work. Building is the one industry where you create work rapidly. We do not depend on imports to do it.'

Mr Davis said there would be a spin-off for materials manufacturers such as the brick industry — Corobrik has closed 11 factories since the recession began.

Construction workforce down 40 pc

Dispatch Correspondent
DURBAN — The country's building workforce has been slashed by about 40 per cent during the current slump, and in the greater Durban area alone, more than 17 000 men at all levels of the industry have either been retrenched or have quit.

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"Second, stabilisation would create work. Building is the one industry where you create work rapidly. We do not depend on imports to do it, so it is a cheap stimulant."

Mr Davis said there would be a spin-off for materials manufacturers such as the brick industry — Corobrik has closed 11 factories since the recession began.

"Building is the one industry where, in these dark times, we could rapidly reflate the economy," he said. "The one resource that is lacking is money. The institutions have plenty but there's no confidence and people are not prepared to put money into fixed capital investments."

Mr Davis said the building industry had been lucky up to a short time ago. "We had an enormous amount of work that carried us through. But now it is biting — we are unable to replace our order books."

Dispatch Correspondent
JOHANNESBURG

Nearly 70 000 jobs have been lost in the building industry in major centres in recent years and industry officials say they do not see any light at the end of the tunnel.

The Industrial Council for the Building Industry in the Transvaal is paying out R700 000 a month in unemployment benefits, but will run out of funds in March 1987.

Officials said the recession, political instability, lack of confidence in capital investments and rising building costs were responsible for the current crisis.

Further indicators of the deepening crisis in the industry include:

- The total value of

00-21681
**70 000
building
jobs
lost**

private sector building plans for March was down 10 per cent, compared with last March, according to figures from Central Statistical Services (CSS) in Pretoria; and

- Building Industries Federation of SA (Bifsa) executive director Mr Lou Davis said last week that the country's building workforce has been slashed by about 40 per cent in the current slump. He described the

situation as the worst he had known.

Mr Davis added that while most retrenchments had affected lesser-skilled workers, about 1 000 artisans had been fired in Johannesburg.

He said it would be hard to woo them back in an upturn — in fact more than half the artisans were reported to have already left South Africa.

A common problem in centres around the country had been the lack of major building projects.

"There have been very few big jobs this year," said the general secretary of the Industrial Council in the Transvaal, Mr Wynand Stapelberg.

Mass unemployment in building industry

CAPE TOWN 18/6/88

NEARLY 70 000 jobs have been lost in the building industry in major centres in recent years and industry officials say they do not see any light at the end of the tunnel.

The recession, political instability, lack of confidence in capital investments and rising building costs are seen to be responsible for the current crisis.

Building Industries Federation of SA (Bifsa) executive director Mr Lou Davis said recently that the country's building workforce had been slashed by about 40 percent in the current slump. He described the situation as the worst he had known.

Mr Davis said that while most re-trenchments had affected lesser skilled workers, about 1 000 artisans had been fired in Johannesburg.

alone. It would be hard to woo them back in an upturn — in fact more than half the artisans were reported to have already left South Africa.

A common problem in centres around the country had been the lack of major building projects. Major building projects had come to a halt in the Western Cape, an Industrial Council spokesman in Cape Town said.

Nevertheless he said there was a large informal sector operating in black townships which made it difficult to determine the exact figure of unemployed people.

Residential housing had not been as severely affected as business development, he said. There was a glut of office space in Cape Town. "There have been very few big jobs

this year," said the general secretary of the Industrial Council in the Transvaal, Mr Wynand Stapelberg.

"Last year there were projects like Gold Reef City and the Johannesburg Sun which provided a lot of employment, but these have not been replaced."

An Industrial Council spokesman in the Eastern Cape said the severe recession in the region had forced many people to leave the area, causing a drop in demand for new houses. Spokesmen in some of the centres said the government could provide the necessary impetus for the industry if funds were made available for other things, black housing.

Figures supplied from Industrial Council for the Building Industry of- fices in major centres are discourag-

ing.

□ In the Western Cape, 35 000 people were employed in 1984. This dropped to 28 000 in 1985.

□ In the Transvaal, 37 000 jobs had been lost in the last four years. More than 83 000 people were employed when the industry peaked in 1982, but this had dropped off to just 46 000 at present.

□ In the Eastern Cape, the council spokesman said 12 254 people were employed in June 1984. This had dropped to 6 177 in March this year. □ In Bloemfontein 4 800 were employed in July 1984 but only 3 198 in April 1986.

□ In Natal, employment had peaked at 31 200 in September 1984 but had since been slashed to 14 200, the rock-bottom employment level of 1977-78.

Builders' benefit fund drying up

26/6/86
By Frank Jeans

SMR

The recession in the building industry has hit the organisation which looks after workers' benefits.

The Industrial Council for the Building Industry said today it has drawn up a new set of unemployment payout rules.

The council normally pays unemployment money for up to a year. Its current monthly payout is about R560 000, far above the previous highest level during the building slump of the late seventies when the norm was R80 000.

Under the new rules, unemployment money will be paid for a maximum of nine weeks.

Mr Wynand Stapelberg, general secretary, says: "Because more men are idle as a result of the slump, the monthly unemployment payout has eroded our reserves."

The council has also altered its medical aid

scheme.

"Instead of the 100 percent medical aid benefit, apart from hospitalisation, we will now pay 80 percent," says Mr Stapelberg.

He said the holiday fund pay-out will not be interrupted.

Mr Bob Zylstra, president of the Building Industries Federation, says: "These are the times we live in."

"We are thankful the Minister of Finance has put so much money into low-cost housing and depending on how soon this money can be injected into the system, this should brighten the picture."

It is estimated there are 40 percent fewer building workers than there were in 1984.

The labour fall in the Transvaal is about 30 percent, representing a drop from 170 000 workers to 130 000.

Statistics reveal 10-year squeeze on workers

291 000 jobs have been chopped in two sectors

By Sheryl Raine

More than 291 000 jobs have disappeared in the manufacturing and construction industries in less than 10 years, according to Government figures.

Worst hit were black workers, but no race group has been spared.

In its latest set of employment statistics for these two sectors for June 1976 to December 1985, the Central Statistical Services (CSS) in Pretoria reported that 1982 was the best year and 1978 the worst for manufacturing. For the construction industry, the best year was 1976 and the worst 1985.

Facing tough times

In both sectors, the overall employment situation was worse at the end of 1985 than in 1976. Both sectors still face tough times.

In 1976, the peak for the construction sector, 466 409 people were employed. By the end of 1985, only 302 700 had jobs. A total of 163 709 jobs had disappeared. Most had belonged to blacks (126 359), followed by whites (18 496), coloured people (17 985) and Indians (869).

In manufacturing, at the end of 1976 there were 1 355 000 people employed. By the 1982 peak, the number had grown to 1 454 000.

Three years later 127 400 jobs had disappeared. However, the CSS figures showed the situation at the end of last year was not as bad as in 1978 when only 1 312 000 people were employed in this sector.

Hardest hit in manufacturing were blacks who lost 83 100 jobs from 1982 to 1985. During the same period about 18 300 jobs for whites, 20 500 for coloured people and 5 500 for Indians also disappeared.

Some manufacturing sectors were more deeply affected than others. Significant job losses from 1982 to the end of last year were recorded by:

- Food industry — 9 700 jobs lost.
- Textiles — 13 000.
- Clothing — 6 700.
- Furniture — 2 000.
- Chemicals — 7 800.
- Plastic products — 3 400.
- Basic metals — 12 700.
- Transport equipment — 19 500.

More coloured and black employees have suffered through loss of jobs in the transport equipment sector than other races.

In 1982 there were 55 700 blacks employed in this sector compared with only 46 600 three years later — 9 100 jobs lost. Among whites 3 500 jobs were lost, among coloured people 6 000 and among Indians, 900.

WILLO CADES

Effects of recession force builders to go back to basics

By Frank Jeans

While the recession has had a disastrous effect on the building industry, the fact is that tough conditions have forced contractors to tighten budget control and increase productivity rates.

"It's a case of back to basics for many builders," says Mr Arrol Paterson, managing director of the general contracts division of Derreg Construction.

And his company is certainly showing how it is done in Natal, where it is completing the basic shell of four houses every four days at the Natal Building Society Development Company's Dawn Crest project at Verulam.

Using Corobrik's cost-saving Fastwall system, Derreg brickies are completing quotas three hours

ahead of time and while the productivity step-up means cost savings for the builder, the homeowner also gains from a cheaper end-product.

"Most building operations have been streamlined in the slump and waste has been reduced to the lowest level ever," says Mr Paterson.

"The science of management now applies on the building site and workers at all levels are aware of the need to keep costs down.

"In the past, supervisors would order supplies from head office and losses and waste were often shrugged off. Now, however, supervisors are accountable for cost budgets and have full control over material ordered and delivered to site.

"This personal responsibility means that they can account for every brick or bag of cement with the result that waste has been eliminated."

Corobrik's Fastwall method of building, on which the group's maxibrick is used, results in estimated savings of 35 percent on labour, 25 percent on transport and 25 percent on mortar.

Another builder at Verulam, Jenroy Construction, is also finding big savings.

Managing director Mr Roy Lane says: "The present R40 000 government subsidy for first-time home buyers usually allows only for 85 sq m of house but because of low overheads and savings in the Fastwall system, we are able to offer homes of 105 sq m."

WOMAN

This is a kick in the teeth for all male chauvinists

Miss Nosisi Mzalisi of Zola, Soweto, has broken into a formerly male preserve — bricklaying.

She is a bricklayer at a construction company in Soweto, the only female who lays bricks in the team.

Her boss, Mr Jeff Letlape, rates her among the best "guys" he has in his team. "She works very fast and none of the guys I have here match her speed."

Nosisi is originally from Engcobo in the Transkei. She came to Johannesburg in 1984 looking for a job, and after not finding any work that year her problem being compounded by the pass laws, she decided to register with Molapo Technical College for a course in bricklaying, a course that lasted three months.

Her first job with a construction firm frustrated her so much that she quit. "They would not pay me equal pay with my male colleagues even though I did the same amount of work, their reason being that I am a woman," she said.

Satisfied

She told *The Sowetan* that she was satisfied with her employer. She is able to practice everything that she learnt at the college. There were no restraints on what she wanted to do because she was a woman. She is also paid equally with male employees.

Nosisi is twenty-seven years old and has a four year old son back home. She hopes to go back to Transkei one day, live there and work as a builder. She says marriage is out for her. At the moment, she lives in a room she rents at Zola. Her priority right now, she says, is to get back to high school and complete her matric.

By SONTA MASEKO

Her boss Mr Letlape, explained how she came to join the company — "She hired herself. My foreman used to tell me about this woman who keeps coming, looking for a job. First I was not interested because it was a woman. One day my foreman and I found her working at the site."

Responsible

The amount of work that she did within that time as they watched her, convinced them that she was good, "particularly because the kind of brick she was working with is unusual and most bricklayers often have difficulty with it," he said. So, Nosisi found herself a job.

Nosisi has proved to

be more responsible than the others. She never complains or absents herself from work because of hangovers or other similar problems.

The surprises did not end there. Nosisi once replaced a site-clerk who were off sick. Nosisi clocked the guys off, made the calculations for the day and prepared the payroll. While bricklayers working for Mr Letlape are hired only if they can lay bricks and build, Nosisi can also read a house plan.

The salary scales at the company go according to experience and Nosisi has only been with the company six months. If it were not for that, her boss says, "she would have been the second highest paid employee."



Nosisi Mzalisi, who has ventured into a predominantly male preserve — bricklaying.

A mixed bag

FIN MAIL
18/7/86
33

The plight of the construction industry has taken back seat to that of the high profile motor industry, although the impact of its problems on the South African economy are probably even more serious. Nevertheless, there are signs that the tide is turning.

Construction accounts for some 7% of SA's total workforce — with the building industry representing 5% and civil engineering 2%. Employment has shrunk dramatically as jobs dried up in the recession. Losses for some companies have soared, while fierce competition in an overcrowded market has dramatically slashed margins.

Meanwhile, government's own civil engineering units have also taken work away from the industry.

Real turnover in the civil engineering sector — which relies on government for about 70% of its business — has slumped to about 30% below 1981-1982 levels. Total employment reflects this trend, sliding from 125 000 in mid-1981 to 97 000 in mid-1985, and an estimated 87 000 by end-June 1986, says SA Federation of Civil Engineering Contractors (Safcec) executive director Kees Lagaay.

Witwatersrand Masterbuilders Association's Basie Pretorius notes that the number of skilled building workers subject to the Industrial Council agreement in the Transvaal has fallen by 42% — from 6 480 in 1982 to 3 751 in April 1986. And unskilled workers simultaneously dropped by 56% — from 43 183 to 18 923.

Although a shortage of capital could cause financing problems for essential future needs, the industry is anxiously awaiting further developments on government's R750m black housing scheme, announced to overcome the black housing backlog of an estimated 500 000 units.

An increased level of work activity, more government spending on employment-creating capital projects and privatisation of government construction interests would be crucial for any solid return to profit.

The building trade, again, is cyclical and there is a high exodus rate of artisans during hard times. But, complains Pretorius, the current recession has been "the longest and deepest ever."

Private sector company results tell their own story — although losses on off-shore operations also contributed to their woes.

Earnings at LTA in the year to end-March slumped from 8c to a 139c loss a share, and at Murray & Roberts the end-December interim was slashed 43% to 42c a share. Losses on these companies' off-shore investments and foreign operations also impacted negatively on their results. During the Seventies, Darling & Hodgson also burnt its fingers on foreign investments, underlining the pitfalls for South African companies attempting to expand into other countries.

Meanwhile, the profit contribution from local construction also shrank sharply in recent years.

Adding to industry woes is the amount of work done in-house by government. Provinces and municipalities, as well as state departments and corporations such as Public Works, Water Affairs, Prisons and Sats are involved here. Their construction arms employ some 50 000 people.

As building work is mostly granted to the

private sector, government activity has hit SA's civil engineering sector worst. Lagaay notes that 1985 turnover of Safcec civil contractors was R2,6 billion, compared with the R1,15 billion value of government's in-house civil engineering work in the year to end-February 1985.

For the past four years, government in-house turnover was more than 40% of total Safcec turnover (see graph). The Department of Water Affairs and the Cape and Transvaal Provincial Administrations do relatively more in-house work than the Natal and Free State provinces. "It's very much a question of individual preference," says Lagaay.

For the current year, Safcec members expect a monetary turnover increase, but a 20% inflation rate will cut this in real terms. Nevertheless, says Lagaay, "employment seems to be stabilising" at present levels and the industry believes the worst to be over.

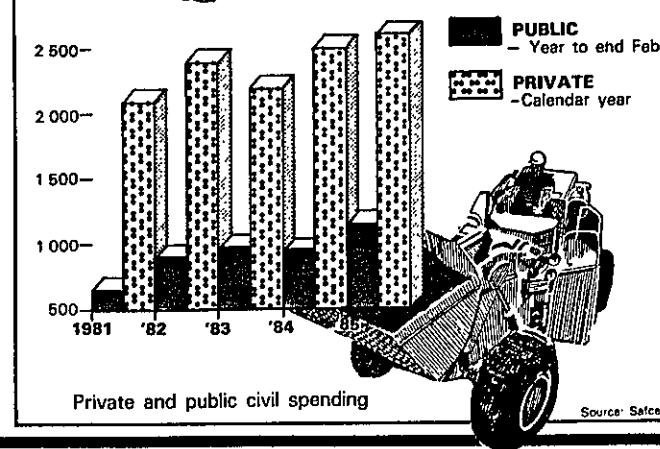
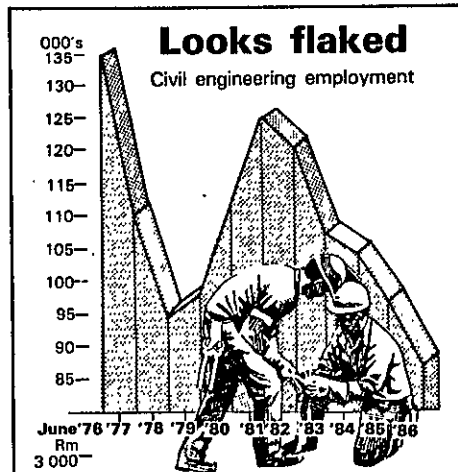
The National Transport Commission's increased roads funding through the higher fuel levy has drawn praise from the industry, while the mining industry could also chip in with more new projects such as GFSA's Northam platinum mine, another Rustenburg refinery and expansion at Vaal Reefs.

And, argues Concor's Tom Fenwick, construction companies must restore profit. This means industry restraint on suicidal bidding for contracts. "The tendency will be to secure work at higher margins. Fortunes won't be made, but reasonable profits are possible," he says.

There is also an ongoing industry need for more infrastructure and regular maintenance

work. This includes major roads, black urban and rural development and the national road system. Similarly, the urgent need to develop SA's water supply is as compelling as ever.

Projects like Mossel Bay gas, Gencor's torbanite and AECI's synfuels development could also offer relief, especially to civil engineering. But a possible shortage of foreign capital for South African infrastructural projects could be a future constraint.



US businessmen among 'strongest allies'

Appeared Thursday, July 24, 1986

for blacks

33

line what we believe are necessary components of progress toward political peace.

● First, a timetable for elimination of apartheid laws should be set.

● Second, all political prisoners should be released.

● Third, Nelson Mandela should be released — to participate in the country's political process.

● Fourth, black political movements should be unbanned.

● Fifth, both the government and its opponents should begin a dialogue about constructing a political system that rests upon the consent of the governed — where the rights of majorities, minorities,

and individuals are protected by law. And the dialogue should be initiated by those with power and authority: The South African Government itself.

● Sixth, if post-apartheid South Africa is to remain the economic locomotive of Southern Africa, its strong and developed economy must not be crippled. Therefore, I urge the Congress — and the countries of Western Europe — to resist this emotional clamor for punitive sanctions.

If Congress imposes sanctions, it would destroy America's flexibility, discard our diplomatic leverage, and deepen the crisis. To make a difference,

Americans — who are a force for decency and progress in the world — must remain involved. We must stop and work not out and out. It should be our policy to build in South Africa, not to bring down. Too often in the past, we of anger and frustration and impotence — have turned our backs on the world. We must see, if we are to see, a brighter future. Those who tell us that more things to do today is to embargo the South African economy and write off South Africa should tell us exactly what they believe will be the place. What foreign power would fill the vacuum — if its ties with the West are

“Black churches, black unions, and indeed, genuine black nationalists have a legitimate role to play... But the SA Government is under no obligation to negotiate... With any organization that proclaims a goal of creating a communist state — and uses terrorist tactics and violence to achieve it.”

of the West must act in concert. And together, we can make the difference.

We fully support the current efforts of the British Government to revive hopes for negotiations. Foreign Secretary Howe's visits with South Africa's leaders this week will be of particular significance.

Second, I urge the

To be effective, however, our policy must be coordinated with our Western allies, and with the remaining states in Southern Africa. These countries have the greatest leverage — on the situation in South Africa. I intend to pursue the following steps:

Secretary Shultz has already begun intensive consultations with our Western allies, whose roots and presence in South Africa are greater than our own. On ways to encourage internal negotiations, we want the process to begin now, and we want open channels to all the principal parties. The key nations

leaders of the region to join us in seeking a future Southern Africa where countries live in peace and co-operation. South Africa is the nation where the industrial revolution first came to Africa; its economy is a mighty engine that could pull Southern Africa into a prosperous future. The other nations of Southern

of Southern Africa that wish constructive relations with the United States.

This administration is not only against broad economic sanctions and against apartheid; we are for a new South Africa, a new nation where all that has been built up over generations is not destroyed, a new society where participation in the social, cultural, and political life is open to all peoples — a new South Africa that comes home to the family of free nations where she belongs.

To achieve that, we need — not a Western withdrawal — but deeper involvement by the Western business community, as agents of change and progress and growth. The international business community

find a solution that is fair to all the people of South Africa. We can volunteer to stand by and help bring about dialogue between leaders of the various factions and groups that make up the population of South Africa. We can counsel and advise and make it plain to all that we are there as friends of all the people of South Africa.

In that tormented land, the window remains open for peaceful change. For how long, we know not. But we in the West, privileged and prosperous and free, must not be the ones to slam it shut. Now is a time for healing. The people of South Africa, of all races, deserve a chance to build a better future. And we must not deny or destroy that chance.

from Kinnsana to the Cape — are rich in natural resources and human resources.

Third, I have directed Secretary Shultz and AID Administrator McPherson to undertake a study of America's assistance role in Southern Africa — to determine what needs to be done, and what can be done to expand the trade, private investment and transport prospects of Southern Africa's landlocked nations. In the past five years, we have provided almost a billion dollars in assistance to South Africa's neighbours. And this year we hope to provide an additional 45-million dollars (\$112.5 million) to black South Africans.

We are determined to remain involved, diplomatically and economically, with all the states

AR 25/7/86

NATIONAL/INTERNATIONAL

Sats trims private sector contract work

By DICK USHER, Labour Reporter

FRESH shocks face the building and civil engineering industries — South African Transport Services is to cut back on private contracts and do more work departmentally.

The move has come about because of the economic downturn and the need for Sats to keep workers employed.

Industry spokesmen were unwilling to comment until the effects of the move become clearer, but it is understood there is dissatisfaction about the possible effects on contractors.

At a meeting between Sats unions and chief engineers of the civil engineering, signals and telecommunications, electrical and mechanical departments, the unions were told that Sats was thinking of schemes that could bring it into competition with the private sector for contracts that had previously been reserved for the private sector.

But a Sats spokesman said this was not the case.

Sats personnel had been reduced from 279 000 to 218 000 in three years, but it was still necessary to ensure that staff were used productively.

“Smaller cake”

“We have always done certain work departmentally and some has been done by the private sector.

“But because of the downturn the cake has become smaller and certain work that could have been done by the private sector is being done departmentally,” he said.

He emphasised that this applied only to Sats projects, not to outside schemes.

Possibilities would be microwave towers for Sats's internal communication network and houses for employees under the Sats home-ownership scheme.

Mr J Benwell, president of the Salaried Staff Association (Salstaff), said Sats capital expenditure had been cut by about half for the 1986/87 financial year and the management was seeking other forms of employment for staff who would have been working on projects.

“All staff associations are concerned about the possibility of staff being laid off and we will support any measures that will obviate this,” he said.

“Doing their best”

“Our service conditions are such that Sats cannot just lay off staff and they are doing their best to keep staff actively employed.”

According to the South African Federation of Civil Engineering Contractors, June contracts awarded amounted to a modest R112-million.

In the building industry up to 70 000 jobs have been lost in recent years and several large groups have had huge losses.

Comrades force builders to hire or else — bureau

Crime Reporter

37
PE
25/7/88
ELE PEK
BUILDERS in Port Elizabeth and Uitenhage are being intimidated and forced to employ people or face the threat of their plant or buildings being damaged or even destroyed by the "comrades".

A spokesman for the Bureau for Information in Pretoria said police in PE believed that builders were employing workers as part of a protection racket.

She said there were

builders and contractors with large contracts in PE and Uitenhage townships who gave jobs to people who demanded them.

"But these people are working and getting paid for their work and that is not an offence," she said.

Builders did not want to give evidence and refused to lay complaints with the police although some had apparently complained to a local newspaper that the protection money demanded was becoming

exorbitant.

One Uitenhage builder was quoted as saying that the protection money had increased from R50 to R1 000 which he was not prepared to pay.

It is believed that several builders pay up rather than face the threat of losing expensive plant or having site works destroyed or damaged.

They are loathe to lay charges in case the "comrades" burn or destroy their work or equipment anyway.

28/7/86

33

30 000 have left civil engineering industry

Property Editor

THE number of workers employed in the civil engineering industry has slumped sharply from well over 110 000 to 80 000 and unless more work is forthcoming, the industry could soon be in a very serious situation.

Mr Stan Sharratt, speaking on behalf of the South African Federation of Civil Engineering Contractors at a media function, said the men who had left the industry were probably gone for ever.

He said a great number of

contracts, such as the multi-million-rand Inanda Dam project, were being undertaken by Government departments.

If this type of work had been released to the private sector, civil engineers would have been in a better position.

He disclosed that a construction industry conference has been planned for Durban in September at which the two major topics will be the KwaZulu-Natal Indaba and privatisation of State services.

'The aim is to get our national economy out of the doldrums and get it moving. The privatisation issue is to

seek ways and means of placing more work in the hands of private enterprise where it rightfully belongs — private enterprise generates wealth,' he said.

Mr Sharratt also disclosed that there had been talks with the building industry on possible links, in the hope of forming a stronger power base from which to approach the Government.

The programme for the conference includes an address on this matter by Mr Pieter Rautenbach, executive director of the Natal Master Builders' Association.

75 000 jobs 'lost' in building industry

By Frank Jeans
 The slump in the building industry could well have resulted in as many as 75 000 jobs being lost, well above the "official" figure of 27 000.

This is the view of Mr Charles Martin, economist of the Building Industries Federation, but he points out that this employment drain might well now have stabilised.

Another alarming statistic for the building industry, is seen in the latest figures on cost escalation, which reveal that the rate of increase is ac-

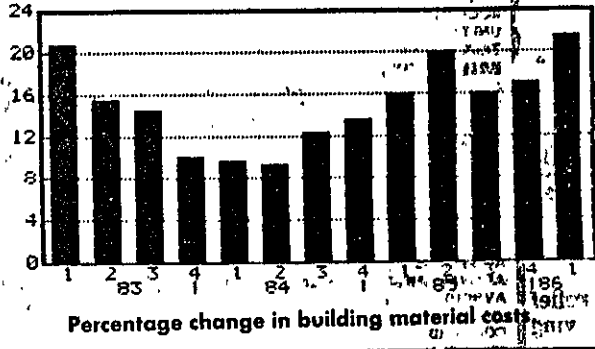
celerating — a trend primarily due to the boost in material costs. The cost-push for the first four months of this year is 21.4 percent up on that for the same time in 1985.

Writing in the latest issue of *SA Builder*, official publication of the Building Industries Federation, Mr Martin says: "This sharp increase will no doubt continue to have a negative impact on the demand for building work in present market conditions."

"Most building cost indicators have resumed an

upward trend and it is clear that it is no longer possible for contractors to absorb further increases in input costs."

On the homes outlook, Mr Martin says there are ample business opportunities in the low-income housing field.



Percentage change in building material costs

Encouraging signs of boom in housing

STAR

By Frank Jeans

The colossal need for housing in the wake of the Pass Law repeal, along with the inevitable process of urbanisation, provides more encouraging signs for the building industry, says Dr Zach de Beer, President-in-Chief of Interbou which opens on August 25.

In a preview of the six-day biennial building exhibition at the National Exhibition Centre, Crown Mines, Johannesburg, Dr De Beer, says: "While we are suffering from a capital drain, the building industry has an advantage in that it is a major employer of people and at the same time uses very little foreign exchange because of the fact that raw materials are plentiful locally."

Dr De Beer points out that while civil engineering has been particularly badly hit in the recession, there is no doubt that once the large-scale housing schemes do get under way, the infrastructure that must go along with township creation will be a beneficial spin-off.

On the question of greater mobilisation of private sector funds for housing and in particular, the call for a massive cash injection from the insurance industry, he says: "Insurance companies have large amounts of capital and it is important that they find investment outlets for it."

"However, this is qualified by the fact that the life insurer is a trustee for his policy holder. He therefore, cannot take the risks with policy holder money that he might be prepared to take with his own."

W/E AGES
1/8/16

33

How union sees 'non-issue' strike

LABOUR
AFFAIRS
DICK
USHER



A SHORT strike by electrical workers on the new Grootte Schuur hospital site this week raised a series of issues.

Immediate cause of the strike was a decision by Brand Engineering to stop collecting labourers' subscriptions for the Electrical and Allied Workers' Trade Union (EAWTU). By lunchtime this decision had been reversed and people were back at work.

After the strike Mr P von Hase, general manager of Brand, said it was a "non-issue" which had been amicably settled and he saw no point in going into the long history behind it.

The union sees it differently.

A letter from another company, announcing their withdrawal of stop order facilities, said they were acting "as instructed by the Electrical Contractors' Association" (ECA).

EAWTU interprets the situation as an attempt to undermine it, arguing that if all employers, or a significant proportion, withdrew the labourers' stop order facility — which is not provided for in the industrial council agreement — the union's resources would be strained to the limit simply to collect dues from scores of sites scattered around greater Cape Town.

Mr Samuel Isaacs, chairman of ECA, Cape Town, said that at the association's general meeting in September members had voiced a lot of dissatisfaction with EAWTU's attitude.

"After discussion it was decided to

send a letter to members drawing their attention to the fact that it was not their responsibility to collect union subscriptions," said Mr Isaacs.

Southern region's secretary of EAWTU, Mr Brian Williams, said collection of union subscriptions from artisans was covered by the industrial council agreement and not affected by the contractors' decision and it was significant that the action was strongly supported by artisans, including white union members.

"The state of the economy is also contributing. Slowly white workers are coming to realise that they are trapped within reactionary structures which do not represent their true interests as workers," he said.

"The recession crystallises the class position of white workers who no longer occupy a privileged position because of their colour."

Picket lines

Another element of the strike was the setting up of picket lines on site, a tendency which appears to be spreading.

During a recent strike at Jungle Oats workers also picketed inside the factory grounds, stopping traffic.

Picketing is prohibited under South African labour legislation, a controversial provision which some analysts feel increases the possibility of violence during industrial action.

It has also led to the tactic, as used during the General Motors strike in Port Elizabeth this week, of factory occupations by workers.

Housing project bonanza for W Cape economy

W/C Agans
2/8/86
33

By TOM HOOD

THE Western Cape will get a huge boost from the award of more than R40 million of contracts this year for the giant Blue Downs housing development near D F Malan Airport.

The first stage of the project will provide:

- 5 400 jobs a year for three years;
- R18 million a year in wages for these workers; and
- An injection of R180 million for the home building industry over three years.

About 7 000 homes eventually will be built by private enterprise — and all will be sold under freehold title.

Discussing the R2 billion development, the project's director, Mr Carel Marais, said civil engineering tenders for about R10 million of work at Blue Downs will be awarded in the next three weeks. About 30 per cent of the cost is labour, providing work and wages for 600 people for a year.

The next three tenders, for electrical work of high equipment value for another R3 million, would also be awarded soon.

Before the end of this year a tender worth R20 million would be awarded for the new sewer purification works.

This work had a very high civil engineering component and would provide even more jobs than the others, said Mr Marais. Because it would be a very tight programme, the labour force would be even high-



Mr Carel Marais.

er for a minimum of 15 to 18 months.

Other contracts would be put out early next year for roads (R1,5 million) and stormwater drainage (R1,5 million).

"All this means a considerable injection to the economy and labour force here. For a start, it will provide 5 400 jobs a year for the next three years

"In addition we expect that construction of housing will start early next year with people moving in after June."

"In the first phase there will be land available for 6 000

houses. This means an injection of R180 million for the home building industry over three years.

"The labour content is at least 30 per cent so there could be a labour force of 5 400 drawing R18 million a year in wages over the next three years.

"The economic impact of this will be considerable. A greater impact in the longer term will come by the time the township has filled up with 200 000 people and covers a larger area than Mitchells Plain.

"Combined with nearby Khayelitsha, where another 400 000 people will live, there will be a community of more than 600 000 in that area, which will generate a tremendous amount of commercial development — more than at Mitchells Plain — because of its central situation."

To allow for the commercial development, 20 hectares had been set aside for a central business area and planning of this would start in the next two months.

Average selling price of a complete house would be R35 000 but Blue Downs was to cater for the whole housing spectrum.

A railway line serving Blue Downs was to be completed by 1988 and for the first time in the Peninsula it would be circular which made the operation of the railway that much easier, linking Nyanga to Blackheath and creating a loop to Cape Town.

Construction workers threaten 'action' ³³

11/8/86 By Mike Siluma *SMP* *(183)*
The Building Construction and Allied Workers Union (Bcawu) has threatened nationwide "solidarity" action to force the reinstatement of members dismissed after industrial action at Gypsum Industries and Concor.

About 290 Concor employees were fired from the company's Amalgam, Johannesburg and Westonaria plants for going on strike in May. They demanded a new minimum hourly wage of R2,30 (up from R1,56) plus a further 70c across-the-board rise.

Both companies were given until September 1 to comply with the demand.

About 250 workers were dismissed by Gypsum Industries in Pretoria last March following a wage dispute.

15/11/85 Sunday (33)

Roads keep civils on track

SOME substantial national and provincial road contracts, likely to be awarded to civil engineers within the next few months, should compensate for the lack of work this year from major clients such as South African Transport Services and Escom.

Only 60 contracts were recorded by the SA Federation of Civil Engineering Contractors

Property Editor

(Safcec) during July but, partly due to a R38m national road contract, the total value of these contracts reached R115m.

Contracts awarded during the first seven months of the year were between 5% and 10% up in real terms on figures for the same period in 1985.

WET OP ARBEIDSVERTHOUDING, 1956
**BONUYWERHEID, WESTELIKE PROVINSIE—WY-
 SKIGING VAN DIE OOREENKOMS VIR DIE KAAPSE
 SKIERELAND**
 EK, Pieter Theunis Christiaan du Plessis, Minister van
 Mannekrag, verklaar hierby—

(a) kragens artikel 48 (1) (a) van die Wet op Arbeidsver-
 houdinge, 1956, dat die bepalings van die Ooreen-
 koms (hierna die Wysigingsooreenkoms genoem) wat
 in die Bylae hiervan verskyn en betrekking het op die
 Onderneming, Nywerheid, Bedryf of Beriep in die
 opskrif by hierdie kennisgewing vermeld, met ingang
 van die tweede Maandag na die datum van publikasie
 van hierdie kennisgewing en vir die tydperk wat op 31
 Maart 1989 eindig, bindend is vir die werkgewers-
 ooreenkoms aangegaan het en vir die werkgewers-
 en werknemers wat lede van genoemde organisasies of
 verengings is en

P. T. C. DU PLESSIS,
 Minister van Mannekrag.

**NYWERHEIDSRAD VIR DIE BONUYWERHEID
 (WESTELIKE PROVINSIE)**
OOREENKOMS

- ooreenkomsig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en
 aangegaan tussen die
- Master Builders' and Allied Trades Association (Cape Peninsula)
- Master Masons' and Quarry Owners' Association (South Africa) wat
 sy lid is die Monumental Masonry Vereniging
- hierna die "werkgewers" of die "werkgeversorganisasies", genoem,
 aan die een kant, en die
- Amalgamated Society of Woodworkers of South Africa
- South African Operative Masons' Society
- South African Woodworkers' Union
- Building Workers' Union

**BUILDING INDUSTRY, WESTERN PROVINCE—
 AMENDMENT OF THE AGREEMENT FOR THE CAPE
 PENINSULA**
 I, Pieter Theunis Christiaan du Plessis, Minister of Man-
 power, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations
 Act, 1956, declare that the provisions of the Agree-
 ment (hereinafter referred to as the Amending
 Agreement) which appears in the Schedule hereto and
 which relates to the Undertaking, Industry, Trade or
 Occupation referred to in the heading to this notice,
 shall be binding, with effect from the second Monday
 after the date of publication of this notice and for the
 period ending 31 March 1989, upon all employers
 organisations and the trade unions which entered into
 the Amending Agreement and upon the employers
 and employees who are members of the said organisa-
 tions or unions; and

P. T. C. DU PLESSIS,
 Minister of Manpower.

**INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY
 (WESTERN PROVINCE)**
AGREEMENT

- In accordance with the provisions of the Labour Relations Act, 1956, made
 and entered into by and between the
- Master Builders' and Allied Trades Association (Cape Peninsula)
- Master Masons' and Quarry Owners' Association (South Africa)
 representing its members in the Monumental Masonry Industry
 (hereinafter referred to as the "employers" or the "employers' organisa-
 tions"), of the one part, and the
- Amalgamated Society of Woodworkers of South Africa
- South African Operative Masons' Society
- South African Woodworkers' Union
- Building Workers' Union

2. KLOUSIELE 16.—LONE-BASISS

(a) ne van toepassing op klein en administratiewe personeel met:
 (b) nie van toepassing nie op universiteitsstudente en gegradueertes in
 die bouwêreld en op konstruksiesiggnoure, konstruksie-
 mense en ander persone wat besig is met praktiese werk ter voltoo-
 ing van hul akademiese opleiding.

P. T. C. DU PLESSIS,
 Minister of Manpower.

2. KLOUSIELE 16.—LONE-BASISS

- (a) Algemene werkers
- (b) Skoonmakers
- (c) Platon- en afskroeiwerkers, waardiningswerkers,
 verbindingswerkers en leiding-mansjoubelers ge-
 durend die eerste jaar van leeringsloop
- (d) Wagnedingsmaats, skryfwerkvoornemers, leiding-
 en leiding-waarnemers gedurende die tweede jaar leeringsloop
- (e) Ambags- en assistent, holders, massagers, assist-
 ant-voertuie, masjienbedieners
- (f) Leerling-ambagsmanne en leerling-maats, sook pla-
 ton en/of afskroeiwerkers, vloerlers, dakwerkers en
 Raad gegrepeer is

2. KLOUSIELE 16.—WAGES—BASIS

(a) not apply to clerical employees and administrative staff.
 (b) not apply to university students and graduates in building science
 and to construction supervisors, construction surveyors and other
 persons doing practical work in the completion of their academic
 training.

P. T. C. DU PLESSIS,
 Minister of Manpower.

2. KLOUSIELE 16.—WAGES—BASIS

- (a) General workers
- (b) Provided that any employee engaged in unskilled work
 who in addition to his ordinary work performs the duties
 of a watchman shall be paid R5 per week extra
- (c) Cleaners
- (d) Ceiling and partition workers, waterproofing workers,
 manufacturing workers, and trainee machine operators
 during first year of traineeship
- (e) Waterproofing team leaders, joinery assemblers, trainee
 machine operators during second year of traineeship and
 trainee block layers during year of traineeship
- (f) Artisan's assistants, block layers, carpet fitters, assistant
 floor layers, machine operators
- (g) Learner artisans and learner carpet layers, ceiling and/or
 partition erectors, floor layers, roofers and waterproofers
 serving under contracts of learnership with the Council

(3) Drywer/Masjineriebedieners

- (i) Drywers van motorvoertuie of bedieners van kragt-aangedrewe masjinerie wat voor die drywer of bedieners in teen mees van 'n Kode 10-licensie (0-200 kg tot 600 kg) 263
- (ii) Drywers van motorvoertuie of bedieners van kragt-aangedrewe masjinerie wat voor die drywer of bedieners in teen mees van 'n Kode 9-licensie (0-200 kg tot 600 kg) 224
- (iii) Drywers van alle ander motorvoertuie (Kode 8-licensie) en bedieners van 'n byset of drywers van masjinerie 184

3. KLOUSULE 34.—NATIONALE ONTWIKKELINGSFONDS VIR DIE BOUWWERKHEID

In skousule (2), vervang die syfer "15c" deur die syfer "30c".

Nommis al die partye by die Raad op hede die 5de dag van Mei, 1986 in Kaapstad onderteken

H. MCCARTHY,
Voorsitter.

R. G. SIMMONS,
Ondervoorsitter.

J. J. KITSHOFF,
Sekretnas.

No. R. 1754 22 Augustus 1986

WET OP ARBEIDSVERHOUDINGE, 1956
BOUWWERKHEID, WESTELIKE PROVINSE.—
WYSIGING VAN DIE OOREENKOMS VIR DIE BOLAND

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

- (a) kragens artikel 48 (1) (a) van die Wet op Arbeidsv-
houding, 1956, dat die bepalinge van die Ooreen-
koms (hierna die Wysigingsooreenkoms genoem) wat
in die Bylae hiervan verskyn en betrekking het op die
Onderneming, Nywerheid, Bedryf of Berope in die
opskrif by hierdie kennisgewing vermeld, met ingang
van die tweede Maandag na die datum van publikasie
van hierdie kennisgewing en vir die tydperk wat op 31
Oktober 1987 eindig, bindend is vir die werkgewers-
ooreenskaps en die vakverenigings wat die Wysigings-
ooreenskaps aangegaan het en vir die werkgewers-
werknemers wat lede van genoemde organisasie of
verenigings is; en
- (b) kragens artikel 48 (1) (b) van genoemde Wet, dat die
bepalinge van die Wysigingsooreenkoms, ungeson-
dend dis vervat in kousules 1 (1) (a) en 3, met ingang
van die tweede Maandag na die datum van publikasie
van hierdie kennisgewing en vir die tydperk wat op 31
Oktober 1987 eindig, bindend is vir alle ander werk-
gewers en werknemers as die genoem in paragraaf (a)
gewers en werknemers wat betrokke is by of in
diens is in genoemde Onderneming, Nywerheid,
Bedryf of Berope in die gebiede in kousule 1 van die
Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE
NYWERHEIDSRAD VIR DIE BOUWWERKHEID
(WESTELIKE PROVINSE)

OOREENKOMS

ooreenkoms die Wet op Arbeidsv-
houding, 1956, gestel deur en
aangegaan tussen die

Boland Master Builders' Association
(hierna die "werkgewers" of die "werkgeversorganisasie" genoem), aan
die een kant, en die
Amalgamated Society of Woodworkers

(4) Drywer/Plant operators

- (i) Drywers of motor vehicles or operators of powered-
plant which require the driver or operator to be
in possession of a Code 10 Licence (6 500 kg and
over) or a Code 11 Licence (horse and trailer) 263
- (ii) Drivers of motor vehicles or operators of powered-
plant which require the operator to be in posses-
sion of a Code 9 Licence (3 000 kg to 6 500 kg) 224
- (iii) Drivers of all other motor vehicles (Code 8 Licence)
and operators of all hours or drivers of dumpers 184

3. CLAUSE 34.—NATIONAL DEVELOPMENT FUND FOR THE BUILDING INDUSTRY

In subclause (2), substitute the figure "30c" for the figure "15c".

Signed at Cape Town, on behalf of all the parties to the Council, this 5th day of May 1986.

H. MCCARTHY,
Chairman.

R. G. SIMMONS,
Vice-Chairman.

J. J. KITSHOFF,
Secretary.

No. R. 1754 22 August 1986

LABOUR RELATIONS ACT, 1956
BUILDING INDUSTRY, WESTERN PROVINCE.—
AMENDMENT OF THE AGREEMENT FOR THE BOLAND

I, Pieter Theunis Christiaan du Plessis, Minister of Man-
power, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations
Act, 1956, declare that the provisions of the
Agreement (hereinafter referred to as the Amending
Agreement) which appears in the Schedule hereto and
which relates to the Undertaking, Industry, Trade or
Occupation referred to in the heading to this notice,
shall be binding, with effect from the second Monday
after the date of publication of this notice and for the
period ending 31 October 1987, upon the employers,
organisations and the trade unions which entered into
the Amending Agreement and upon the employers
and employees who are members of the said organisa-
tion or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare
that the provisions of the Amending Agreement,
excluding those contained in clauses 1 (1) (a) and 3,
shall be binding, with effect from the second Monday
after the date of publication of this notice and for the
period ending 31 October 1987, upon all employers
and employees, other than those referred to in para-
graph (a) of this notice, who are engaged or employed
in the said Undertaking, Industry, Trade or Occupa-
tion in the areas specified in clause 1 of the Amending
Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE
INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY
(WESTERN PROVINCE)

AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made
and entered into by and between the

Boland Master Builders' Association
(hereinafter referred to as the "employers" or the "employers' organisa-
tion"), of the one part, and the
Amalgamated Society of Woodworkers

Amalgamated Union of Building Trade Workers of South Africa

Building Workers' Union
South African Operative Masons' Society
South African Woodworkers' Union

(Hierna die "werknemers" of die "vakverenigings" genoem), aan die
ander kant.

Die teen die partye is by die Nywerheidsraad vir die Bouwwerkhed (Wysigings-
ooreenskaps) aangegaan, gepubliseer by Governmentgastuiging R. 2465
van 9 November 1984, soos gewysig by Governmentgastuiging R. 2466
van 28 Desember 1984 en R. 355 van 28 Februarie 1986, te
wysig.

1. TOEPASSINGSBEREIK

- (1) Hierdie Ooreenkoms moet in die Bouwwerkhed insgelyk word—
- (a) deur alle werkgewers wat lede van die vakverenigings is;
en deur alle werknemers wat lede van die vakverenigings is;
- (b) in die landdroesdistrikte Paarl, Wellington, Stellenbosch, Kooler-
vier (ingesonderd die gebiede van laasgenoemde twee distrikte
Maart 1982 binne die landdroesdistrikte van die Sout-
se-Wes (ingesonderd die gebiede van die syfer 1 van 9 Maart 1973
Ondertekening Wynberg gesel heel en Strand.
- (2) Ondanks subkousule (1) (a) is hierdie Ooreenkoms—
- (a) van toepassing op slegs die klasse werknemers vir wie loon in
hierdie Ooreenkoms voorgeskryf word en op leerling-
ambagsmanne.
- (b) van toepassing op valkerlinge slegs in die mate waarin dit nie
onbestaanbaar is met die Wet op Mannekragopvoeding, 1981, of
met 'n kontrak daartrekkens aangegaan of voorwaarts daartre-
kens voorgeskryf nie;
- (c) van toepassing op kweeklinge slegs in die mate waarin dit nie
onbestaanbaar is met die Wet op Mannekragopvoeding, 1981, of
voorwaarts daartrekkens voorgeskryf nie;
- (d) van toepassing op "slegs arbeid", "kontraakteurs, werkende vennote
en werkende direkteurs.
- (e) nie van toepassing nie op universiteitsstudente en gesagdeordes in
die bouwerkneds- en konstruksiesektor en ander persone wat
praktiese werk doen ter voltooiing van hul akademiese opleiding.
- (f) van toepassing op voornames.
- (g) nie van toepassing op werknemers in die elektroniese ambagte
en op skemastelbare personeel nie.

2. KLOUSULE 16.—LOON

Verwys subkousule (1) deur die volgende:

"(1) Behoudens die ander bepalinge van hierdie kousule, mag geen
loon van hier is as die volgende deur 'n werkgewer betaal en deur 'n
werkneker aangeneem word nie:

	Per week	Hour
(a) Algemene werker	145	145
(b) Hysbedieners	154	154
(c) Kraglyskanderwyer	161	161
(d) Vieskander	161	161
(e) Leerling-ambagsman:		
Eerste jaar	158	158
Tweede jaar	183	183
Derde jaar	222	222
Vierde jaar	298	298
(f) Ambagsman se assistent	298	298
(g) Ambagsman	400	400
(h) Vakman	450	450
(i) Meester/vakman	500	500

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY

In accordance with the provisions of the Labour Relations Act, 1956, made
and entered into by and between the

Boland Master Builders' Association
(hereinafter referred to as the "employers" or the "employers' organisa-
tion"), of the one part, and the
Amalgamated Society of Woodworkers

Amalgamated Union of Building Trade Workers of South Africa

Building Workers' Union
South African Operative Masons' Society
South African Woodworkers' Union

(Hierna die "werknemers" of die "vakverenigings" genoem), aan die
ander kant.

Die teen die partye is by die Nywerheidsraad vir die Bouwwerkhed (Wysigings-
ooreenskaps) aangegaan, gepubliseer by Governmentgastuiging R. 2465 van 9
November 1984, en R. 355 van 28 Februarie 1986.

1. SCOPE OF APPLICATION

- (1) The terms of the Agreement shall be observed in the Building
Industry—
- (a) by all employers who are members of the employers' organisation
and by all employees who are members of the trade unions;
- (b) in the Magisterial Districts of Paarl, Wellington, Stellenbosch,
Kooler River (excluding any portions of the last-mentioned two dis-
tricts which, prior to the publication of Government Notice 2463 of 2
March 1982, fell within the Magisterial District of 9 March 1973
Government Notice 173 of 9 February 1973) and within the
Magisterial District of Wynberg and Strand.
- (2) Notwithstanding the provisions of subclause (1) (a), in terms of this
Agreement shall—
- (a) apply only to those classes of employees for whom wages are
prescribed in this Agreement and to learner artisans;
- (b) apply to apprentices only in so far as they are not inconsistent with
the provisions of the Manpower Training Act, 1981, or any con-
tract entered into or any conditions fixed thereunder;
- (c) apply to trainees only in so far as they are not inconsistent with the
provisions of the Manpower Training Act, 1981, or any conditions
fixed thereunder;
- (d) apply to "labour only" contractors, working partners and working
directors;
- (e) not apply to university students and graduates in building science
and construction super- and sub-degree courses and persons doing practical
work in the completion of their academic training;
- (f) apply to foremen;
- (g) not apply to employees in the electrical trades and administrative
staff.

2. CLAUSE 16.—WAGES

Substitute the following for subclause (1):

"(1) Subject to the remaining provisions of this clause, no employer
shall pay and no employee shall accept wages at rates lower than the
following:

	Per week	Hour
(a) General Worker	145	145
(b) Hols Operator	154	154
(c) Power crane driver	161	161
(d) Floor sander	161	161
(e) Stone polisher and terrazzo worker	161	161
(f) Learner Artisan:		
First year	158	158
Second year	183	183
Third year	222	222
Fourth year	298	298
(g) Artisan's Assistant	298	298
(h) Artisan	400	400
(i) Craftsman	450	450
(j) Master Craftsman	500	500

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY

In accordance with the provisions of the Labour Relations Act, 1956, made
and entered into by and between the

Boland Master Builders' Association
(hereinafter referred to as the "employers" or the "employers' organisa-
tion"), of the one part, and the
Amalgamated Society of Woodworkers

NO HEADS IN THE SAND

Oudtshoorn, already the international ostrich feather capital, is to build the biggest ostrich abattoir in the world to cater for the growing demand for ostrich meat.

Commissioned by the Klein Karoo Landboukorporasie, it will be able to process an average of 700 birds a day. Capital cost is said to be in the order of R9m.

Daye Marais, MD of Grinaker Projects (GP), says design is well under way and construction should start early in 1987. GP, he adds, negotiated the contract on a design-and-construct offer, but the building contract will be put out to tender. "If we award the tender to any Grinaker company," promises Marais, "it will have been won in open competition."

Lack of technology was a major problem. There are no ostrich abattoirs in the world, apart from the small one in Oudtshoorn which is also probably the only town in the world where ostriches are slaughtered on a commercial basis. And the Oudtshoorn example which the new one will replace is hardly hi-tech.

The need for the new facility, Marais explains, came from a growing demand for ostrich meat at home and abroad which the existing facility could not fully service.

"Ostriches are well known for feathers and leather, but their meat is becoming increasingly important," says Marais.

"Being red meat and coming from poultry, which is what ostriches are, it offers red meat lovers the best of both worlds, in that it has the flavour of red meat, but very little cellular fat. Health food people prize it all over the world."

neurial advice. Second where Retco does its own thing on adventurous developments. And third, a far more conservative, asset management operation intended to serve essentially as a pension fund to provide a backup for the higher-risk activities.

Two key projects are under consideration for the first option.

One is a proposed resort development on the shores of the Langebaan lagoon just south of the Panorama hotel. Rabinowitz says Retco has an option, with a partner, on 250 ha which could be subdivided into about 1 500 plots, now in the course of proclamation.

Eventually he foresees Langebaan becoming hotter property than Hermanus, reasoning that for the young at least it is definitely more user-friendly.

Another project is still in the formative stages, but Rabinowitz maintains it involves a stake in the biggest land assembly ever undertaken in the Transvaal, only seven minutes from Johannesburg City Hall.

Just in case neither proves fulfilling enough, or they don't come off, he is also

looking at prospects in black areas of the Cape peninsula and up-country.

Yet another possibility would be the utilisation of Retco's substantial unissued capital to acquire further assets which, together with the group's Poyntons Building in Pretoria and Salmon Grove in Durban, could be used to form the basis of a new property trust.

FIN MAIL

INDUSTRIAL AGREEMENTS

End of the line?

The Bloemfontein Master Builders Association (MBA) has got the best of three falls in a tussle with the all-white Building Workers' Union (BWU) over the employers' withdrawal from the industrial council agreement (*Property* June 27).

With the MBA's position now vindicated, pressure is mounting for changes to the agreements in other areas. The *FM* understands there is similar dissatisfaction in Maritzburg and northern Natal — although it seems the parties favour negotiated changes rather than drastic Bloemfontein-style walkout action.

Industrial council agreements in the building industry have long been a source of contention. Employers claim the closed shop arrangements operated by some unions and minimum wage structures do not serve the interests of the industry — in particular, black artisans who are excluded.

Matters came to a head in April this year when the Bloemfontein MBA summarily withdrew from the agreement, claiming it was outdated.

Incensed, the BWU applied to the Supreme Court for an interdict to force the MBA back in. But the court found that the Labour Relations Act conferred on the MBA the right to withdraw and dismissed the union's application with costs.

Next the BWU appealed to the Industrial Court on the grounds that the MBA's action constituted an unfair labour practice. Again the court ruled that the MBA had not acted unfairly by pulling out of the agreement.

It did, however, find that its refusal to attend industrial council meetings was unfair and it appealed to the MBA to reconsider its position — though it issued no binding order.

MBA director Barney Bester says the Department of Manpower has agreed that no new agreement will come into being after February next year. The Basic Conditions of Employment Act will govern employment in the industry and market forces will determine wage rates. Meanwhile the department will stand ready to act in cases of exploitation and employers will lay down basic minimum wages merely as a guide.

Commenting on the outcome, Bester says it is clear unions will in future have to adopt a softer line. "It's no good them adhering to principles that are completely outdated. If they are not prepared to adapt, more agree-



Bloem revolution ... starting to spread

ments will fold."

Long term, however, he says employees will find the new arrangement fairer all round. The labour force, he adds, is the industry's most productive resource and employers would not willingly do anything to jeopardise the existing relationship.

GUIDELINES

Old Mutual Properties (OMP) has bought the 10-year-old Nedbank Gardens building in Rosebank from Bath Avenue Properties, a Nedbank subsidiary, for R13m. This boosts OMP's investment in Rosebank to R70m.

The building, on a 1,39 ha site, between Bath and Sturdee avenues, has a total rentable area of 10 726 m² — a ground floor banking hall and eight floors of offices. There are also 441 parking bays on the site, 240 of which are under cover.

Mike Raggett, OMP's property investment manager, says yield will be 11% if the entire building is let at R8,77/m² net.

OMP has also leased 4 230 m² to Calvert Removals in its 4th Street, Wynberg, complex for five years at R4/m² net, escalating at 10%/year.

Diners Club has renewed its lease in Sanlam Properties' (SP) Sanlam Centre, Johannesburg, for five years. It has also taken an extra quarter-floor of 543 m² and now occupies 2 493 m², for which it will pay R2,8m over the period of the lease.

SP has also let a 670 m² factory in Roodepoort's Robertville to RSK Industrial for 2½ years, for a total of R87 600. The going rate in the complex is R3,50/m²-R4/m².

In another deal worth a total of R33 000 it has let a 265 m² factory to Aura CE in its Wadeville Industrial Park for three years. The going rate for space in that complex is R3/m².

Landmark has let 300 m² of office space in Palm Grove, the Toich Group development in Randburg, to Unicorn Lines at R9/m² net for three years escalating at 9% a year.

Bloodbath for the big builders

28/9/86

SUNTIMES



DARLING & Hodgson this week disclosed losses of R78-million in the 18 months to June, providing more evidence of a slaughter in the construction industry which is expected to go on for another year.

D&H's operating loss in the six months to June was R11,6 million, but there were also extraordinary losses of R38,4-million. Last year D&H showed an operating loss of R16,8-million and extraordinary losses of R11,1-million.

More evidence of crisis in construction:

- Last week Murray & Roberts announced a loss of R14,5-million after a profit of R43,2-million in 1985 and R62-million in 1984.

- LTA lost R18,6-million in the year to March and wrote off extraordinary items of R28,5-million, bringing losses to R46,8-million.

M&R and LTA sustained large losses in Australia, but both are struggling in a domestic market where many contracts are taken on at less than cost.

- The combined valuation of Murray & Roberts, Darling & Hodgson and LTA on a strongly rising stock exchange has plunged by R438-million in a year.

- In the past four years, 45 000 con-

Business Times Reporters

struction workers have been laid off and many small and medium companies have gone to the wall.

- Gross domestic fixed investment, the economic indicator that most directly affects construction, has fallen in real terms from R17,8 billion to R15-billion in a year and is expected to drop to R13-billion this year.

Rights issues

The Government and its agencies, such as Escom, SA Transport Services and the Post Office, have slashed spending on infrastructure. But regardless of criticism, the State has continued to spend on consumption, largely on public-service salaries.

Provinces, municipalities and Government departments, such as water affairs have grabbed a bigger share of available work, putting even tighter screws on the private sector.

Cape Town Municipality is considering privatisation of some of its services and the private sector hopes it will start a trend. The only other hopes are: go-ahead for the Mossel Bay gas and Lesotho Highlands water projects, more road work and the black housing and township improvement drive.

Even if the economy has turned the corner at the retail level, construction sources warn it could take another 18

months before building and civil engineering benefit.

To reduce debt, D&H sold its services division for R65-million and its coal operations for R30-million. It is making a R40-million rights issue to top up depleted cash reserves. Both LTA and M&R have made large rights issues.

Kees Lagaay, executive director of the SA Federation of Civil Engineering Contractors, reports that employment in the industry plummeted from 125 000 five years ago to 85 000 by the middle of this year -- a 32% drop.

Mr Lagaay says: "The industry has had a terrible time. The only way insolvencies have been kept down is by wholesale disposal of plant and machinery. Many small contractors have faded off the scene."

He warns that when demand picks up, contractors will be forced to replace plant and machinery at hugely inflated prices.

A return to 1981 investment levels is a long way off. Sats and Escom, the biggest spenders on construction, have no plans for major capital investment.

The gold-mining industry is providing work for shaft sinkers, but not much work for above ground contractors.

Mr Lagaay says the only ray of light appears to be in lighter engineering for township development and electrification and building.

538 (33) 488

125 000 jobs lost in two industries

By **DICK USHER**
Labour Reporter

THE economic slump has cost at least 125 000 jobs nationwide in the building and civil engineering industries.

The stress in the industries is reflected in losses posted by major companies.

Darling & Hodgson disclosed losses of R78-million in the 18 months to June and Murray & Roberts announced a loss of R14.5-million after profits of R43-million last year and R62-million in 1984.

Employment figures have slumped from about 390 000 to

about 265 000, affecting all categories of workers but unskilled and semi-skilled most severely.

Building industry sources said employment was down from a high of about 270 000 in the boom period and Mr Kees Lagaay, executive director of the South African Federation of Civil Engineering Contractors, said employment was down about one-third.

The tight market has led to intense competition for contracts and spokesmen said some large firms were tendering "very competitively" to win

jobs and keep jobs for staff they were unwilling to lose.

In the Western Cape building industry between 8 000 and 10 000 workers have lost jobs, but spokesmen said the slump appeared to have levelled out.

Building industry unionists, who are preparing for this year's wage negotiations, said a large proportion of the losses incurred by larger companies happened overseas. Murray & Roberts and LTA had large losses in Australia.

They said there was no reason why these losses should influence wage demands in South Africa. **N.**

75 000 jobs go as builders 'bleed to death'

Property Editor

PRETORIA—About 75 000 jobs have been lost in the building industry and the figure could rise to 100 000 as builders are still reducing staff.

This was reported to delegates at the annual Bifsa congress here yesterday by Bobby Zylstra, retiring president.

In a series of questions he posed to the authorities, Mr Zylstra asked if there

was awareness that numerous contracting companies had closed or gone bankrupt and that the loss of these companies was a severe loss of expertise and entrepreneurship for South Africa.

He said the industry could not stimulate its own demand, and 'while there is no demand for our services, there will be no further employment opportunities'.

'I cannot see an increase in job opportunities until

progress is made in the political arena,' he said.

It was impossible for the average builder to look any further into the future than a few months at a time in current political/economic circumstances.

'Our industry is bleeding to death and I regret to say that I see only blood, sweat and tears lying ahead in 1987,' said Mr Zylstra.

Referring to a comment by the Governor of the Reserve Bank that he was surprised the private sector had not started to show greater signs of recovery, Mr Zylstra said the Government 'has been most unsuccessful in convincing the country, and the businessman in particular, that there is reason to have confidence in the future and thus the sluggish reaction from the private sector'.

Building industry 'bleeding to death'

28/10/86
we post

Post Correspondent

JOHANNESBURG — The building industry was bleeding to death, the Building Industries Federation (Bifsa) president, Mr Bobby Zylstra, said yesterday.

He told a Bifsa congress in Pretoria that 75 000 jobs had been lost within the industry and another 25 000 were at risk. As an industry dependent on outside demand, it could do little to stimulate its own job opportunities.

Many building contractors had either closed down or gone bankrupt and those remaining could plan ahead for only a few months.

"Our industry is bleed-

ing to death and I see only blood, sweat and tears lying ahead for the building industry in 1987. More companies will close down and more people will be unemployed."

He said high tax rates and lack of Government cash aid had resigned the industry to a siege mentality.

"We must all play the survival game as there is not much else we can do."

Mr Zylstra was critical of a recent statement by the Reserve Bank Governor, Dr Gerhard de Kock, that the private sector was not showing greater signs of recovery.

"Speaking purely in the theoretical concept of Re-

serve Bank statistics, I can understand and respect his opinion. However, the Government has been unsuccessful in convincing the country, and the businessman in particular, that there is reason to have confidence in the future. Thus the sluggish reaction from the private sector."

He also accused the Government of political posturing at the expense of the country and economy.

It was too busy arguing about dangers rather than solutions. He said the Government and black leaders must abandon pre-conditions and sit round the negotiating table.

33

Union agreements

By DAN DHLAMINI

THE Building Construction and Allied Workers' Union signed recognition agreements with two companies during the past two months.

BCAWU regional organiser Adam Matela said they signed a recognition agreement with the Lichtenburg-based Anglo Alpha cement division in September.

He said on October 30 management agreed on a wage increase of a minimum of R90 across the board for all grades.

A recognition agreement was also signed with Klerksdorp-based Des Kuper construction on October 28.

Negotiations with Bla John Suppliers are continuing.

23

STRANDED IN THE OFS

Sad plight of 100 workers

ABOUT 100 construction workers employed by a liquidated company are holed up in an Orange Free State town — stranded, and without food and money.

For the past two weeks these workers — mostly from the northern Transvaal — have been scavenging for food, and living on berries plucked from trees in the outskirts of Kroonstad, while waiting to hear from their employer, a Mr James Potgieter.

Mr Potgieter's company, JJ Construction, is contracted by the Post Office to dig trenches for the laying of telephone cables in the OFS town.

The destitute workers were "discovered" by a local farmer, Mr Casper Labuschagne, having had no food for two weeks. They had last heard from their employer on October 20 when he promised to bring their wages and food parcels to the site, according to the farmer.

Among other things, the workers claimed:

- Mr Potgieter owed them two weeks' wages;
- He owed local farmers about R1 000 in rent for

By LEN MASEKO

the site housing staff and trench-digging equipment;

- The Post Office was taking back its equipment and asking the workers to return to their homes as their employer could not continue with the project;
- Creditors were fetching their equipment leased to the construction company;
- They were raided by police last Saturday and ordered to leave the area. But they were later allowed to stay on after Mr Labuschagne had told the police of the workers' plight.

Desperate

Workers interviewed on the site said they had not been with their families since July and desperately needed money to return to their homes. "We don't know what to do now that we have been asked to leave the area", said Mr Alpheus Nkonyane, a foreman.

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised Officers of the Council hereby declare that the aforesaid is the Agreement arrived at and that their signatures thereto

M. R. WATERMEYER,
Employers' Representative Chairman of the Council.

R. F. CROWTHER,
Secretary of the Council.

L. R. FINDLEY,
Employers' Representative.

No. R. 2572 5 December 1986

LABOUR RELATIONS ACT, 1956
BUILDING INDUSTRY, NATAL.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunus Christiaan du Plessis, Minister of Manpower, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 26 April 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 26 April 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE
INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, NATAL.

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Natal Master Builders' and Allied Industries Association (hereinafter referred to as the "employers" or the "employers' organisation"), of the one part and the

Amalgamated Society of Woodworkers
Amalgamated Union of Building Trade Workers of South Africa
White Building Workers' Union
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Building Industry, Natal, published under Government Notice R. 119 of 21 January 1983, as amended and received by Government Notice R. 2394 of 28 October 1983, R. 813 of 27 April 1984, R. 2333 and R. 2334 of 26 October 1984, R. 1038 and R. 1039 of 10 May 1985, R. 2402 of 23 October 1985, R. 610 of 4 April 1986, R. 106 of 30 May 1986, R. 1639 of 1 August 1986 and R. 2211 of 24 October 1986.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Building Industry—
 - (a) by all employers and employees who are members of the employers' organisation or any of the trade unions respectively,
 - (b) in the Magisterial Districts of Durban (excluding that portion which prior to the publication of Government Notice R. 1401 of 10 May 1983, fell within the Magisterial District of Umhlanga, Chatsworth, Phoenix and Umhlanga.
- (2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall—
- (a) apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof,
 - (b) not apply to clerical employees or to employees engaged in administrative duties or to any member of an administrative staff,
 - (c) apply to foremen and general foremen.

2. CLAUSE 29 OF PART I.—ANNUAL LEAVE AND PUBLIC HOLIDAYS

In subclause (1) (a), substitute the following for subparagraph (v):
"(v) on Tuesday 1 April 1986 and between finishing time on Friday 12 December 1986 and starting time on Wednesday 7 January 1987."

3. CLAUSE 79 OF PART II.—ANNUAL LEAVE AND PUBLIC HOLIDAYS

In subclause (1) (a), substitute the following for subparagraph (v):
"(v) on Tuesday 1 April 1986 and between finishing time on Friday 12 December 1986 and starting time on Wednesday 7 January 1987."
Signed at Durban, on behalf of the parties, this 18th day of September 1986.

F. W. HAMILTON,
Acting Chairman
R. D. PICKLES,
Member
K. H. DAVEL,
Secretary.

No. R. 2573 5 December 1986

LABOUR RELATIONS ACT, 1956
BUILDING INDUSTRY, PIETERMARITZBURG AND NORTHERN AREAS.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunus Christiaan du Plessis, Minister of Manpower, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 26 April 1987, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 26 April 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

Amalgamated Society of Woodworkers
Amalgamated Union of Building Trade Workers of South Africa
Blanka Bouwerkersbond
(hereinafter referred to as the "employers' organisation"), of the one part and the

Natal Master Builders' and Allied Industries Association (hereinafter referred to as the "employees" or the "trade unions"), of the other part, being the parties to the Nywerheidsraad vir die Bouwwerkeid, Natal, published under Government Notice R. 119 of 21 January 1983, as amended and received by Government Notice R. 2394 of 28 October 1983, R. 813 of 27 April 1984, R. 2333 and R. 2334 of 26 October 1984, R. 1038 and R. 1039 of 10 May 1985, R. 2402 of 23 October 1985, R. 610 of 4 April 1986, R. 106 of 30 May 1986, R. 1639 of 1 August 1986 and R. 2211 of 24 October 1986.

1. TOEPASSINGSREKTE

- (1) Hierdie Ooreenkoms moet in die Bouwwerkeid raakkom word—
 - (a) deur alle werkgewers en werknemers wat geleë van oorerkeiklik die werkgewers- en werknemers-organisasies van die vakverenigings is,
 - (b) in die landstreek Durban (ingesondend daardie gedeeltes wat voor die 1983 in die landstreek Umhlanga, Chatsworth, Phoenix en Umhlanga.
- (2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms—
- (a) op vakleerlinge en kweeklinge van toepassing slegs vir sover dit met betrekking tot die verskaffing van opleiding betref, en slegs vir sover dit met betrekking tot die verskaffing van opleiding betref, en slegs vir sover dit met betrekking tot die verskaffing van opleiding betref, en slegs vir sover dit met betrekking tot die verskaffing van opleiding betref,
 - (b) nie op klerkale of administratiewe personeel van toepassing nie,
 - (c) op voornamers en algemene voornamers van toepassing.

2. KLOUSULE 79 VAN DEEL I.—JAARLIKSE VERLOF EN OPENBAARE VAKANSIEDAE

In subklousule (1) (a), vervang subparagraaf (v) deur die volgende:
"(v) op Dinsdag 1 April 1986 en tussen uitstertop op Vrydag 12 Desember 1986 en aanvangstyd op Woensdag 7 Januarie 1987."

3. KLOUSULE 79 VAN DEEL II.—JAARLIKSE VERLOF EN OPENBAARE VAKANSIEDAE

In subklousule (1) (a), vervang subparagraaf (v) deur die volgende:
"(v) op Dinsdag 1 April 1986 en tussen uitstertop op Vrydag 12 Desember 1986 en aanvangstyd op Woensdag 7 Januarie 1987."
Namens die partye op hede die 18de dag van September 1986 te Durban onderteken

F. W. HAMILTON,
Waarnemende Voorster
R. D. PICKLES,
Lid
K. H. DAVEL,
Sekreter.

No. R. 2573 5 Desember 1986

WET OP ARBEIDSVERHOUDINGE, 1956
BOUWWERKEID, PIETERMARITZBURG EN NOORDELIKE GEBIEDE.—WYSIGING VAN HOOF-OOREENKOMS

Ek, Pieter Theunus Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opsig van hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd die vervat in klousule 1 (1) (a) met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 26 April 1987 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

Amalgamated Society of Woodworkers
Amalgamated Union of Building Trade Workers of South Africa
Blanka Bouwerkersbond
(hierna die "werkgewers" of die "werkgeversorganisasie"), van die een kant, en die

Natal Master Builders' and Allied Industries Association (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Bouwwerkeid, Natal, gepubliseer by Government Notice R. 119 van 21 Januarie 1983, soos gewysig en hermen by Government Notice R. 2394 van 28 Oktober 1983, R. 813 van 27 April 1984, R. 2333 en R. 2334 van 26 Oktober 1984, R. 1038 en R. 1039 van 10 Mei 1985, R. 2402 van 23 Oktober 1985, R. 610 van 4 April 1986, R. 106 van 30 Mei 1986, R. 1639 van 1 Augustus 1986 en R. 2211 van 24 Oktober 1986 te wysig.

2. CLAUSE 6.—MEDICAL AID ALLOWANCES

In subclause (1), substitute "20c" for "15c".

3. CLAUSE 7.—CONTRIBUTIONS

In subclauses (1), (2) and (3), substitute "R16,000" for "R12,000". Signed at Port Elizabeth, on behalf of the parties, this 13th day of October 1986.

E. A. CILLIERS,
Chairman of the Council.
D. W. MASTERS,
Vice-Chairman of the Council.
V. H. LE ROUX,
General Secretary of the Council.

No. R. 2576 5 December 1986

LABOUR RELATIONS ACT, 1956
AMENDMENT OF THE AGREEMENT FOR THE BOLAAND

I, Pieter Theunus Christiaan du Plessis, Minister of Manpower hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first payweek commencing on or after the second Monday after the date of publication of this notice and for the period ending 31 October 1987, upon the employers' organization and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organization or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the first payweek commencing on or after the second Monday after the date of publication of this notice and for the period ending 31 October 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (WESTERN PROVINCE)

AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

- Bolaand Master Builders' Association
- Amalgamated Society of Woodworkers Building Workers' Union
- South African Operative Masons' Society
- South African Woodworkers' Union
- (hereinafter referred to as the "trade unions"), of the one part, and the "employers" or the "employers' organization", of the one part, and the
- Amalgamated Society of Woodworkers Building Workers' Union
- South African Operative Masons' Society
- South African Woodworkers' Union

1. SCOPE OF APPLICATION

(1) The terms of the Agreement shall be observed in the Building Industry—

- (a) by all employers who are members of the employers' organization and by all employees who are members of the trade unions;
- (b) in the Magisterial Districts of Paarl, Wellington, Stellenbosch, Kuis River (excluding any portions of the last-mentioned two districts which, prior to the publication of Government Notice 283 of 2 March 1966, fell within the Magisterial District of Beaufort West), Somerset West (excluding that portion which, prior to 9 March 1973) Government Notice 173 of 9 February 1973 fell within the Magisterial District of Wyndberg) and Strand.

(2) Notwithstanding the provisions of subclause (1) (a) the terms of this Agreement shall—

- (a) apply only to those classes of employees for whom wages are prescribed in this Agreement and to learners; and
- (b) apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
- (c) apply to trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions fixed thereunder;
- (d) apply to "labour-only" contractors, working partners and working directors;
- (e) not apply to university students and graduates in building science and construction supervision and other such persons doing practical work in the completion of their academic training;
- (f) apply to foremen;
- (g) not apply to employees in the electrical trades and administrative staff.

2. CLAUSE 28.—HOLIDAY FUND, LEAVE PAY AND STABILISATION FUND

(1) Substitute the following for the table in subclause (1) (a).

Table with columns: Class of employee, Allowance per hour. Rows include: (i) clause 16 (1) (a), (ii) clause 16 (1) (b), (iii) clause 16 (1) (c), (iv) clause 16 (1) (d), (v) clause 16 (1) (e), (vi) clause 16 (1) (f), (vii) clause 16 (1) (g), (viii) clause 16 (1) (h), (ix) clause 16 (1) (i), (x) clause 16 (1) (j), (xi) clause 16 (1) (k), (xii) clause 16 (1) (l).

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bouwyerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersvereniging is en deur alle werknemers wat lede van die vakvereniging is;
- (b) in die landdroststreekte Paarl, Wellington, Stellenbosch, Kuisrivier (uitgesluit enige dele van die laastgenoemde twee distrikke wat voor die publikasie van die Magisteriale Distrikke van 23 Februarie 1966, onder die Magisteriale Distrik van Beaufort West, Somerset West (uitgesluit die deel van die Magisteriale Distrik van 9 Februarie 1973) en Strand val).

- (2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms—
- (a) van toepassing op slegs die klasse werknemers vir wie loeie in hierdie Ooreenkoms voorgeskryf word en op leerlinge- en leerlingstrenke;
- (b) van toepassing op vakleerlinge slegs in dié mate waarin dit nie onkonsistent is met die Wet op Manpoweropleiding, 1981, of met 'n kontrak daartrekkende aanvang van voorwaardes daartrekkende voorskryf is;
- (c) van toepassing op werksleerlinge slegs in dié mate waarin dit nie onkonsistent is met die Wet op Manpoweropleiding, 1981, of voorwaardes daartrekkende voorskryf is;
- (d) van toepassing op "arbeid-sonder" kontrakke, werkende vennote en werksleerlinge;
- (e) nie van toepassing nie op universiteitsstudente en geïntegreerde in die bouwetenskap en konstruksie-opleiding en ander persone wat praktiese werk doen ter voltooiing van hul akademiese opleiding;
- (f) van toepassing op voormanne;
- (g) nie van toepassing op werknemers in die elektriese ambagte en op administratiewe personeel nie.

2. KLOUSULE 28.—VAKANSIEFONDS, VERLOFTEALING EN STABILISASIEFONDS

(1) Vervang die tabel in subklousule (1) (a) deur die volgende

Table with columns: Klas werknemer, Toelae Sent per uur. Rows include: (i) Klousule 16 (1) (a), (ii) Klousule 16 (1) (b), (iii) Klousule 16 (1) (c), (iv) Klousule 16 (1) (d), (v) Klousule 16 (1) (e), (vi) Klousule 16 (1) (f), (vii) Klousule 16 (1) (g), (viii) Klousule 16 (1) (h), (ix) Klousule 16 (1) (i), (x) Klousule 16 (1) (j), (xi) Klousule 16 (1) (k), (xii) Klousule 16 (1) (l).

Employees for whom wages are prescribed in—

Table with columns: Class of employee, Allowance per hour. Rows include: (i) clause 16 (1) (a), (ii) clause 16 (1) (b), (iii) clause 16 (1) (c), (iv) clause 16 (1) (d), (v) clause 16 (1) (e), (vi) clause 16 (1) (f), (vii) clause 16 (1) (g), (viii) clause 16 (1) (h), (ix) clause 16 (1) (i), (x) clause 16 (1) (j), (xi) clause 16 (1) (k), (xii) clause 16 (1) (l).

Werknemers vir wie loeie voorgeskryf word in—

Table with columns: Klasse werknemer, Toelae Sent per uur. Rows include: (i) Klousule 16 (1) (a), (ii) Klousule 16 (1) (b), (iii) Klousule 16 (1) (c), (iv) Klousule 16 (1) (d), (v) Klousule 16 (1) (e), (vi) Klousule 16 (1) (f), (vii) Klousule 16 (1) (g), (viii) Klousule 16 (1) (h), (ix) Klousule 16 (1) (i), (x) Klousule 16 (1) (j), (xi) Klousule 16 (1) (k), (xii) Klousule 16 (1) (l).

Class of employee	Contribution Per week
(v) Employees for whom wages are prescribed in clause 16 (1) (a) and (v) and drivers of other vehicles referred to in clause 16 (1) (b)	8.00
(vi) Employees for whom wages are prescribed in clause 16 (1) (b)	8.80
(vii) Drivers of vehicles of over 6 metric tons referred to in clause 16 (1) (c)	9.20
(viii) Drivers of vehicles of 3 to 6 metric tons referred to in clause 16 (1) (d)	10.80
(ix) Employees for whom wages are prescribed in clause 16 (1) (e)	16.80
(x) Employees for whom wages are prescribed in clause 16 (1) (f)	22.40
(xi) Employees for whom wages are prescribed in clause 16 (1) (g) and (h)	25.20
(xii) Employees for whom wages are prescribed in clause 16 (1) (h)	28.00

3. CLAUSE 29 - PENSION FUND

(1) Substitute the following for subclause (1) (a) of this Agreement, an employer shall contribute to the Pension Fund on behalf of each employee of the undermentioned classes in respect of each pay-week in which 19 or more hours have been worked by such employee the amounts specified hereunder:

Class of employee	Contribution Per week
(i) Employees for whom wages are prescribed in clause 16 (1) (a) and (v) and drivers of other vehicles referred to in clause 16 (1) (b)	8.00
(ii) Employees for whom wages are prescribed in clause 16 (1) (b)	8.80
(iii) Drivers of vehicles of over 6 metric tons referred to in clause 16 (1) (c)	9.20
(iv) Drivers of vehicles of 3 to 6 metric tons referred to in clause 16 (1) (d)	10.80
(v) Employees for whom wages are prescribed in clause 16 (1) (e)	16.80
(vi) Employees for whom wages are prescribed in clause 16 (1) (f)	22.40
(vii) Employees for whom wages are prescribed in clause 16 (1) (g) and (h)	25.20
(viii) Employees for whom wages are prescribed in clause 16 (1) (h)	28.00

4. CLAUSE 31 - SICK PAY FUND FOR THE BUILDING INDUSTRY

(1) Substitute the following for subclause (a) (a) and (b):
 "(a) Payments from the Fund - (a) An employee who by reason of sickness or accident, confinement by production of a medical certificate issued by a medical practitioner, is unable to follow his employment and who qualifies for benefits in terms of this subclause, shall be entitled to sick pay equal to the percentage specified hereunder of the minimum basic wage prescribed in clause 16 (1) for every work-day, but excluding public holidays on which the member is absent in a cycle of 365 calendar days:

Work-days absent	Class of employee	Percentage of basic wage
1st to 10th	Employees for whom wages are prescribed in clause 16 (1) (a) to (v)	60
11th to 13th	Clause 16 (1) (a) to (v), (f), (g) and (h)	50
14th to 25th	Clause 16 (1) (f), (g), (h) and (i)	33
26th to 13th	Clause 16 (1) (f), (g), (h) and (i)	33

(b) Notwithstanding the provisions of paragraph (a), employers shall not be entitled to benefit until 26 consecutive work-days have been made to the Fund. Provided that contributions interrupted by a period of unemployment or a change of employer within the industry shall count as consecutive contributions. No benefit shall be payable in respect of absence exceeding 130 work-days in a cycle of 365 calendar days, such cycle to commence on the day the member is first entitled to sick pay at 60 per cent of the basic wage.
 Signed at Cape Town, on behalf of the parties, this 26th day of July 1986.

H. McCARTHY,
 Chairman
 R. G. SIMMONS,
 Vice-Chairman
 J. J. KITSHOFF,
 Secretary.

Class of employee	Contribution Per week
(v) Klousule 16 (1) (e), en drywers van voertuie tussen 3 en 6 metrieke ton in klousule 16 (1) (f) bedek in die derde jaar lewingsloop, drywers van voertuie van meer as 6 metrieke ton in klousule 16 (1) (f) bedek in valdeurige in klousule 16 (1) (f) bedek in die tweede jaar valdeurige	8.00
(vi) Klousule 16 (1) (g) (lewingsloop) en valdeurige in klousule 16 (1) (g) bedek in die derde jaar lewingsloop	10.80
(vii) Klousule 16 (1) (g) bedek in die derde jaar lewingsloop	11.60
(viii) Klousule 16 (1) (g) en (h)	16.00
(ix) Klousule 16 (1) (g) en (i)	17.80
(x) Klousule 16 (1) (g)	19.60

3. KLOUSULE 29 - PENSIOENFONDS

(1) Versag subklausule (1) (a) deur die volgende:
 "(1) (a) Becaans sader beoeliding wat gevolglike hierdie Ooreenkoms betrekbaar is, moet 'n werkgewer ten behoeve van elke werknemer van ondergenoemde klasse en ten opsigte van elke betaalweek waarin so 'n werknemer 19 uur of langer gewerk het die bedrae hieronder gemidd tot die Pensioenfonds bydra:

Klas werknemers	Bydrae Per week
(i) Werknemers vir wie loon in klousule 16 (1) (a) en (f) voorgeskrif word, en drywers van ander voertuie in klousule 16 (1) (b) bedek	8.00
(ii) Werknemers vir wie loon in klousule 16 (1) (b) voorgeskrif word	8.80
(iii) Werknemers vir wie loon in klousule 16 (1) (c) voorgeskrif word, en drywers van voertuie van 3 tot 6 metrieke ton in klousule 16 (1) (d) bedek	9.20
(iv) Drywers van voertuie van meer as 6 metrieke ton in klousule 16 (1) (e) bedek	10.80
(v) Werknemers vir wie loon in klousule 16 (1) (f) voorgeskrif word	16.80
(vi) Werknemers vir wie loon in klousule 16 (1) (g) voorgeskrif word	22.40
(vii) Werknemers vir wie loon in klousule 16 (1) (g) en (h) voorgeskrif word	25.20
(viii) Werknemers vir wie loon in klousule 16 (1) (h) voorgeskrif word	28.00

4. KLOUSULE 31 - SIEKESFONDS VIR DIE BOUWWEERHEID

(1) (a) *Uitbetaling uit die Fonds* - (a) 'n Werknemer wat weens siekte of 'n ongeluk, gesondheid of ander oorsaak, deur 'n mediese praktisyn uitgesluit word, en wat kwalifiseer vir die voordele van hierdie subklausule, sal 'n aanspraak op siekewage maak, wat gelyk is aan die persentasie, soos hieronder aangedui, van die minimum loon soos voorgeskrif in klousule 16 (1) vir elke werkdae, uitge-saander openbare vakansiedae, wat 'n lid in 'n siklus van 365 kalenderdae altesaam is:

Werkdae afwesig	Klas werknemer	Persentasie van basiese loon
1ste tot 10de	Werknemers vir wie loon voorgeskrif word in klousule 16 (1) (a) tot (v)	60
11de tot 13de	Klousule 16 (1) (a) tot (v), (f), (g), (h) en (i)	50
14de tot 25de	Klousule 16 (1) (f), (g), (h) en (i)	33
26de tot 13de	Klousule 16 (1) (f), (g), (h) en (i)	33

(b) Ondanks paragraaf (a) is werknemers nie op bystand geregtig voor- of na die 26 opeenvolgende werke toe die Fonds bygedra het nie. Werknemers wat bysonderlinge omstandighede het, kan 'n aanspraak op siekewage maak, indien hulle 130 werke in 'n siklus van 365 kalenderdae afwesig is. Die aanspraak sal nie betaalbaar wees as die werknemer meer as 130 werke in 'n siklus van 365 kalenderdae afwesig is. Die aanspraak sal nie betaalbaar wees as die werknemer meer as 130 werke in 'n siklus van 365 kalenderdae afwesig is. Die aanspraak sal nie betaalbaar wees as die werknemer meer as 130 werke in 'n siklus van 365 kalenderdae afwesig is. Die aanspraak sal nie betaalbaar wees as die werknemer meer as 130 werke in 'n siklus van 365 kalenderdae afwesig is.
 Namens die partye op beide die 28ste Julie 1986 te Kaapstad onderteken.

H. McCARTHY,
 Voorster
 R. G. SIMMONS,
 Ondervoorsitter
 J. J. KITSHOFF,
 Sekretaris.

No. R. 2577 5 December 1986

LABOUR RELATIONS ACT, 1956 BUILDING INDUSTRY (WESTERN PROVINCE) - AMENDMENT OF THE CAPE PENINSULA AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower hereby -
 (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first payweek commencing on or after the second Monday after the date of publication of this notice and for the period ending 31 March 1989, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
 (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the first payweek commencing on or after the second Monday after the date of publication of this notice and for the period ending 31 March 1989, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
 Minister of Manpower.

SCHEDULE INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (WESTERN PROVINCE) AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the
 Master Builders' and Allied Trades Association (Cape Peninsula) Master Masons' and Quarry Owners' Association (South Africa) representing its members in the Monumental Masonry Industry (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
 Amalgamated Society of Woodworkers of South Africa Amalgamated Union of Building Trade Workers of South Africa South African Operative Masons' Society South African Woodworkers' Union Building Workers' Union (hereinafter referred to as the "employees" or the "trade unions"), of the other part,
 being the parties to the Industrial Council for the Building Industry (Western Province), as amended by Government Notice R. 849 of 19 April 1985, as amended by Government Notice R. 334 of 28 February 1986 and R. 1755 of 22 August 1986

CHAPTER 1 SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Building and Monumental Masonry Industries -
 (a) by all employers who are members of the employer's organisations and by all employees who are members of the trade unions;

No. R. 2577 5 December 1986

WET OP ARBEIDSWERHOUDINGE, 1956 BOUNYWERHEID (WESTELIKE PROVINSIE) - WYSIGING VAN DIE OOREENKOMS VIR DIE KAAPSE SKERRELAND

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby -
 (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidswerhouding, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hieraan verskyn en betrekking het op die Onderneming, Nye werke, Bedryf of Beriep in die opsigte van hierdie kennisgewing vermeld, met ingang van die eerste loonweek wat begin op of na die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1989 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en
 (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd die verval in klousule 1 (1) (a), met ingang van die eerste loonweek wat begin op of na die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1989 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nye werke, Bedryf of Beriep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
 Minister van Mannekrag.

BYLAE NYWERHEIDSRaad VIR DIE BOUNYWERHEID (WESTELIKE PROVINSIE) OOREENKOMS

ooreenkomsing die Wet op Arbeidswerhouding, 1956, gesluit deur en aangegaan tussen die
 Master Builders' and Allied Trades Association (Cape Peninsula) Master Masons' and Quarry Owners' Association (South Africa) wat sy lede in die Monumental Klousulewysigingsooreenkoms verteenwoordig (hierna die "werkgevers" of die "werkgeversorganisasies" genoem), van die een kant, en die
 Amalgamated Society of Woodworkers of South Africa Amalgamated Union of Building Trade Workers of South Africa South African Operative Masons' Society South African Woodworkers' Union Building Workers' Union (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,
 wat die partye is by die Nywerheidsraad vir die Bouwywerheid (Westelike Provinsie), soos aangepas deur die Wysigingsooreenkoms van 19 April 1985, soos aangepas deur die Wysigingsooreenkoms van 28 Februarie 1986 en R. 1755 van 22 Augustus 1986, te wysig.

HOOFSTUK 1 TOEPASSINGSREIKTE

(1) Hierdie Ooreenkoms moet in die Bou- en die Monumental Klousulewysigingsooreenkoms -
 (a) deur alle werkgewers wat lede van die vakverenigings is, en deur alle werknemers wat lede van die vakverenigings is,

Farm workers 'earned R32 a week last year'

33

Last year farmworkers in the Western Cape earned an average of R32 a week.

This was revealed at a gathering of welfare, community and trade union organisations earlier this year, Natal University's *Indicator SA* says in its latest edition.

Grievances aired at the meeting include:

- Wages of between R15 and R50 a week.

"In 1985 farm workers in the Western Cape earned R32 a week on average. Sometimes wine is regarded as part of the wage, although payment in the form of alcohol is illegal. There is no law against freely dispensing liquor to workers."

- Housing is tied to employment and "is used to control workers".

"The farmer pays lower wages on the

Specifically excluded from most labour legislation, living on the breadline and almost totally dependent on their employers, black workers on South Africa's white farms have come under the spotlight in the University of Natal's *Indicator SA* publication. CLAIRE ROBERTSON reports.

grounds that he provides housing. Yet members of workers' families living on the farm but working elsewhere usually have to pay rent. At harvest time they are usually expected to help on the farm, and sometimes lose their town jobs in the process."

- Worker organisation is hampered by the farmer.

"The farmer's readiness to invoke trespass laws makes it difficult for unionists to get on to farms to recruit members. Workers may face dismissal or victimisation for attending meet-

ings off the farm or for seeking legal advice."

- No provision is available for the care of children.

"Yet employers expect young women to work on the farm if needed.

The male head of the family contracts verbally with the farmer for the entire family. Females are on 12-hour standby at harvest time."

- Working conditions are not controlled by law.

"Farm workers are specifically excluded from most labour legislations which means there is no legislated minimum wage, paid leave provision, hours of work, sick leave, unemployment insurance fund, etc."

- Education is below standard.

SCHOOLS FEW

"Schools are few and children walk long distances to get to them. Teachers are often not properly qualified. Children are frequently expected to work on the farm instead of going to school."

- A vicious circle of debts controls worker.

"Workers often have no option but to buy at farm shops where goods are more expensive. They run up substantial debts and are unable to leave the farm, or must have their debts transferred to the new farmer employer.

"Focusing on the specific problems of farm labour, the grievances aired at the meeting have an authenticity born from the experience of working closely with these people over a long period," the *Indicator SA* report says.



Black farm workers... almost totally dependent on white

Villages 'will give farm workers independence'

A researcher at the University of Natal's Development Studies Unit has proposed farm villages as a solution to the almost total dependency of farmworkers on their employers.

"The repeal of the Group Areas legislation and the creation of farm villages throughout the countryside could have the effect of enabling farm workers to join the mainstream of the nation's life," writes research fellow Ms Libby Ardington in the Spring edition of Natal University's *Indicator SA* publication.

CINDERELLAS

She says farm workers are excluded from labour legislation in South Africa and without worker rights their almost total reliance on the goodwill of the farmer often leaves them in poor housing, far from medical services and trapped in poorly paid jobs.

"Black children on commercial farms are 'educational Cinderellas'," Ms Ardington says.

There is no system for educating African youth on farms, she points out, there is merely a method for the Government to subsidise education if the farmer provides facilities.

This education is usually restricted to primary education and until recently it was impossible to get permission for a farm school to go beyond Standard 5.

High schools are often impossibly far from the farms, and travelling and boarding costs prove prohibitive.

"The creation of farm villages would encourage and enable the State to provide schools, medical and recreational facilities on the same basis it does for other citizens," Ms Ardington suggests.

"At present a catch-22 situation exists in that there is little hope for these children to be absorbed into their farm's workforce — there is widespread concern about employment prospects for the 50 percent of the farm population who are under the age of 18" — yet their residence on the farms often denies them the education that would enable them to get employment elsewhere.

Farm villages might increase opportunities for generating income, "particularly from sources which are independent" of the farmer.

"Existing farm housing is undoubtedly inadequate and unsatisfactory," Ms Ardington points out. On some farms no housing at all is provided and workers are expected to erect their own shelters.

The repeal of the Group Areas Act would open up to black people land previously restricted to white ownership. For the majority who are without the means to operate landholdings of more than 50 hectares, perhaps suitable tracts of land could be obtained, subdivided and then made available, she argues.

REDISTRIBUTION

"If such land were to be allocated in areas adjacent to farm villages, these new settlements could house and serve farm workers from large commercial farms in the area."

"The costs of redistribution would be significantly reduced if housing, water, electricity and basic amenities were provided from one place rather than distributed one by one to each plot of agricultural land."

'Dopped-up' workers still drink their perks

Indications are that more than 70 percent of workers on wine farms are compulsive or heavy drinkers — and this cannot be separated from the use of alcoholism as a means of workforce control, says a Western Cape Black Sash field worker.

Mr Philip van Ryneveld, writing in a Natal University publication, says paying workers with alcohol, though banned in 1962, still exists in effect as a fringe benefit.

He writes: "Euphemistically named the 'tot' system or *dopstelsel*, it involves distribution of reject wine (*mos*) to workers on a systematic basis — sometimes as much as two litres a day.

"In some instances, workers are given wine at the end of the day only, perhaps one bottle. But *dop* is sometimes given more frequently — *invalidop*, *brekfstidop*, *teedop*, *lunchdop* and *tshaila dop*. Farm labourers in the region consume about 3 percent of the wine crop in *dop*, though quantities are reducing under pressure from the Agricultural Union."

EFFECTIVE FORM OF DISCIPLINE

Mr van Ryneveld says farmers are "reluctant to abandon the system, as withholding *dop* is an effective form of discipline, while giving extra *dop* is a cheap means of reward".

"The strongest weapon the farmer wields is arguably not termination of employment but the order to vacate the house," Mr van Ryneveld says.

"On dismissal or retirement, the worker and family may find themselves not only without a livelihood but without accommodation, the community of fellow workers and access to education for the children."

Whopping bonuses for builders

11/12/86 N/19
33

Labour Reporter

MORE than 16 000 Natal builders will share a whopping R11,36 million in holiday pay and bonuses when they officially down tools for their annual holidays tomorrow.

Mr Ken Daval, secretary of the Industrial Council for the Building Industry in Natal, told the Mercury yesterday that this figure was lower than the pay-out last year.

'Last year we processed 33 419 cheques to the value of R15,93 million,' he said, adding that this year they had written 23 219 cheques.

He said the cheques included the normal pay in addition to a holiday allowance. Only employees falling under the Industrial Council for the Building Industry in the magisterial districts of Durban, Pietermaritzburg, Inanda and Chats-

worth would qualify.

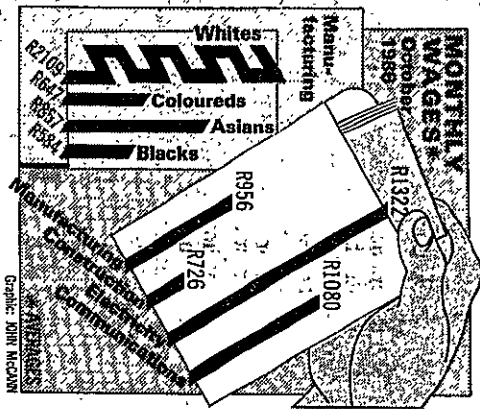
Depending on their length of service, a general worker who worked a full year will take home R508,50, while an artisan on a full year's service will take home R1 485.

Mr Daval said the drop in the pay-out this year was due mainly to the decline in activity in the building industry because of the economic climate.

'In October this year we had 16 362 people in the industry employed by 1 406 employers. For the same period last year there were 21 009 people employed by 1 535 employers.'

'This year there have been many retrenchments in the industry, and at this stage there is still no sign of employment bottoming out,' he added.

Builders will return to work on January 7 next year.



Construction ranks thinned

33
 29/12/84
 GUDDAF

CONSTRUCTION industry employment fell 25.5% between October 1985 and October this year, according to latest government figures.

They show 297 100 people were employed in the industry two months ago, compared to 398 800 a year before.

Manufacturing employment fell during the same period, but by only 1.7% to 1.32-million. Jobs in electricity generation fell 6% to 62 700, but employment in communications increased by 3.6% to 97 797.

In mining and quarrying, figures

DAVID FURLONGER

are available only up to September, when employment was up 4.3%, at 764 562, on September 1985. Transport jobs fell 6.3% in the same period to 214 609.

Wages and salaries, meanwhile, continue to be hard hit by inflation. The average monthly manufacturing wage in October was R956. In real terms, based on constant 1980 prices, this works out to only R402.

Even that figure would be welcome to most employees in the manufac-

turing sector. At current prices, the average white wage is R2 109, for Asians R857, for coloureds R647, and for blacks R584. In real terms, these translate to R881, R354, R267 and R250.

The average construction wage in October was R726, or R306 in real terms, in electricity R1 322 (R556) and in communications R1 080 (R453).

Average transport wages in September, the last month for which figures are available, were R1 051 (R446), while mining wages in August averaged R661 (R279).

CONSTRUCTION — LABOUR — 1987

JANUARY — AUGUST — A DEC.

Union building PIM

A new trade union, the Construction and Allied Workers' Union (Cawu), will hold its founding congress in Soweto this weekend. It will be affiliated to the Congress of SA Trade Unions (Cosatu), and will operate in the construction sector.

The formation of Cawu, whose members will be drawn from a number of Cosatu unions, is a direct consequence of the labour federation's aim to establish one union to cover each industrial sector. An enabling resolution was adopted at Cosatu's inaugural congress in late 1985.

Cusa competition

Cawu will compete with the largest emerging union in the industry — the 45 000-strong Building, Construction and Allied Workers' Union, which is affiliated to the rival Council of Unions of SA-Azania Confederation of Trade Unions.

Cawu's initial 30 000 members, according to Cosatu, will come from: the SA Allied Workers' Union; Transport and General Workers' Union; Metal and Allied Workers' Union; Brick and Allied Workers' Union (formerly part of the National Federation of

FINANCIAL MAIL JANUARY 30 1987

Workers); General Workers' Union of SA; and the Port Elizabeth-based National General Workers' Union.

The congress, to be attended by delegates from all Cosatu regions with a maximum of two delegates from each affiliated union, will be something of a half-way stage in the establishment of Cawu. Delegates will elect interim office bearers and debate the new union's proposed constitution. Part of that debate will concern the number of delegates each region will be entitled to send to a "constitutional" congress to be held later in the year when full-time officials will be appointed. ■

□ See *Business*

Tough talk at union launch

By MONO BADELA

THE Congress of SA Trade Unions has taken the third step in its campaign for "one industry, one union".

The occasion was the launch of the Construction and Allied Workers' Union (Cawu) in Soweto last weekend, which drew together workers from seven different unions.

"Born out of exploitation" was how newly-elected interim president David Ngcobo described the new union.

"Our existence heralds a new era in the campaign for decent wages and better working conditions — a campaign which could easily involve more than 50 000 workers in the construction and building industry.

Treasurer Billy Sebola said: "We

face the most oppressive and inhuman treatment. W/Mail 6-12/287

"We are sworn at. We have to push our bodies to the limit. We have to work in the worst conditions.

"On top of all that, we are badly paid — the minimum wage is about R1,70 an hour."

The union declared its desire to work with other progressive political organisations. Only two people were given observer status at the inaugural conference — United Democratic Front acting publicity secretary Murphy Morobe and Transvaal UDF vice chairman Samson Ndou. — TOPS

Building union formed



3/2/83
JOHANNESBURG — A new union in the building industry, the Construction and Allied Workers' Union (Cawu), was launched in Soweto at the weekend.

Cawu will be affiliated to the Congress of South African Trade Unions (Cosatu).

It was set up in terms of Cosatu policy to form broadly-based industrial unions. Cawu members were previously members of seven other Cosatu affiliates.

Cawu's interim president is David Ngcobo, a shopsteward at Grinaker Construction and formerly a member of the national executive of the Metal and Allied Workers' Union. — DDC

only from Sept

New union will fight builders 'racism'

Own Correspondent

JOHANNESBURG. —

The fight against re-trenchments, low wages and the "racist behaviour" of white builders are the priorities of the recently-formed Construction and Allied Workers' Union, says its general secretary, Mr Desmond Mahasha.

The union, launched in Soweto at the weekend, draws its members from seven affiliates of the Congress of South African Trade Unions (Cosatu).

Mr Mahasha says Cawu has recognition agreements with 12 firms.

He describes wages in the industry as pathetically low. The minimum hourly wage ranges from R1,60 in the metropolitan areas to R1,04 in the rural districts.

Mr Mahasha anticipates that it will be a "mammoth task" to bring change to wage structures.

Cawu has decided to register in terms of the Labour Relations Act to facilitate direct negotiations with employers.

Mr Mahasha says the union will work hard to counter abusive, racist attitudes which he says are prevalent among white building workers.

By DAVID NIDDRIE

THE Congress of SA Trade Unions' aim of "one union, one industry" takes a step forward this weekend with the launch of the Construction and Allied Workers' Union in Soweto.

Just over 30 000 strong, the union brings together workers from seven Cosatu unions in seven of its nine South African regions.

Cawu is the third union — after the Food and Allied Workers' Union and Transport and General Workers' Union — to have merged into a single industrial union since Cosatu overwhelmingly set a six-month deadline for the creation of 12 "superunions" from its 30-odd affiliates at its launch in December, 1985. Only one merger, that of Fawu, met the deadline. Cosatu has since established an inter-union merger committee and is hoping to have achieved one union in each industry by the end of the year.

Regional and local merger negotiations have been underway among Cosatu-linked construction workers since June last year, and delegates to the weekend founding congress, at the Diocesan Centre, Soweto, will represent Cawu branches, rather than the original seven unions: General and Allied Workers' Union (Gawu), Metal and Allied Workers' Union (Mawu), General Workers' Union (Mawu), General Workers' Union of SA

Seven become one as 30 000 join forces

(Gwusa), Brick and Allied Workers' Union (Brickawu), SA Allied Workers' Union (Saawu), Transport and General Workers' Union (TGWU) and National General Workers' Union (NGWU).

While the largest number of workers comes from the UDF-affiliated Gawu (8 000), the new union also has roots in the old Federation of South African Trade Unions, which dissolved when Cosatu was formed. Mawu had been organising in the construction industry for some time before the formation of Cosatu and continued to assist in the establishment of Cawu.

The launch of the new union represents something of an achievement for Cosatu — it includes members of Saawu, the first time that union has actually agreed to give up members for a merger.

Although Cawu will be formally launched and affiliated to Cosatu at this weekend's gathering, office-

Cosatu's drive to amalgamate unions in related industries takes a step forward with the launch of a 30 000-strong construction industry union tomorrow

bearers elected now will hold their positions only until a second "constitutional congress" in about three months' time, when full-time office-bearers are elected.

Two men tipped for the position of Cawu general secretary are Mawu's Northern Natal branch secretary Willie Mchunu and Gawu national coordinator Desmond Mahasha.

The Cawu formation comes three weeks after the launch of an initiative to form a union for unemployed workers under Cosatu's umbrella.

The initiative comes from worker advice office-linked unemployed worker groups in Johannesburg, Cape

Town, East London and Port Elizabeth. Delegates from the groups met in Johannesburg three weeks ago to plan for a national meeting of the organised unemployed and, tentatively, the launch of an unemployed workers' union, probably in the next 12 months.

The issue of a union for the unemployed has been vigorously debated since Cosatu's founding congress voted in favour of the idea. Among the motivations was that organised unemployed would be less open to the temptation of taking the jobs of striking workers. The idea is also in keeping with Cosatu's perspective of the need to organise workers as a class, rather than to restrict activity to the shop floor.

But while organisation of unemployed workers — most of them retrenched or sacked former union members — has been taking place since 1985, a number of practical concerns have surfaced in the past 12

months:

● The difficulty of monitoring a membership far broader and less clearly defined than that of a conventional union — with a potential strength in the millions;

● The problem of developing, among this amorphous group, democratic and accountable structures of control;

● The potential of unemployed workers, once organised and affiliated to Cosatu, to influence policy in what remains, essentially, an organisation representing employed workers.

But while even the most enthusiastic supporters in Cosatu of a union for the unemployed recognise these problems, they feel there is no alternative. "The problems are real," says a Cosatu official, "but if we don't start organising the unemployed, we leave them vulnerable to the enemy, which is already organising the unemployed in some areas into vigilante groups, which become weapons against the working class."

Within the groupings represented at the Johannesburg meeting, the first tentative answers to these questions are being outlined. They are also facing an even more pressing problem: what can a union for the unemployed offer its members?

Part of the answer is to be found in campaigns already underway within Cosatu's affiliates: an enforced 40-hour week and overtime bans opens the way for additional shifts, and thus more jobs.

One solution to the problems of how to monitor membership and what to offer members, says a union official, will be to limit membership to unemployed workers actively involved in union activities, co-ops and education projects being among the major activities. — Agenda Press Services

Workers killed as trench collapses

Mercury Reporter

TWO workers were killed yesterday afternoon when they were buried under tons of earth after a bank collapsed at Yellowwood Park Shopping Centre.

Three others were rescued and revived before being taken to hospital.

The workmen were digging a drainage trench on a construction site next to the shopping centre when the bank collapsed leaving them buried under metres of soil.

Dr John Keenan, head of Ambulance and Emergency Medical Services, said it took 45 minutes to get the three survivors out.

They were rushed to King Edward VIII Hospital.

'The other two were totally buried and not accessible,' he said.

'The main problem was the more we dug the more the wall collapsed so we had to support it.

'It took a while to get the two bodies out.'

Police have not released the names of the dead.

A spokesman for King Edward VIII Hospital said last night that only one of the three survivors was in a serious condition.

He is Mr Herbert Mhlongo. The other two were identified as Mr Bongose Shibe and Mr Daylam Zulu.

...die on Air Force Day

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33 SPTC
4/6/87

Civil engineers hoping for slice of Barend's R47-bn cake — and contracts boost goes on

By Frank Jeans

With 70 percent of the civil engineering industry's work coming from the public sector, "civils" leaders should be well pleased about post-Budget prospects of still more State funds going into capital projects.

The civil engineering industry — already on the recovery road after a long bout of recession — is now looking for a further pep-up in the form of a slice of Finance Minister Barend du Plessis's R47 billion spending spree.

Certainly, they must be breathing sighs of relief now that there has been no Budget drawback in the form of cuts, which could have affected the industry's recovery.

While there is little doubt that improved conditions have settled in, there remains a thin margin of comfort until work volumes again reach pre-slump levels.

Before the Budget speech, the industry's leaders were well aware that even the squeezing of another 10 percent capital injection for infrastructure had to be set against a current infla-

tion rate in the industry of about 10 to 15 percent, leaving little room for complacency.

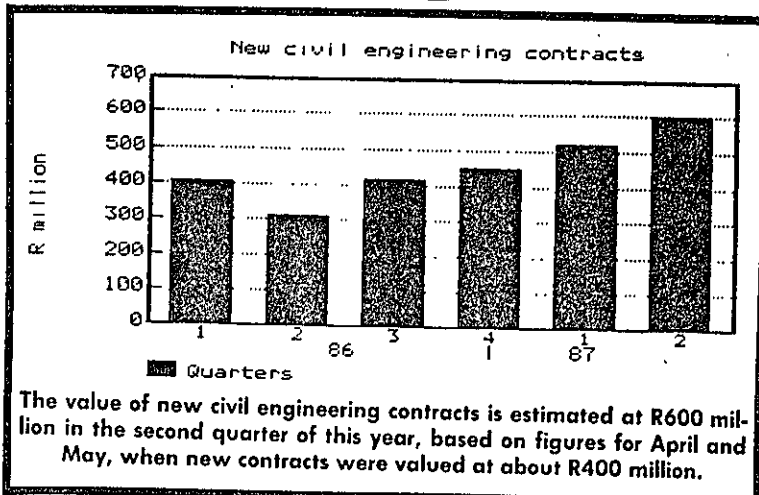
Clear indications of a renewed stability in civil engineering are seen again in the latest value of contracts.

Indeed, if present levels are maintained, the figure for the second quarter could hit the R600 million mark — almost double that of the critically low R315 million for the same time last year.

In the first quarter of this year, work values reached R525 million as against the R400 million for the corresponding time in 1986, and while there is still a month to go to the second quarter tally, the outlook is bright, with R400 million in contracts being achieved for April and May.

The Government's roadworks programme has been the booster for the industry in the past as it struggled in the face of plunging orders and again, the roads sector was the star performer in hoisting the April-May figure by R100 million.

Major construction groups Murray & Roberts, D & H and



The value of new civil engineering contracts is estimated at R600 million in the second quarter of this year, based on figures for April and May, when new contracts were valued at about R400 million.

Grinaker share this big contract for toll roads between Koppies and Kroonstad.

Apart from any forthcoming millions, the "civils" men are already well placed to secure a healthy spread of work from the Mossel Bay offshore oil project and the Lesotho Highlands water scheme as well as Escom's commitment to power station build-up.

● The LTA group has been

among the millions in road construction recently, and one of the major contracts was the widening of 15 km of the Garden Route between George and Kleinkrans.

This R35 million contract has been handed over to the National Transport Commission, and now LTA Construction teams are focusing on another NTC job — the R26 million upgrading of 33 km of the N2 from Kleinkrans to Knysna.

'Secondary industry must be developed'

SPTC
4/6/87

Wage dispute over pay for electricians

By DICK USHER
Labour Reporter

INDUSTRIAL action in the electrical contracting industry threatens over a wage dispute between workers and employers.

Any action could also affect the building industry.

Employers and the Electrical and Allied Workers Trade Union (EAWTU) held urgent informal talks on Thursday night to try to resolve the situation, which has been brewing since the union refused to sign the proposed industrial council agreement for the Western Cape.

The Electrical Contractors Association (ECA) has accused the union of acting irresponsibly while the union has threatened industrial action to back its demands.

"We will drop the dispute if employers give us firm commitments to improve labourers' wages," said Mr Brian Williams, the EAWTU's assistant general secretary.

"These workers have no pension, no industrial council sick pay, no dental or optical benefits, no industrial council death benefits, no medical aid and no maternity benefits for their wives."

The union is demanding an increase for labourers, grade II workers, to R2,86 an hour.

Mr James Baker, executive director of ECA, said: "The union is robbing its members of the benefits of a generous wage offer made by the industry at a time when the whole construction industry is reeling under financial cut-backs."

Employers have offered a 44c increase on the minimum of R2,42 an hour for grade I employees, bringing them to a R2,86 minimum, and a 33c increase to grade II workers, bringing their minimum to R2,56 an hour.

Workers earning more than the minimum would get across-the-board increases of 30c for grade I and 25c for grade II.

800 on strike at Kliprivier

4/8/87 Smejan
ABOUT 800 workers at Everite's Kliprivier plant near Meyerton are out on strike demanding the dismissal of a supervisor who allegedly assaulted their colleague.

The workers, members of the Construction and Allied Workers' Union (Gawu), downed tools on Friday and insisted that the black supervisor be fired.

Everite's personnel director, Mr E Claasen, said a disciplinary hearing held recently cautioned the supervisor because of the minor nature of the incident.

He said he believed the hearing and finding were fair.

• The South African Scooter, Transport and Allied Workers' Union (Sastau) scored a victory last week when Stuttafords Van Lines agreed to give its members a 30 percent wage increase.

The union's general secretary, Mr Kenny Sibiyi, said members with more than 24 months service would receive the 30 percent and those with less service will receive a 15 percent rise.

The increase will be backdated to July 1.

• The Black Electrical and Electronics Workers' Union (Beewu), has signed a recognition agreement with L Centre Corporation, an electrical accessories distributing company in Doornfontein,

Johannesburg.

The agreement includes recognition of Beewu's shop stewards, grievance and disciplinary procedures, retrenchment negotiations and stop-order subscription deduction facilities.

Beewu is an affiliate of the National Council of Trade Unions.

• Four hundred members of the Black Allied Mining and Construction Workers' Union (Bamcwu), are out on strike in demand of their employer, Con Roux in Dunswart recognise their union.

The union's national mining coordinator, Mr Mbulelo Rakoena, said the recognition dispute with the company dates back several months.

He said the workers went out on strike after management's latest refusal to talk to Bamcwu.

• About 70 members of the Commercial Catering and Allied Workers' Union (Ccawusa) at seven branches of Triangle Furnishers, are out on strike following management's "reluctance" to negotiate wage increases.

The union's Johannesburg branch secretary, Mr Kaiser Thibedi, said the workers took the action at noon yesterday and are trying to induce management to discuss wage increases which it is reluctant to negotiate.

33

AK665 14/8/87

1973 182 33

Cape electrical workers to hold strike ballot

By DICK USHER, Labour Reporter

A MAJOR strike in the greater Cape Town electrical contracting industry hangs on the outcome of a strike ballot as talks aimed at settling a dispute about labourers' wages ended in failure.

A spokesman for the Electrical and Allied Workers' Union (Eawtu), an affiliate of the National Council of Trade Unions, said a strike ballot would be held of members in the area covered by the industrial council agreement, greater Cape Town and the Peninsula.

Eawtu members include all grades of workers in the industry. Under the industrial council agreement three conciliation meetings must be held after a dispute is declared. After that the union may hold a strike ballot. The spokesman said the third meeting was held yesterday.

"Bosses came to the meeting bankrupt. They had no new proposals and refused point-blank to change their position," he said.

EMPLOYER'S OFFER.

The sticking point is the employers' offer for Grade 2 labourers of R2,56 an hour. The union is demanding R2,86 an hour.

"These workers have no pension, no industrial council sick pay, no dental or optical benefits, no industrial council death benefits, no medical aid and no maternity benefits."

Another point of friction is an employers' scheme to create a new category of workers who would do an artisan's work without the necessary qualifications at 60 percent of an artisan's pay.

A strike would also affect the building industry because electrical work has to be completed before building can continue.

Spokesmen for the Electrical Contractors' Association of the Western Cape were not immediately available for comment.

BY SY MAKARINGE

SOWETAN, Tuesday, August 18, 1987

Page 5

HEALTH HAZARD

Squalor at Pimville building camp

SCORES of black construction workers employed by Bester Homes are living in appalling and squalid conditions in a small shanty town set up by the company near a building site in Pimville, Soweto.

Residents living in nearby houses this week expressed fear that an epidemic could break out in the area as there was lack of proper sanitation in the camp. Workers living in the camp also told the *Sowetan* that

they relieved themselves in the veld as their toilets were blocked.

They said the squatter camp could result in a health hazard if nothing was done to improve conditions in the area. Bester Homes will be working in the area for another year.

An investigation by the *Sowetan* found that two toilets which served

about 70 people were blocked. Rivulets of polluted water snaked through the yards of nearby houses. Residents are also plagued by a nauseating smell that came from the blocked toilets.

Miss Estelle Bester, the Soweto City Council's Director of Housing, said she was not aware that Bester Homes had

established a squatter camp in Pimville.

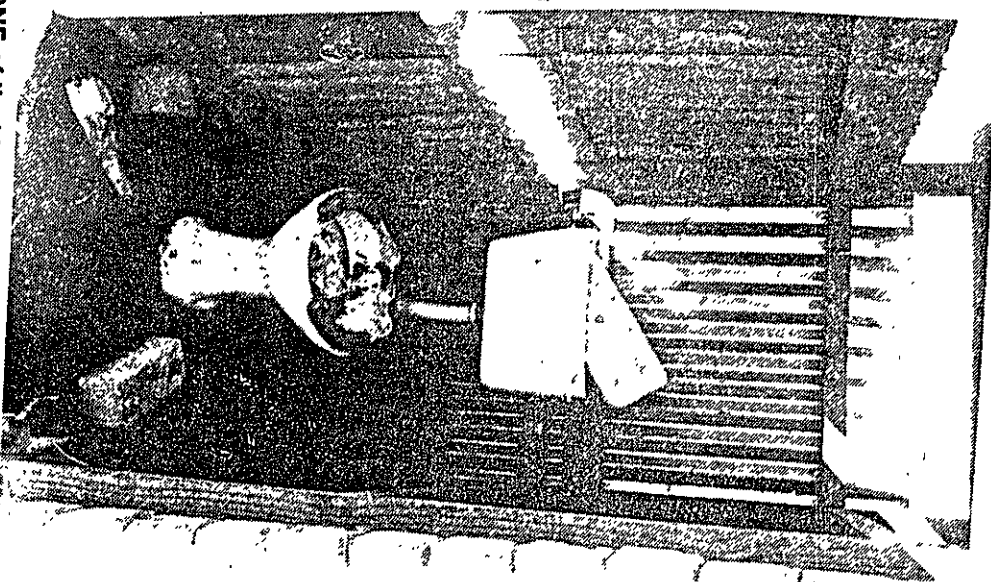
She said the council could get tough with the construction company if the camp did not meet health requirements.

Mr Johan Horn, Bester Homes' site manager, said it was normal practice to establish a squatter camp in the vicinity of a

building site.

"I know that the camp does not look too good. But already our sewerage has been connected to the main sewer line," Mr Horn said.

He said the Pimville project would be completed within the next twelve months. Mr Horn added that he would do his best to improve the situation.



ONE of the blocked toilets at the Bester Homes' squatter camp.

33

Tough new terms

33

CP Correspondent

FOUR hundred workers – members of the Municipality Workers' Union of South Africa – who have been on strike for over three weeks at the Kwa-Dabeka Construction site and subsequently sacked by the Natal Provincial Administration, were re-employed this week.

They were re-employed under the following conditions:

- That trade unions would not be recognised.
- Strikes would be illegal and all persons participating would be liable for dismissal.
- Workers should voice their grievances through management formulated workers' councils.
- Salaries would be lower in most cases, because workers had to be re-employed.

Mwusa officials were not available for comment at the time of going to Press.

[Handwritten signature] 23/8/87

in terror from the vigilantes who allegedly assaulted them.

A union statement said: "Despite the fact that

management is aware of the identity of these people (the alleged vigilantes), it appears that no action has been taken against them.

A family member indicates the sit

Police without NUM secre-

osa.

1965 10/12/87

Pay rises for Western Cape building workers

Labour Reporter 33

NEW pay scales for the Western Cape's 30 000 building industry workers came into effect this week.

Boland workers will get an 11,9 percent increase and Peninsula workers 4,5 percent.

A spokesman for the South African Woodworkers' Union (Sawu) said Boland wage negotiations started with all unions on the Industrial Council asking for a 50 percent wage increase. Employers started with a five percent offer.

"When the employers offered 11,9 percent the council accepted, with Sawu voting against."

Workers down tools over holiday bonus

33
S. M. M.

ABOUT 800 workers at a Sandton construction company yesterday downed tools and gathered at the Johannesburg offices of the Industrial Council in protest against the council's decision to reduce the workers' holiday bonus contributions.

By THEMBA
MOLEFE

A spokesman for the South African Allied Workers Union — which represents the workers — said members demanded that the Industrial Council in the building sector refrain from reducing their paid public holiday, holiday bonus (leave pay) and holiday stamp fund contributions.

Meeting

He said the workers gathered at the council's Johannesburg offices where a meeting between the union and employer representatives was held.

The director of the concerned company,

Tiber Bonvec, Mr Francesco Rivera, said the stoppage did not concern employers because the decision was taken by the Industrial Council and was binding for all in the building sector.

Mr Rivera said his company held a dim view of the workers' action and was concerned about the strike of tools.

He said the Industrial Council was concerned with the high unemployment rate in the industry hence its decision to reduce holiday bonus contributions and increase workers' unemployment insurance fund contributions.

THE geographic focus of world economic activity has shifted centre over the ages.

In the 12th through to the 14th century, the pulse of world trade was concentrated in the Mediterranean Sea area. By the turn of the 20th century, the focus shifted on the New World of America, and

Economic focus shifts

By AN ECONOMIST

world trade began to concentrate in the Atlantic Ocean region, which bordered what was to become the world's richest nation. Over the past few

decades, the buzz of economic life and activity shifted once again. This time eastwards towards the Pacific Basin. The Pacific Basin hosts a large number of countries, many of which the Westerner would

hardly concern himself with. There are, however, various countries which have, often against tremendous odds, shown such remarkable growth that it would be of great concern to anyone interested in developing a nation's potential to its utmost, to take cognisance of these forces that have shaped the countries. There is no question that Japan alone has by far been the most notable performer since World War 2. Why Japan succeeded where others have failed is due to its eclectic choice of Western ideas, and their incorporation and adaption to suit its environment rather than the imposition of a system irrelevant to its needs.

Thus a suitable blending of East and West ensued. World War 2 had another important result. It provided the Pacific region with the access of free trade into the rich American market. This relationship was

mutually beneficial until recent domestic economic problems in the United States gave birth to the cry for protectionism, which has grown considerably louder as the years have gone by.

The overwhelming success of Japan has tended, at least until recently, to overshadow the performance of four other countries, which have often been nicknamed the "Four Tigers". These countries are Hong Kong, Singapore, Taiwan and South Korea. They have in past years achieved double digit annual growth rates at a time when most Western economies have been struggling to maintain an annual GDP of around 5 percent.

Whereas homogeneity has always been at the core of Japan's success, diversity, creativity, agility and aggressive determination have been the main factors which have encouraged the phenomenal growth in the Four Tigers or Newly Industrialised Countries (NICs).

The Japanese nation has a great and ancient cultural heritage which incorporates a strong and definitive code of ethics and conduct which permeate every facet of Japanese existence. The binding of the Japanese nation was further entrenched by a strong nationalistic element which embodied the desire to get Japan to regain its proud stature after being defeated in World War 2.

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Chang 3

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FINANCIAL and contractual disputes have prompted specialist contractors and sub-contractors in the construction industry to discuss the formation of a national representative body.

Contractors to form new body

(33) Blday 29/12/84

MICK COLLINS

The aim of the proposed body will be to negotiate better working and contractual conditions and to create an awareness within government and major employer organisations of the problems facing contractors.

Twelve registered employer associations and several independent sub-contractors, representing a major part of the sub-contracting sector, attended a meeting earlier this month.

A spokesman for the group said the initial response from the industry had been positive and further discussions would take place in the new year.

He said that while sub-contractors represented between 60% and 70% of the activity on a conventional building site, they had traditionally been placed in a subservient position to the builder — contractually and financially.

"This situation has led to numerous disputes and general dissatisfaction

among sub-contractors. Typical of the problems facing sub-contractors is a situation where the main contractor fails to pay the sub-contractor on time because he is using the money to finance his own activities as a form of interest-free bank overdraft.

"The sub-contractor has no recourse to the owner of the property because of the way contracts are presently structured and either has to wait for his money or turn to costly litigation."

He said sub-contractors were traditionally poorly organised and unable to present real opposition to builders and organisations which had been responsible for the structuring of contracts.

"That is why we have met to put together a federation that will give us a greater say in the workplace and in the formulation of equitable payment and contractual conditions."

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CAPE TIMES 16/1/88

47 labourers fired by Crossroads committee

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Staff Reporter

At least 47 casual labourers employed in upgrading Old Crossroads have been fired by the township's committee because they are not committee "subjects" or members of the conservative faction.

One squatter camp leader put the sacking figure at "several hundred", but Mr "Toppie" du Toit, managing director of Topcor, the construction company involved, said only 47 workers were fired by the committee on Monday.

He said his company had agreed at the beginning of the R3,2 million contract that the Old Crossroads committee could choose casual labour.

"We're quite like it because we don't want any bad feelings there. We're a handful of whites among thousands of blacks," Mr Du Toit said.

He confirmed that his work force were summoned to the Old Crossroads committee headquarters last Friday where they were quizzed about their home addresses, but denied the committee had acted arbitrarily. "We've got an agreement with the committee that only people of Old Crossroads can come and work there," he said.

Portland Cement squatter leader Mr Christopher Toise handed the Cape Times a list of 61 people allegedly fired and said there were "hundreds more".

Building industry improves training methods

Star
2/21
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The building industry has given training a boost with the establishment of the Building Industries Training Board aimed at streamlining the country's teaching spectrum.

Mr Lou Davis, executive director of the Building Industries Federation (Bifsa), says: "The industry will now have a far better structured training method.

"The most important facet is that trainees must acquire the right skills through accredited training organisations, whether they are technical high schools, technical colleges or private training centres."

Pointing out the effect the recession has had on the industry, Mr Davis said the alarming shortage of skilled manpower meant that a considerable training burden would fall on all contractors and sub-contractors if they hoped to meet the future needs of South Africa.

And by co-ordinating the training efforts through the BITB, there would bound to be a drop in the amount of wasted manpower. The time taken to train an individual will also be more strictly monitored and controlled.

"Because of the slump," says Mr Davis, "much training time has been lost and it is vital that the industry turns its attention to the problem of getting sufficiently skilled and competent people back on to the building sites around the country.

"When one looks at the demand for buildings, houses and office complexes in the years ahead, it is patently clear that the industry as a whole has very little hope of completing all the work with skilled manpower resources currently available."

Cawu dispute

A GROUP of construction workers is still at loggerheads with their employers despite an agreement to reinstate 98 union members who were dismissed in December 1987.

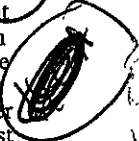
They were fired after downing tools in November last year in support of two colleagues who had lost their jobs for alleged insubordination. They are all members of the Construction Workers Union (CAWU), an affiliate of the South African Allied Workers Union (SAAWU).

Last week, CAWU reached an agreement with Grinaker construction that the dismissed workers would be reinstated. However, the firm is insisting that the workers should have their skills retested, as if they were new employees.

CAWU is recognised by Grinaker in other parts of the country, but not in East London.

The negotiators are also dealing with a separate incident at another construction site in East London, where 17 CAWU members were retrenched in November last year. Management could not be reached for comment.

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Construction industry short of skilled staff

COMPANIES

THE modest recovery expected in the construction industry, after three years in the doldrums, will highlight the shortage of experienced staff.

SA Federation of Civil Engineering Contractors (Safcec) president Brian Hackney says the cyclical nature of the industry leads to a feast or famine situation.

He says the shortage of general consulting engineers and contractors is already being felt, partly because of the brain drain and the significant decrease in engineering graduates.

From a peak enrolment of 700 in 1972, the number of new civil engineering students has dropped to less than 300 this year. Safcec figures show the number of civil engineers has plunged from 125 000 in 1982 to 82 000 last year.

KAY TURVEY

Oveon executive director Jan Karninski says the increased amount of work available to contractors in 1988 can create problems, because of the shortage of middle and lower management in the industry.

Salaries paid to South Africans in these categories compare very unfavourably with those paid in Britain, where 20% of SA's construction management has been recruited over the past 15 years.

Karninski says this has led to a steady exodus of middle management, resulting in greater pressure on those who

stay behind.

In many cases, blacks, coloureds and Indians are moving into foremen positions but there are not sufficient people coming up fast enough to meet the needs of the industry.

Concor construction division MD Alex Boeger agrees the shortage of middle managers is due to the industry's inability to attract new graduates.

Group Five CE Peter Clogg says that with a good order book for 1988, his company will have to be careful not to over-extend itself.

Murray & Roberts MD David Brink does not share the view that the industry is undermanned, as it is still heavily over-traded. However, he says there are gaps in the industry, particularly in middle management.

Pay rise comes with firings

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CP Correspondent

ABOUT 60 employees of Conrite Walls in New Germany near Pinetown downed tools this week in protest against an announcement informing them that a R10 wage increase they had been promised, would only come into effect after their dismissal.

The workers, all members of the Construction and Allied Workers Union, were handed a letter informing them about their dismissal.

A Cawu spokesman said the manager, D Spiers, promised that the increment would come into effect in two weeks time, which coincided with the date of their dismissal.

In a letter handed to the workers, management said it was because the company was to be reorganised and the buildings sub-let to sub-contractors.

The Cawu spokesman said: "This is a ploy by management to weaken and divide the workers, most of who belong to Cawu."

When asked for comment, the management of the company referred the reporter to his lawyer, who could not be contacted.

Concord News.

15/2/88 33 355

Minimum wages: Contractor fined

Court Reporter

A PAINTING contractor has been fined in Cape Town Magistrate's Court for employing unskilled labourers to do skilled jobs and not paying them the prescribed minimum wage.

David Matthews, director of Guild Painters and Decorators, and his foreman, Mogamat Reyners, were each fined R300 (or three months) and ordered to pay the Industrial Council R35,60 for distribution to Mr G Bezuidenhout and Mr R Conradie by March.

The sum covers the shortfall in wages paid by Matthews to the two men in one day.

Matthews and Reyners were convicted of contravening the Industrial Council agreement for the building industry by allowing two unqualified workmen to perform skilled work and failing to pay the minimum rate.

AR 645 17/2/88

Builders wary of wages freeze

Business Editor

THE No 1 issue for the construction industry in President PW Botha's new economic reform proposals was the privatisation of certain Government and quasi-Government operations which promised considerable benefits, says Mr Neil Fraser, president of the Building Industries Federation.

Commenting on aspects of the proposals, Mr Fraser, divisional director in Murray & Roberts Construction, said: "I am hopeful that other Government-controlled industries will be privatised because such moves would result in a further outflow of benefits to the industry.

"Probably the most important factor within the privatisation decision is that monies raised through it will be ploughed back to relieve South Africa's debt and go into infrastructural development on a broad basis, making more money available to benefit the construction industry generally."

Mr Fraser said of the suggested pegging of wages in the private sector: "While we are sympathetic to the principle of the State President calling on the private sector, in practice this issue is going to be far more difficult.

"The construction industry, because of its state over a number of years, has lost a great percentage of its professional and semi-professional staff who can only be enticed back at vastly increased salaries.

"Then, with the rate of inflation over the past 12 months, we have been and will continue to be under considerable union pressure on wages, and I cannot see the unions being too tolerant or sympathetic to the State President's call."

SMC 29/2/88 33

Sasol denies builder's claim of racism

A team of 36 black bricklayers and labourers were told to stop work on a Sasol housing project in Secunda because they had "no white supervision", claims a building sub-contractor.

This has been strongly denied by Sasol.

Sundra builder Mr Koos Botha said he and his team began work as sub-contractors to Schachat Construction on a new Sasol luxury housing project last Tuesday.

However, he says, 20 minutes after he left the site a Sasol site "clerk of

works" told his men to stop work because there was no white supervisor.

Mr Botha said this was "blatant racial discrimination" and that he had withdrawn his team.

Yesterday, a Sasol spokesman said: "Building operations on this

particular site were stopped by Schachat Construction and Sasol during a normal site inspection because of sub-standard work in the absence of any supervision.

"No reference was made to the lack of white supervision at any time."

F.M 18/3/88

BUILDING TRAINING

Filling two needs ³³

Many good ideas are so obvious that one wonders why they weren't thought of before. Such is a scheme recently introduced by Murray & Roberts (M&R) Construction in Natal.

Tackling the acute shortage of skills in the building industry, M&R has been running building training programmes with the support of the Department of Manpower. Part of the course involved students constructing "practice" houses at the training site — then demolishing them.

Now, says MD Andrew Stewart, it has been decided to build such houses in surrounding areas — and leave them standing for occupation by members of the local community.

In this way not only are students acquiring vital skills, but also helping to address — if only in a small way — the housing shortage. As the necessity for training programmes of this nature becomes recognised, homeland

governments are giving preferential treatment to companies which tender for housing developments if they are using and training local labour.

For example, in the documents which developers are now required to submit to the KwaZulu government, in order to be approved as township developers and to obtain land allocations, they are now required to state what use will be made of local labour and how many local people will be trained.

What's more, it could pay developers handsomely to comply with these conditions as business in the homelands is increasingly lucrative. The main barrier to development now is the allocation of land and Stewart has already appealed to black community leaders in Natal and KwaZulu to help make this available.

Demand sets building costs soaring

16/17/88

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JOHANNESBURG — The unleashing of black demand for housing has seen the building industry hit by soaring costs, compounded by severe shortages of labour and materials. The driving force behind the boom has been the 1986 amendments to the Black Community Development Act, which allowed blacks freehold rights in white urban areas, and let the private sector buy land in townships for development.

A Bureau for Economic Research (BER) survey, conducted in conjunction with an independent market research company, Real Estate Surveys (RES), found that only 43 per cent of building plans passed in 1987, were for whites, compared with 67 per cent in 1985 and 87 per cent in 1983.

One of the results of the BER's study shows that a net 70 per cent of residential contractors reported a higher volume of work than a year ago.

An RES director, Mr. Erwin Rode, said: "Coloured and Asian housing has doubled between 1984 and 1987, while plans passed for black housing during the same period increased by a factor of 32. Over the same period white housing plans decreased by 11 per cent."

According to statistics released by the Building Industries Federation of South Africa (Bifsa), the cost of building has risen by between 21 and 25 per cent over the past year, mainly as a result of ma-

terial price increases.

But Bifsa's executive director, Mr. Lou Davis, said that building costs will climb further this year as a result of higher interest payments, higher prices for materials and pressure from employees for higher wages.

Bifsa's statistics show that the cost of building an average home, excluding the price of the stand, was R566 per m² last year.

This has now risen to R685 (per m²) and this, combined with higher bond rates, means that many families will not be able to afford to build," Mr Davis said.

"The industry is facing pressure from employees to raise wages. Although the government has appealed for restraint, it is certain that increases will have to be paid.

"As a labour-intensive industry we are dependent on the skills of the workmen on site and it is unfortunate that with each slump we lose thousands of skilled workers who are reluctant to re-turn later.

"The only effective method of stabilising the building industry is for institutional investors and developers to keep investing in this sector and for building material suppliers to contain costs," Mr Davis added. — DDC

280 (16) B/day 26/5/88

WHEN IN February the emergency regulations were used to restrict the activities of Cosatu and 17 other organisations, Margaret Thatcher, we were told here privately, was "hopping mad". Once again Pretoria had frustrated her attempts to persuade the world that, with proper encouragement, President Botha's government could be steered towards an apartheid-free society.

If Thatcher was mad, her Foreign Secretary Sir Geoffrey Howe must have been even madder, because he is the politician at the rock face of relations between Britain and SA (remember the humiliation he suffered on his last visit to Pretoria?).

Yet, ever calm and reasonable, Sir Geoffrey stood up before a London audience last week and gave credit where credit was due. Yes, all British governments had abhorred apartheid — which was neither Western, nor civilised, nor Christian — and yes the adoption of apartheid had been "a terrible and tragic mistake".

But President Botha had taken some "brave initiatives," and his speech on April 21 particularly had been "a courageous turning away from appeasement of the far right".



□ HOWE ... "patience to be stretched"

UK holds fragile anchor against sanctions

STANLEY UYS in London

Sir Geoffrey even went so far as to say that change in SA would not be rapid. Short time-scales and artificial deadlines only raised and then dashed false hopes. It was necessary to take the long view. It was Sir Geoffrey's most important policy speech on SA in three years.

It was at this point, perhaps, that Sir Geoffrey's voice took on a harder edge. We do not know how long the long view will be, he said, and "not knowing, we must expect our patience to be stretched almost to breaking point".

This question of the pace of reform in SA was the subject of an article in South Africa International recently by Minister of Information Dr Stoffel van der Merwe. "Just give us a chance," was the Minister's cry from the heart.

Van der Merwe went on to say: "People have a limited capacity to digest change within a given period of time. Too much change all at once drives people into confusion and causes polarisation.

"The 'haves' tend to go into blind, conservatism and reactionary extremes. The 'have nots' tend to gravitate towards fatalistic destruction in anomic or revolutionary violence."

Intelligently and literately expressed. It makes a welcome change from the rubbish I had to listen to from some of the talkhairs in the

Cabinet when I reported Parliament.

Van der Merwe explained the obstacle course that confronts every reform measure. First, the decision-makers have to accept the need for reform. Then their power base has to be persuaded — thousands of people have to be talked around in time-consuming face-to-face meetings.

Once reform is generally accepted, the idea has to be converted into legislation, which usually requires extensive research, because the issues are normally quite complex, and several laws, ordinances, by-laws and regulations may need amendment. Sometimes a commission of inquiry has to be appointed.

Then the proposed legislation has to be passed by Parliament, and with three chambers of Parliament this is no longer as easy as it used to be. Finally, the legislation has to be implemented by officials "who do not necessarily understand or approve of the new approach".

Perfectly true. Van der Merwe is not exaggerating the problem. But neither is Sir Geoffrey when he said the dynamics of change in the white community are out of phase with the dynamics of change in the black community.

So how will the deadlock be resolved? Is this why security measures have been invoked so ferociously — to ensure that the blacks remain patient while the osmosis of

reform works its way slowly through the white community?

The whole concept of the South African government battering down the hatches while it proceeds at its own controlled and deliberate pace of reform is flawed, though.

It gives Pretoria the worst of both worlds: conservative whites feel threatened by reform, while radical blacks dismiss it as meaningless. It is a strategy that devalues the whole currency of reform.

But assuming even that the black political struggle in SA can be controlled through oppressive measures for the immediate future, what about the international situation? What about sanctions?

The international situation is very volatile. The US has become a wild card in the pack. The exodus of American companies under disinvestment pressure has had a deep psychological influence on US attitudes: disinvestment has created the feeling that SA is expendable and the sanctions campaigners have moved into this vacuum.

Britain presently is the anchor against sanctions: it has £2 760m in fixed investment in SA, trade in excess of £1bn a year and there are more than one-million South Africans who still retain the right of

abode in Britain. These are not inconsiderable considerations.

But for how long can Britain maintain its present measured pace of relations with SA? It says it does not believe in punitive sanctions against SA, but already it is applying no fewer than 15 "restrictive measures". Perhaps there is a difference in principle at the moment between sanctions and "restrictive measures," but it could easily become a difference merely of degree.

The most significant change that has come over the business community here in Britain towards SA recently is not an increase in hostility, or a loss of patience, but simply a decline in interest. Slowly, SA is being written out of books and out of the minds of British businessmen.

When I approach them and raise the subject of SA, they shift uneasily and stare over my shoulder. They actually no longer care.

What's happening to more and more British businessmen when the subject of SA is raised is that their eyes glaze over. It is in sorrow rather than in anger that they are writing us off. It's just that they can't see any light at the end of Stoffel van der Merwe's long, long tunnel.

More than 20% of the British companies operating in SA in 1986 have since withdrawn, leaving 234 UK parent companies with subsidiaries in SA as at the end of March this

year. Where will the withdrawals end?

And where will the withdrawals leave the British government? In suspension, I suggest, if the base of actual business involvement is shrinking. For how long can Sir Geoffrey's political strategy be sustained if psychologically defeat is being acknowledged by businessmen actually on the ground?

SA's major trading partners are not a unity. The US is split between the White House and Congress — and if Congress, or a new president, takes up the sanctions cause, the rest of the trading group will not be able wholly to escape being sucked into the slipstream.

Japan, under US pressure, is being forced to harden its attitude towards SA, the West German coalition government is in disagreement over sanctions and increasingly the European Economic Community (EEC) is moving towards replacing the present bilateral relationships between its 12 members and SA with a tougher, collective, EEC relationship.

Pretoria should take note of the dilemma of its trading partners. Sir Geoffrey and others are not wholly masters of their own fate on the sanctions issue: there are other, powerful pressures bearing down on them.

Sanctions have little to do with rational argument. The test of sanctions is not whether they will work or not, but the function they perform in linking the international community together in a moral crusade against apartheid.

Sanctions are the cement that binds countries together in international solidarity against apartheid. They are the linch-pin. Pull out this linch-pin and the pressures on Pretoria will fall into confusion and disarray. For this reason alone, sanctions will never be abandoned — they have their own organic life, function and momentum.

As the co-chairmen of the Commonwealth Eminent Persons Group wrote: "If we knew that sanctions would not work (and nobody can make that assumption with any validity) we would still be in favour of the West applying sanctions. The West would then be on the right, the just, side of history."

It will be interesting to hear from Stoffel van der Merwe how the dilemma of the conflicting time-scales can be resolved. Accepting, for the sake of argument, that his own case is valid within the framework of white politics, how does he answer Sir Geoffrey's point that this time-scale of reform is out of phase with the time-scale of reform in the black and international community?

This is the core of SA's problem.

INDUSTRY

Skilled artisan crunch hits builders

11/16
12/18/88
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By MAGGIE ROWLEY
Business Staff

A SERIOUS shortage of skilled artisans and building materials is hampering contractors in the fierce competition to meet the booming demand for housing.

A joint survey by the Bureau of Economic Research and Real Estate Surveys indicates that more than 43 percent of building subcontractors have reported a serious shortage of artisans while contractors themselves are experiencing difficulties with the availability of materials.

BER director Dr Ockie Stuart said 62 percent of residential contractors had reported an unsatisfactory supply of stock or common bricks, while a high 75 percent regard the supply of face bricks as unsatisfactory.

HIGHER VOLUME

"A net 70 percent of residential contractors had reported a higher volume of work than a year ago, compared with a net 61 percent among non-residential builders," he said.

Research director of Real Estate Surveys, Mr. Erwin Rode, said the huge increases in tender prices were no doubt a result of non-residential contractors having reduced their production capacity markedly during the recession and having diversified into housing.

NOT AS HUNGRY

"Now that there is a slight upswing in demand for non-residential building, tender prices are not as keen as before. Contractors are not as hungry for work," he said.

The BER's latest study of the building and contracting market found that while architectural firms were showing a net growth in number of employees, quantity surveying firms had reported a decline in employee numbers.

"This could be attributable to the gradual introduction of computerised contract administration," Dr Stuart said.

Minister says engineering needs rationalisation

By Claire Robertson, Pretoria Bureau

South Africa faced a serious shortage of trained civil engineers, the Minister of Economic Affairs and Technology, Mr Danie Steyn, told the eighth five-yearly convention of the SA Institute of Civil Engineers in Pretoria yesterday.

Pointing out that the University of Stellenbosch had only 17 first-year students in the engineering faculty, he proposed a rationalisation of engineering faculties at universities to offset State subsidy costs and promote the more efficient use of manpower.

Since 1981 there had been a decline in the number of civil engineers in the country — from 5 824 economically active civil engineers in that year to a meagre 4 950 in 1987", he said.

"What is even more interesting is that there were only 40 registered professional female civil engineers in 1987, 27 coloured males, 23 Asian males and 14 black males.

"The answer perhaps lies in recruiting more students from other racial groups," he said.

Mr Steyn said the field of civil engineering technicians was also "totally understocked". This field of work could provide numerous jobs and fulfil the need for skilled labour, he said.

"We must thoroughly examine the rationalisation of our country's engineering faculties.

"The running cost of an engineering faculty is about R5,76 million a year, of which the State subsidises about R4,03 million. Add to this the R15 million of laboratory equipment, which has to be replaced every five to six years, and you will see that engineering is one of the most expensive courses of study."

He said the seven engineering faculties and the two semi-engineering faculties in the country cost the State about R36 million a year.

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Concern over infrastructure

920r 5/17/88 (33)

The provision of infrastructure remained "a high priority" for the Government, but there were many parts of the country where road and electrical networks, water provision and other facilities still left much room for improvement, the Minister of Economic Affairs and Technology, Mr Danie Steyn, said yesterday.

"It is important that these deficiencies in the infrastructure be addressed," he said.

"But given the limited availability of funds, skilled manpower and other resources, it may not be possible in the short to medium term to upgrade the infrastructure in all regions," Mr Steyn said.

He was delivering the opening address at the Eighth Quinquennial Convention of the South African Institution of Civil Engineers (SAICE) in conjunction with the 1988 annual Transportation Convention at the University of Pretoria.

The convention is scheduled to last until Friday and will address a wide spectrum of the challenges facing the South African civil engineering and transport.

Mr Steyn said the introduction of realistic economic tariffs could make "a considerable contribution" towards more realistic demands for infrastructural facilities.

It was a matter of concern, he said, that the number of civil engineers in South Africa had decreased from 5 824 in 1981 to 4 950 in 1987.

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Bifsa chief slams inefficient builders

From CLAIRES GEBHARDT JOHANNESBURG. — The formal building industry has developed into a fragmented, inefficient and expensive industry with the lowest productivity of any in the South African economy.

The president of the Building Industries Federation of South Africa, Mr Neil Fraser, in a hard-hitting address to the South African Institute of Building (SAIB), slated members for poor quality of work and poor service which compounded the costs of building and reduced the profits of all concerned.

The brain-drain, too, had left far too few experienced managers at all levels and had made heavy inroads among the ranks of professionals, he said.

"We have become an industry of rework and rectification."

Change of attitude

This was partly due to the industry's own mismanagement and partly due to the actions of others, said Mr Fraser.

Inefficiency and high costs were the result of changes to laid-down design, incorrectly constructed work, poor quality, late contracts, mediation, arbitration, litigation, polarisation and ultimately cost escalation.

He called for a change of attitude and an increased awareness of the building industry's requirements and duties.

In areas where the industry had control and influence, members should become agents for change from within rather than wait for change to be foisted upon them, said Mr Fraser.

He identified education as a

prime agent of change because of its impact on efficiency and cost through management development.

The shortage crisis in skilled manpower and its equally critical bed-fellow, the surplus of semi-skilled and unskilled workers, were apparent in figures from the Institute for Futures Research, said Mr Fraser.

These put the estimated shortage of skilled white workers at 200 000 by the year 2000, while an increase in the labour pool would put the surplus of unemployed at 9 000 000.

He urged the institute to make a greater effort to attract blacks into the building industry.

"It is essential, too, that we overcome the current dichotomy of black resistance to management training as well as industry's resistance to black managers."

Increased demand

Turning to the increased demand for skilled manpower in the construction industry, forecast to rise by five percent every year, Mr Fraser said the present base from which this had to be met had a number of constraints.

Chief of these was that only 5,3 percent of all graduates were in the fields of construction, engineering and engineering technology.

To this had to be added the lowest intake in decades of students in these disciplines, plus the fact that only 2,5 percent of graduates over the past 20 years had been blacks.

Survey on indicators

Business Staff

THE lack of quick reaction indicators on the business climate is to be redressed by a national and regional survey organised by chambers of industry.

Regional chambers will conduct surveys with the Federated Chamber of Industries coordinating a national picture.

A spokesman for the Cape Chamber of Industries (CCI) said the survey would be conducted monthly with members being asked to respond by fax in the first week of each month

to make sure the survey was completed as quickly as possible.

He said the project was planned to start next month and members would be kept informed through the CCI's Weekly Bulletin.

Company heads would be asked to give their perceptual reaction to three indicators — sales, production and stock — by indicating if they were up, down or the same.

The results would be available to members by fax and through the bulletin, he said.

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Grinaker assures unions on Bill

By Adele Baleta

Grinaker Construction Limited (GCL) says it has reassured unions that existing agreements will be honoured irrespective of what appears in the eventually amended Labour Relations Act.

The company has 12 000 employees.

Group manpower consultant, Mr S van Wyk, said GCL companies had been consulting elected shop stewards on the draft Bill.

The group had reaffirmed its commitment to the process of collective bargaining.

Congress of South African Trade Unions publicity secretary, Mr Frank Meintjies, said businesses should speak out against the Bill and apply pressure for its withdrawal.

Several companies had already condemned the proposed legislation.

Former Premier Group chairman, Mr Tony Bloom, said in his company's 1988 report that proposed amendments should be resisted by employers and employee alike.

"The message must be conveyed to the Government that the potential for reasonable industrial peace is being severely jeopardised by legislative activities and security police involvement in industrial relations."

Shell executive chairman, Mr J R Wilson, said in his company's 1987 report that the Bill was aimed at undermining the strength of the union movement.

It was up to companies to make known their criticism and grave disquiet.

Star 14/7/88

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'Dispute over salaries'

SCW 24.00 1977/53
ABOUT 60 constructions workers at a site in Hospitalview, in Tembisa, downed tools last Monday, alleging that they had not received their salaries from their employers, Bilhard Construction.

A spokesman for the workers said that each time they went to the bank where their salaries were being deposited by the employers,

they drew a blank as no money was deposited in their accounts.

Mrs Bridget Harding, a director of the company said that the workers downed tools because they wanted to be paid for June 16 and for the three days of protest action.

"We only pay people for the number of days they have worked," she said. The workers

interviewed said it had nothing to do with the stayaway days, but that they had not received their wages for the past three weeks and more.

Mrs Harding, however, admitted there was a dispute and that they were hoping to resolve it by today.

By yesterday the workers had not gone back to work.

Legal unit to handle pay row

THE wage row between an East Rand construction company and its more than 60 employees continued yesterday.

The row has led to a work stoppage by these employees who allege that the company, Billhard Construction, owes them four weeks' wages.

A spokesman for the Building Construction and Allied Workers Union (BCAWU), which represents the disgruntled workforce, said yesterday that they had referred the matter to the union's legal unit.

The union spokesman said the company had dismissed one worker for allegedly instigating the stoppage this week.

Billhard director, Mrs Bridget Harding, said she was not aware that an employee had been dismissed.

Spokesman 20/7/68

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PRACTICE

CAPL 71415 27/7/00 (33)

Shop ceiling falls on workers — three killed

JOHANNESBURG — Three workmen were killed and eight hurt when the ceiling of an extension to a chain store in Randburg's Cresta Centre collapsed yesterday.

The three men were working on a lower level of the construction when scaffolding and concrete reinforcing on the ground floor collapsed.

Members of Randburg's emergency services battled for almost two hours to remove the bodies from the rubble and see if anyone else was trapped under it.

Eight people were treated for minor injuries.

The names of the dead workers have not yet been released. The injured were also employees of the construction company, Wilson Bailey Homes.

The incident occurred just before 11.30am when the centre was full of shoppers and schoolchildren.

It is believed the collapse was caused when concrete was being poured on to the upper section of the additions to the centre's branch of the OK Bazaars. — Sapa

'Everything came down on top of us'

By Sue Olszweg
A foreman working on the construction site at Randburg's Cresta Centre felt "something" hit him seconds before his fellow workers were buried in a pile of concrete and scaffolding yesterday.



Mr Francisco Esteso Encinquerio.

An engineer and I were standing and talking when I felt something knock me on the side of my back. I think it was either a lump of concrete or a piece of reinforcing," said Mr Francisco Esteso Encinquerio (54) of Stanton Street, Turfloop.

Corporal accused of killing warthogs

WHITE RIVER - A national serviceman, Corporal Dudley Ferreck, appeared briefly in the White River Magistrate's Court this week in connection with the killing of three warthog in the Kruger National Park. Corporal Ferreck (19) of Swartberg Avenue, Kimberley, who was not asked to plead, is alleged to have injured warthog with dog biscuits and then killed them on August 22 last year. The hearing was postponed to August 10.

Three killed by falling concrete and scaffolding

Three workers were killed and eight injured yesterday when tons of wet concrete and scaffolding collapsed onto them at a construction site at the Cresta centre in Randburg.

The eight injured men, none of whom was seriously injured, were taken to Midpark Hospital for treatment. The name of only one man injured, Mr P Estamento of Turfloop, who suffered an injured ankle, was released.

All were construction workers working on extending the OK Bazaars premises in the centre, according to Randburg fire chief Mr Nick van Dyk.

The names of the dead had not been released by the time of going to press as their next of kin had not yet been identified.

Too weak

It is not yet known what caused the accident, said insurance claims officer Mr Derrick Davy on behalf of builders Wilson Bayly Holmes, but one official source, who did not want to be named, said either the scaffolding was too weak or too much concrete was poured.

"We won't know anything until the experts have had a chance to look at the site," said Mr Davy, who told the media at the accident scene that he would issue a statement today.

Dozens of firemen and construction workers strung ladders for more than two hours to dig the injured and the dead from a mass of wet concrete and crumpled scaffolding. At least one man was buried up to his neck in the slimy, quick-setting concrete. Witnesses said scaffolding collapsed while workers

were pouring concrete into reinforcements in the ceiling on the lower ground floor of the complex.

One of the construction workers present, Mr Elwis Lothogela, said he had seen his colleagues buried alive.

"I forgot my own safety for a few seconds as I saw my colleagues being buried alive. The next thing I knew I was also falling and landed on top of one of my colleagues," he said. Although covered in concrete, Mr Lothogela was only slightly injured.

Construction worker Mr Abraham Molele (62) was on top of the scaffolding when it fell.

"I just closed my eyes and said my prayers as I flew to the ground," he said. His knee was slightly injured.

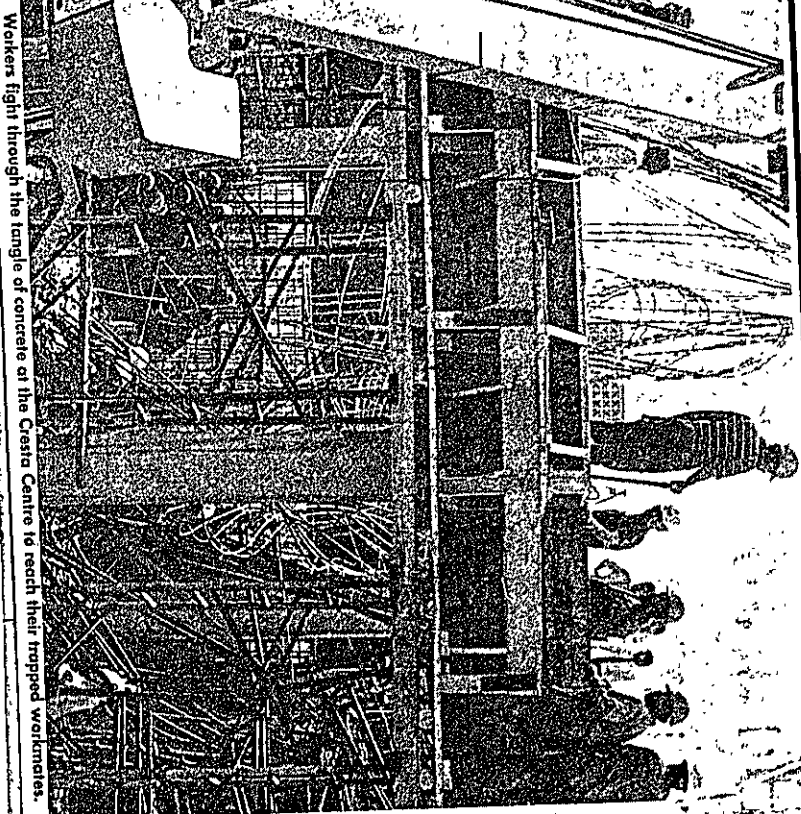
Like an earthquake

Police immediately threw a cordon around the accident site while frantic parents and other people arrived to look for their children or relatives.

Mr Otto Wieseenthaler, owner of the centre's Wimpy restaurant, said he heard a noise that sounded like an earthquake and ran outside.

"I saw a man who looked as though his head was sticking out of a concrete slab. I ran back into my office and called the fire brigade," he said.

Another witness, Mr Pannuel Libago, said he heard a massive bang, which he thought was a bomb. "Then I saw a massive concrete slab falling."



Workers fight through the tangle of concrete at the Cresta Centre to reach their trapped workmates.

Names of Cresta centre dead released

33

SW 277 18

The names of the construction workers killed and injured in yesterday's Cresta Shopping Centre tragedy, in Randburg have been released.

The dead are Mr Richard Ndlovu, Mr John Moraba and Mr David Thomelang.

Mr John Bushiyelo and Mr Johnson Mathumba are still in hospital.

The other injured are Mr Sizwe Keyi, Mr Francesco Estanqueiro, Mr John Nkgasi, Mr William Mongoane, Mr John Bushiyelo and Mr Johnson Mathumba.

Three construction workers were killed and eight hurt when scaffolding at the centre collapsed while workmen were pouring concrete into ceiling reinforcements on the lower ground floor of the complex.

One of the injured has a suspected spine fracture.

Emergency and construction workers battled for more than two hours to free the dead and injured from a morass of wet cement and scaffolding which collapsed at about 11.20 am.

● See Page 9.

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Small
**Dismissed
Workers
Gather
Strike**

MORE than 60 workers involved in a pay dispute with an East Rand construction company have been dismissed, a spokesman for the Building Construction and Allied Workers' Union said yesterday.

BCAWU official, Mr Andrew Morifi, said the workers were sacked last week after they refused to resume duty at Billhard Construction's site in Tembisa in protest against non-payment of four weeks' wages to them.

The BCAWU members employed by the company downed tools early last month, complaining that they had not received their wages since June 6. They said the company had failed to deposit their wages in their building society accounts during that period.

Billhard director, Mrs Bridget Harding, yesterday declined to comment on the matter.

Billhard management earlier claimed that the workforce wanted to be paid for June 16 and for the three-day protest action which was marked by work stayaways countrywide.

The union members have disputed this claim, saying the stayaways had nothing to do with the pay row.

BCAWU members go on strike (33)

DOZENS of construction workers have downed tools at Caetano and Le Roux building contractors in the Western Transvaal, complaining about management's alleged failure to attend to their grievances.

An official of the Building, Construction and Allied Workers Union, which represents the strikers, said talks between management and union officials broke down on Tuesday after "the union objected to the presence of police during negotiations."

BCAWU general secretary Mr Vusi Thusi said the talks were convened by the building sector's industrial council.

Sawetan

- He said workers' grievances included:
- Retrenchment of their 12 colleagues without consultation between management and the union.
 - No provision of protective clothing.
 - No job description within the company, especially for black workers.
 - The company's failure to enter into a recognition agreement with the union.

Mr Thusi said: "Our members were insulted by certain company representatives during negotiations on Tuesday. This happened in the presence of the industrial council officials, who did not question this untoward behaviour."

A director of the company Mr C J Le Roux declined to comment on the matter.

8/8/88

33

B/Pay

Call to involve Taba in training

THEO RAWANA

WHITE programmes designed to uplift blacks have always failed because whites do not have their finger on the pulse of black people, says Transvaal African Builders' Association (Taba) president Joas Mogale.

He was commenting on a report on a R17m building training programme undertaken by the Building Industries Federation of SA (Bifsa).

"What these well-meaning institutions need to do is to work hand-in-hand with organisations that are practically involved with the people and channel all

their programmes — educational, financial and otherwise — through them," says Mogale.

If the programmes were conducted in conjunction with Taba, the building industry could only gain "because we have a better understanding of the black builder. Private sector aid needs to be channelled to black builders through us", Mpgale says.

Bifsa spokesmen could not be contacted for comment yesterday.

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PROPERTY

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B/D

MASSIVE SKILLS SHORTAGE PREDICTED

A MASSIVE skills shortage faces the SA construction industry in the year 2000, believes Building Industries Federation (Bifsa) president Neil Fraser. By then there would be a shortage of approximately 200 000 skilled white workers, said Fraser, addressing the SA Institute of Building. This shortage could only be made up extending the management resource base, he said, in par-

ticular by developing black manpower. However, it was essential that the current dichotomy of black resistance to management training and the industry's resistance to black managers was overcome.

In the construction industry, the anticipated 5% annual increase in demand for skilled manpower was hamstrung by the facts that:

Only 5,3% of all graduates are in

the fields of construction, engineering and engineering technology;

In the last 20 years, only 2,49% of all graduates in the construction-related disciplines were black; and

Within these disciplines, universities are experiencing their lowest intakes for decades.

And in the semi-skilled and unskilled arena, Fraser said, an equally critical situation loomed.

Open-air protest: 4 journalists in court

Cape Times 6/10/88
Staff Reporter

FOUR journalists yesterday told the Cape Town Magistrate's Court they protested outside Newspaper House against press curbs as an "official function" of their journalists' union.

The four are Cape Times reporters Ms Chris Steyn, 28, of Vredehoek, and Mr Peter Dennehy, 30, of Crawford, Cape Times graphic artist Ms Tina Coombes, 27, of Constantia, and Argus reporter Mr Robert Houwing, 24, of Claremont.

They pleaded not guilty to contravening the Gatherings and Demonstrations Act by participating in an open-air demonstration within a defined area of the city centre. The act exempts demonstrations which are "official functions".

All four admitted taking part in a placard demonstration on June 21 and said they were members of the SA Society of Journalists.

They said the objectives of the SASJ included dealing with questions "affecting the maintenance of journalistic standards and the protection of press freedom".

On June 10 new media regulations were proclaimed which curtailed the freedom of the press.

At an SASJ meeting it was decided to hold a placard demonstration.

The hearing was adjourned to October 11.

BUSINESS

33

10/10/88

Aid scheme for black builders

LACK of capital prevents black builders from competing with large corporations in meeting the demand for houses in black communities, says J Mogale, president of the 3 000-member Transvaal African Builders' Association (Taba).

Black builders are trying within their means to provide houses, says Mogale, but the average black builder is unable to "compete successfully against the capital, skills and know-how of highly organised big companies".

Taba is involved in training programmes for its members, as well as negotiating on their behalf with financial institutions.

The association has negotiated successfully with various institutions — including the South African Permanent Building Society and Family Housing (an arm of the Urban Foundation) — for assistance for its members.

"They have indicated their willing-

ness to help the black builder by providing the necessary capital and training, so that our members are drawn into national housing projects," Mogale says.

The Wits Business School and a number of other institutions are jointly developing an upgrading programme for black builders.

Mogale says the training of members has always been Taba's prime objective.

"Our aim is to initiate development projects in conjunction with community organisations, local authorities and the black communities in general," he adds.

"As directors and co-ordinators of these projects, we will be able to involve a large number of black builders," he says.

Family Housing's marketing manager, Tony Ngwenya, says his com-

Several institutions are providing aid to black builders, unable to compete successfully against highly organised white companies, reports MZIMKULU MALUNGA

pany is sympathetic to the cause of the infant black building industry. The organisation advises black builders and donates money for conferences.

Hodeco, a non-profit subsidiary of the SA Perm, has run a development programme for black building entrepreneurs, says manager Peter Creighton.

He says the company is working with Taba affiliates, such as the Soweto Building Construction Association, which has built 16 houses in

Naledi Extension 2 and Emdeni in the past two years. A total of 22 houses are currently under construction in these areas.

Hodeco is also working with the Vaal Triangle Building Contractors and Allied Trades Association, which has built 64 houses in Sebokeng since 1987.

In Vosloorus, on the East Rand, 56 houses have been built by members of the Vooslorus Building Contractors Association since the beginning of last year.

Members of the newly formed West Rand Building Contractors Association, assisted by the Bophang Builders Association, the Dobsonville Builders Association and the Soweto Building Contractors Association, have built another 44 houses in the West Rand townships of Mohlakeng and Bekkersdal.

"At grassroots level, we are assisting individual black builders who are members of the local associations affiliated to Taba," adds Hodeco's Creighton.

IBM South Africa's Projects Fund has been assisting black builders with bridging finance, a project which dates from the US multinational's withdrawal from South Africa.

According to consultant Cedric Tennant, IBM put US money into the African Bank and First National Bank to enable black contractors to acquire loans without having to wait six months for their clients' bonds to be cleared. He says the system is working extremely well.

Taba was launched in April this year. Together with the SA Black Taxi Association (Sabta) and the National Black Consumer Union, it is one of the founder organisations of the Foundation for African Business and Consumer Services (Fabcos), which is due to be launched tomorrow at Shareworld.

Bloem builders' all-race breakthrough

STW 25/10/86 By Frank Jeans

33

CAPE TOWN — A breakthrough in black-white relations in the building industry has been achieved in Bloemfontein — an expression of harmony which might well be the test case for organised building throughout the country.

Indeed, the Bloemfontein experience is probably the first time that black membership of an accredited association is now in the majority.

Last year, the Bloemfontein Master Builders and Allied Trades Association changed its name to the Building Industries Association and opened membership to all races.

Today, with the registration of 82 more black members imminent, the number of blacks in the BIA will be 147 compared with 137 whites.

Mr Barnie Bester, executive director of the re-structured association and a delegate at the annual congress of the Building Industries Federation in Cape Town, said in an interview:

"We decided to do away with the 'master' image of the association and become truly representative as an employers' organisation.

"We started talking to contractors in the Botshabelo and Mangaung townships and the members started moving in.

"The set-up is working well because we are doing something constructive.

"We have our differences, of course, but we had differences with white members too," said Mr Bester.

"Certainly, there is no friction. We now see ourselves as a total building industry with neither black nor white — only big and small."

The BIA has launched a development programme with the accent on entrepreneurial training in conjunction with the Building Industries Federation and the University of the Free State.

The results are now evident.

The first 11 contractors completing the nine-month training course have now been given a R5 million low-cost housing project in Botshabelo.

Builders challenged on unemployment

Industrial violence is 'all too common'

STEV 25/10/88 (33) (BB) (HB)

By Frank Jeans

CAPE TOWN — Violence and intimidation are assuming alarming proportions in industrial relations, the Building Industries Federation's annual congress was told yesterday.

"Brutal physical violence and murder are unfortunately all too common," Mr R H "Robbie" Botha, executive president of the Mine Surface Officials' Association, told delegates.

"I doubt whether, given the kind of violent intimidation we have seen, the Wiehahn Commission recommendation that peaceful picketing be legalised can be carried out," he said.

The commission recommended that the Industrial Conciliation Act be amended to provide for the legitimate use of peaceful picketing as an instrument of industrial action.

The commission also recommended, however, that picketing "accompanied by coercive action of an unlawful nature be prohibited".

Mr Botha had plenty of praise for the former Minister of Labour, Mr Fanie Botha, for his part in averting what he called a "mounting revolutionary onslaught" against South Africa.

"He was the one who had to sacrifice popularity with the hardliners in his own party," said Mr Botha.

"He was the one who had to cope with the political in-fighting which preceded the appointment of the Wiehahn Commission and if it had not been for Fanie Botha having grasped the conceptual shortcomings in our whole system, an Armageddon would probably have been upon us before reform could cushion the

impact of revolutionary onslaught."

Mr Botha said he had no doubt that the exclusively white trade unions were "relics of the pre-Wiehahn era" and were becoming increasingly irrelevant.

The opening speaker, Professor Attie de Vries of Stellenbosch University, challenged the building industry to take the initiative in helping to absorb the massive unemployed workforce into its rank and file.

"We must change dramatically and include in our forward planning the 50 percent unemployed instead of just talking about what we have to do.

"No political system can afford that number of unemployed," he said.

Anti-South African lobbyists

While acknowledging what had to be done, Natal builder Mr Bob Stevenson, a Bifsa past president, crossed swords with Professor de Vries and pointed out that compared with industries abroad, the local building industry had achieved much in the promotion of blacks.

"It should be remembered that elsewhere in the world blacks are not brought into the building industry and this is true in America where anti-South African lobbyists persist in criticising this country," said Mr Stevenson.

Mr Stevenson said he had approached the question of bringing a black on to his board but not as a token gesture.

"The black board member must elevate himself and contribute something to the board," he said.

Building industry 'has cut black aspirations'

Star 26/10/88
By Frank Jeans

33

CAPE TOWN — Black aspirations in the building industry were no different from white aspirations, but it was critically important for things to be done with and not for black people, a speaker at the Building Industries Federation annual congress in Cape Town said last night.

Mr Reuel Khoza, chief executive of Co-ordinated Marketing and Management, said aspirations could be seen from two aspects — from the side of employees in the industry and from the side of aspiring contractors.

Mr Khoza said a critical factor from employees' point of view was that assisting aspirations was as much a question of management style and talent, of openness and accessibility, as an issue arising from the system.

Participative management should be installed in the corporate culture with significant rewards and penalties for compliance or non-compliance.

The building industry was hampered in hearing black aspirations because its management structures were almost exclusively white.

Until the total lack of black managers in decision-making structures was redressed questions about what blacks wanted would continue to plague management.

As entrepreneurs, black contractors had the same aspirations as whites — they wanted to make a living in the industry.

Bifsa chief unveils *star 28/10/88* formula for building industry reforms *33*

CAPE TOWN — Builders had put survival before profit and had been “conned into doing work for ridiculous margins”, outgoing Building Industries Federation (Bifsa) president, Mr Neil Fraser, told its congress yesterday.

Ensuring that the industry was adequately rewarded for its skills, which could be accomplished only if it took a responsible attitude to pricing, was perhaps the greatest of seven major challenges facing the industry.

The others were:

● Partnership with black businesses and the informal sector.

Mr Fraser said Bifsa was to be a founder member and trustee of the Foundation for Entrepreneurial Skills Training (Fest), which would identify, select and financially assist in the education and training of persons, without discrimination, to provide them with the basic essentials to operate businesses within the construction and allied industries.

The challenge of the informal sector was daunting because growth had been stunted by unique demographics and an ide-

ology that had destroyed entrepreneurial flair in the major population group.

● Housing. The challenge was to act as a catalyst and focal point for all players, to cut out duplication of effort, duplication of departments, petty jealousies, red tape, bribery and corruption, and to develop a unified approach as a national priority.

● Productivity. Mr Fraser said estimates were that productivity in the building industry was about 30 percent on a scale where 75 percent was classed as normal.

Management had to bear a large degree of responsibility, but it was becoming increasingly difficult to plan and control building operations because of late or inadequate design information and constant changes to work already built.

The brain drain had left far too many inexperienced managers and had decimated the numbers of professionals. The result was poor quality and poor service and millions of manhours lost.

● Unionism. Employers would have to learn to deal with unionised labour, which had the potential to make a dramatic impact on construction.

“Our next challenge is to learn to manage our industry in a working environment where unionism, and particularly black unionism, will grow stronger, more militant and more effective.”

● Training. He said the industry had to increase the tempo and quantity of training at every level.

● The structure of the industry. Mr Fraser did not believe Bifsa was effective as currently structured and must again become the focal point of addressing national challenges. — Sapa.

SA must reverse drain of engineers

STEV 28/11/58

33

By Clare Harper

It was likely that less than 40 percent of present university civil engineering graduates would remain active as civil engineers in South Africa until retirement, the South African Institution of Civil Engineers heard yesterday.

Professor D Sparks of the University of Cape Town said it was recognised that a developing country required a large group of technicians who could work together with engineers to further the technical expertise of the nation.

He was speaking at a workshop on tertiary education in civil engineering attended by about 150 SAICE members yesterday.

Professor Sparks said that prior to the introduction of bursaries, which tied a graduate to return to the profession for about three years, civil engineering lost about 50 percent of its graduates to other business enterprises.

Recent events, he said, had caused a significant proportion of graduates to emigrate and certain students had avoided taking bursaries in order to facilitate emigration prior to possible military service.

The brighter students had also found it easier to enter post-graduate business degrees and to change to other professions, he said.

Professor Sparks said there was an urgent need to address the status of the civil engineering field and to assist the status of the professional engineer to avoid the lure of other important professions.

Participants also recognised the need to:

- Improve the remuneration of lecturers to prevent standards dropping.
- Enforce strict standards for entrance requirements.
- Consider the possibility of a single unified institution or engineering school to rationalise tertiary education.
- Students from disadvantaged education backgrounds should be provided with opportunities to come into contact with professional environments.
- It should be easier for students to change from technikons to universities and vice-versa.

The participants unanimously agreed that institutions should not be racially orientated.

Education is the key to successful urbanisation

Star 28/10/88
By Clare Harper

Engineers needed to be educated to lead urbanisation opportunities, members of the South African Institution of Civil Engineers heard yesterday.

Dr Kevin Wall was speaking at a workshop on tertiary education in civil engineering at Eskom College, Halfway House.

He said that the rapidly increasing importance of the urban areas as centres of population, wealth, and civil engineering activity, had to be recognised as a reality that should not only be accepted, but welcomed at the most efficient means of increasing the standards of living of the majority.

ROLE

To this end, he said engineers had to:

- Correctly perceive their role in the urbanisation process.
- Understand that the distribution of resources was a political action.
- Relax construction standards where appropriate and reallocate resources.

He added that engineering education had to be sensitised and construction research resources also reallocated.

5th 28/10/88

Higher academic standards vital

By Clare Harper

The future success of the engineering profession depended on attracting more students with improved academic and leadership potential.

This was said yesterday by Professor A R Kemp, chairman of the education committee of the South African Institution of Civil Engineers (SAICE).

Professor Kemp said a workshop on tertiary education arose from concern over falling student numbers, the viability of seven university departments offering degrees, and the awareness of the pending staff crisis at universities and technikons as subsidy cuts were applied.

He said concern existed that some universities were admitting students who were academically sub-standard.

The SAICE recommended more attention to admission standards to ensure an absolute minimum "D" symbol in higher grade mathematics and physical science was maintained.

Tertiary education in engineering was being deprived of adequate subsidies because of money spent on students in other faculties and universities whose matriculation standard would not gain them admission to university in most other western countries.

This, he said, should be the primary focus of rationalisation.

More workers find jobs in Transvaal building trade

By Roy Cokayne

Employment in the Transvaal building industry increased this year for the first time since 1984.

About 58 000 workers received holiday pay and bonuses totalling R30 million prior to halting construction for the month-long Christmas break starting tomorrow.

Industrial Council general secretary for the building industry, Mr Wynand Stapelberg, said yesterday that two weeks ago employment in the Transvaal was about four percent up on the same time last year.

About 37 499 workers were employed in the Transvaal at the end of November (36 042 in the corresponding period last year).

Of these, 4 419 were skilled, 6 665 semi-skilled and 26 415 general workers.

Holiday pay and bonuses was R30 million, compared with R24 million received by 60 000 builders last year. In 1986, R32 million was paid 80 000 workers. The same amount was paid to 95 000 workers in 1985 and R34 million to 105 000 in 1984.

The disparity between the total number of workers employed at

the end of November and the number that had received holiday pay and bonuses was because many workers had moved in and out of the industry over the year.

Mr Stapelberg said the figures on holiday pay and bonuses did not include black areas such as Soweto. But the council was looking at this aspect again and negotiations had taken place between the Master Builders' Associations (MBA) and trade unions represented on the council.

Unemployment was a fraction of what it was last year. About R150 000 was paid out in unemployment benefits.

Mr Stapelberg said the council's largest fund, the Stabilisation Fund, had suspended unemployment payments in March last year because its reserves had fallen too low — to R100 000.

"These reserves had to be built up to R0,5 million before the payment of benefits could resume, which occurred last October."

As far as he knew, it was first time in 17 years that payment of benefits had been suspended.

A change in unemployment benefit rules was made towards

the end of 1986 because the deep recession had placed the fund under pressure.

The changes were prompted by the fact the fund was intended to be a stabilisation fund to provide members with benefits from the end of one job to the start of the next, rather than an unemployment fund.

It meant workers were entitled to unemployment benefits for only nine weeks, compared with 26 weeks previously.

The industry's medical aid scheme was now in a much healthier position than previously when high unemployment had brought a corresponding increase in the number and value of medical aid claims.

A total of R9,5 million in medical aid benefits — about R790 000 a month — had been paid out (R8,4 million last year).

"The state of the medical aid scheme has definitely improved and we're already building up slight reserves. Although increases in medicine and medical tariffs are expected next year, I think we're fairly safe and will be able to hold down members' contributions for another year," he said.

1 000 brewery workers strike

By Mike Siluma, Labour Reporter

About 1 000 workers are on strike at two South African Breweries' (SAB) Reef plants.

A spokesman for SAB confirmed that the 800 workers who downed tools at the Isando plant on Friday in solidarity with six dismissed colleagues had been joined by about 200 workers from the Denver depot.

He said the six workers dismissed from the Isando operation had declined to work at previously agreed work levels.

This was rejected by a Food and Allied Work-

ers' Union (Fawu) spokesman.

"The company failed to prove that there was a go-slow in progress. We are not aware of any go-slow," said the spokesman. He said the workers at Wadeville and Denver had been reinstated.

The SAB spokesman said that the company would apply for a Supreme Court order tomorrow, restraining workers from continuing an overtime ban.

A conciliation board is presently being awaited to consider deadlocked wage negotiations between Fawu and SAB.

Productivity-linked pay increases for Cashbuild workers

By **AUDREY D'ANGELO**
Financial Editor

CASHBUILD — the building materials wholesaler where participative management was introduced by former CE Albert Koopman — has given productivity-linked pay increases of up to 50% to some staff.

And it will promote the development of black retailers, possibly through a franchise system, the directors say in the annual report.

They say a franchise system would help black retailers to hold their own "in the broader competitive environment".

Discussing pay increases, the report says these were agreed "in a climate of unpressured discussion without the involvement of any outside parties and produced a solution that was both innovative and satisfying to management and staff."

It was agreed that future salary increases would match inflation provided they were accompanied by commensurate improvements in productivity.

"This agreement resulted in salary increases of up to 50% in some instances, and acceptance of the principle that discretionary income at lower income levels should be increased not only to match cost of living increases but to improve the quality of life of the employees concerned.

"The negotiations benefited immensely from the three preceding years of participative democracy within the company, and reflected a keen appreciation of the realities of the current economic environment which dictate that the company remain competitive", the report continues.

As reported earlier, Cashbuild lifted attributable earnings for the year to June by 42,5% to R2,4m.

Figures shown in

Manufacturers in move towards mixed housing

By TOM HOOD, Business Editor

PORT ST JOHN'S. — Two major manufacturing companies are currently talking to their shared trade union about joint support for a mixed housing scheme for their employees.

This was disclosed by Mrs Kate Jowell, assistant director and senior lecturer in industrial relations at the University of Cape Town's Graduate School of Business.

At the annual congress of the Building Industries Federation yesterday, she said the union would only confirm to her that the question of a mixed development was on the agenda for negotiation.

The successful establishment of a mixed area, even if supported only by black and brown workers, opened up "the next layer of the onion — education," she said.

"And so the peeling off proceeds to expose core after core issue to incremental reform."

Business and labour, she said, must get involved in the political change process because "the major political actors" were unable or unwilling to move at present.

"Besides, business and labour have a shared in-

terest in securing a viable economy and the kind of economic and political system that allows them both a measure of independence in securing the interests of their respective shareholders," Mrs Jowell said.

Housing represented another opportunity for reform-minded business and labour, given the publication of the President's Council report on the Group Areas Act.

Residential separation of the races has been a core issue for Government since the 1950s.

OBSCURE

The Government had accepted in principle that certain areas may become mixed by a process of local choice, although the process remained somewhat obscure.



Mrs Kate Jowell

ARGAS 27/10/87

Unions are outwitting employers in negotiations

Business Editor

PORT ST JOHN'S. — Few employers can match the expertise of the new generation of trade union negotiators in collective bargaining skills and they end up compromising themselves and other employers in their industry by pushing up wages and employment conditions.

This was claimed by Mr Bokkie Botha, group personnel manager of AECI at the Building Industries Federation annual congress yesterday.

The country faced a dramatic rise in shop floor bargaining compared with the old system of industry-wide agreements. Collective bargaining levels could even involve one department instead of the whole of the labour force in one enterprise, he said.

"The industrial council system is under fire from above and below — trade unions see them as racist and favouring whites, while many small employers see them as pushing wages too high."

Mr Ike van der Watt, president of the Boilermakers' Society, said the future of traditional trade unions, which sought work-related benefits looked bleak.

EXCLUSIVE CLUB

Unless the traditional trade union became more involved in the total spectrum of labour in industry and found some way of influencing the membership, it might as well make up its mind to become a benefit society or institution which would be only an exclusive club within the industry.

The growth of black membership had resulted in Cosatu claiming a membership of 700 000 or more than 65 percent of union membership in this country.

"As a result there is no doubt that the labour movement will be hijacked by politicians unless some acceptable form of political representation can be achieved soon," he added.

Cape Times 30/10/87

Worker critical after 7-floor fall

33

Staff Reporter

A CONSTRUCTION worker was last night fighting for his life in Groote Schuur Hospital after suffering multiple injuries when he fell from the ninth floor of a Darling Street building yesterday afternoon.

The man's fall was broken when he crashed through a skylight on the second storey of the Old Mutual Building, opposite the city's main post office.

As part of a three-man team, the unidentified worker had been working on a gondolier — but without a harness.

While his fall had been broken by the skylight, it had also hampered rescue operations by firemen and Metro rescue workers. According to rescue workers interviewed at the scene of the accident, it had been a "risky operation" to remove the unconscious man from where he lay as it was feared he could fall through the skylight at "any minute".

After he was safely brought down from the building, he was rushed to Groote Schuur, unconscious, where a hospital spokesman described his condition as "critical" and "serious".

The spokesman also said the identity of the man, whom he described as "youngish", was unknown.

Attempts by the Cape Times last night to contact representatives of the construction company who had employed the man were not successful.

● Picture — Page 2

M605 2/1/87
33

New curbs on painters outrageous, court told

Labour Reporter

JUDGMENT has been reserved in a court case involving a Cape Town painting contractor charged with two contraventions of the Industrial Council agreement for the building industry.

Mr David Matthews, director of Guild Painters and Decorators, and Mr Mogamat Reyners, a foreman in the company, appeared in the Cape Town Magistrate's Court before Mr O Schrenk.

The State alleged that they allowed two unqualified workmen to perform skilled work and failed to pay them at the minimum rate laid down.

Mr John Murphy, counsel for Mr Matthews, said the agreement (subordinate legislation to the Labour Relations Act) was a manifest injustice and "an oppressive or gratuitous interference" with rights.

The new agreement, which was gazetted on April 19 1985 and came into effect on May 1, abolished several categories of semi-skilled work, including

brush-hands who had been permitted to apply paint up to the final coat.

The work which it was alleged the two workers were doing had been allowed under the previous agreement.

The overall result of the new agreement was that "by the stroke of a pen" most of the semi-skilled workers who continued to do what was previously legal work were now acting illegally until they qualified, Mr Murphy said.

"Given that 80 percent of employees in the painting sector of the industry are brush-hands, the effect is outrageous.

"Any employer who was unable to convert his semi-skilled workers to skilled workers within 12 days (a virtually impossible task) committed an offence if he allowed or required them to continue with their ordinary tasks, which they might have performed for 20 years."

Mr Schrenk reserved judgment until November 25.

Miss A Peckham prosecuted.

more found

Coming a *W/E News* 14/11/82

long way in a short time

By DEREK TOMMEY

THE value of helping workers become shareholders in their company is a major topic of debate in business circles at the moment.

But one employer who can vouch for the beneficial effects of this policy is Colin Glen, managing director of Basil Starke, the rapidly growing Cape Town based civil engineering and manufacturing company.

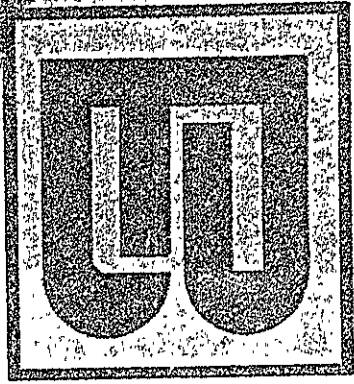
"One of the joys of the company's listing earlier this year was that we could bring in our staff as shareholders.

Nearly 350 workers in the company, ranging from labourers upwards, were given shares, he said.

POSITIVE

The results had been very positive. "We had noticed a deterioration in attitudes, possibly because of the troubled times. I think the share issue has helped to reverse that."

However, he pointed out that it had been easy for his company to issue the shares as no payment had to be made for them. They were a gift from the chairman Mr Basil Starke, and other top management to the workers. He also believed that the



staff realised management had their best interests at heart.

"We've always done our best to honour our responsibilities as an employer."

But he had a good example of the problems companies can face when making gestures such as Basil Starke's share offer.

"After Mr Starke had finished explaining to the staff

Colin Glen... values integrity

why he was giving them shares one worker said he would like to ask a question. "What is a share?" he wanted to know."

Mr Glen, who is 40, was born in Johannesburg and was educated at St Martins and the University of the Witwatersrand, becoming a chartered accountant.

After four years in practice, during which he became

"We expect to meet our profit projections. We've ever had and margins are improving."

"We see no reason for that to change and 1988 is looking extremely positive."

Basil Starke began as a civil engineering contractor in 1968 and its first big contract came in 1973 when it was awarded a township development contract at Atlantis. The was followed by a bigger one at Mitchell's Plain.

In 1982 it bought Sebotti Construction (Pty) which specialises in concrete engineering and in 1984 it bought what was left of National Tractor extending its operations into the earthmoving business.

The company has manufacturing interests as well. In 1981 it bought Autolube, a precision engineering shop, which provides automotive components to Atlantis Diesel Engines and tubing for the furniture and construction industries.

It also has a controlling interest in Optima Hydraulics which makes hydraulic presses and cranes.

Another manufacturing operation owned by Basil Starke is Premier Wire which it took over earlier this year. This company had been making losses for years but was now profitable again.

Where is Basil Starke going now? "We are restructuring, putting things in the right boxes."

"We're planning to enlarge our manufacturing side, either by expanding existing operations or by takeovers. (Turn to Page 3)

Coming a *W/E News* 14/11/82
long way in a short time

(Front Page)
And we are getting involved in township development.

"We see a long term active market particularly in the field of low-cost housing, simply because of the growth of urbanisation."

Basil Starke has come a long way in a short time.

"And one reason for this is that we value integrity. We believe there is a place for honest businessmen."

CONSTRUCTION - LABOUR

1989

Builders to meet ^{South Africa 20/11/89} 33

THE Goldfields Black Builders' Association of South Africa will hold a meeting at the Welkom Holiday Inn on Sunday.

The president of the umbrella body, the United Black Builders Association of South Africa (Ubbasa), Mr N G Naphakade, will give members a report-back of a national meeting held in Cape Town.

The main issue to be discussed will be the development of an area in Virginia township.

Edman 4/2/87

33

TEMPORARY ASSIGNMENTS

WITH 25% of all vacancies in industry in technical fields, technical staff contracting is booming.

Official Manpower Department figures show there were nearly 41,000 vacancies for artisans and apprentices, professional and semi-professional staff and technical employees reported by companies in 1985 - 25% of all vacancies in industry.

Traditionally, the biggest contract demand is for draughting staff and this is still the case.

Major new projects currently on the go - the Sula Pan soda ash project in Botswana and the Mossel Bay project - are causing demand for draughtsmen to reach new levels. The demand has risen by about 25% over the last six months.

"A number of massive projects are breaking and this is causing intense pressure on the supply of contract draughtsmen," says Bob Walker, GMR of the Draughting division of JSE-Listed Technicare.

The demand for draughtsmen has resulted in average hourly rates growing R10 an hour to R37.50 an hour in the past six months. The average contract draughtsman books about 200 hours a month and it is estimated that there are about 4,000 contract draughtsmen out in the field at any one time.

Experience and reputation are as important as qualifications for contract technical staff. Contract periods also tend to be longer than the average in the temporary assignments industry. Lengths can vary between two weeks and 10 years.

Some contracts appear to be more like permanent arrangements. "One reason is that both parties benefit," says Walker. "A contractor's productivity level is good because his livelihood and reputation depend on producing the goods. The contractor gets a good in-

CONTRACTING OF TECHNICAL STAFF BOOMS

come and the company gets greater output.

Draughting is a career perfectly suited to contract work, says Walker, because the work is project-related. The overall demand for draughtsmen fluctuates with the country's level of capital projects.

The biggest players in the draughting field are Draughts, the undisputed leaders. David Heath, Denver Draft, Contract Draughting Services (CDD) and Technicare subsidiary Drahtcraft. In total about 20 companies compete in this field.

There is a lesser demand for contracting engineers. "Companies don't need the same numbers of engineers as draughtsmen - typically the relationship is about 1:20," says Walker.

In all fields of technical employment, placement companies report that undersupply is increasing pay rates - according to Edman's Connie Paluzzi, to "unrealistic" levels.

"A man can command a very high rate for a very short contract and this is an unstable environment which will only be rectified through skills training. I would like to see government take affirmative action by creating incentives for young men to take apprenticeships in technical fields," says Paluzzi.

In the meantime, contracting certainly seems to be providing the best immediate answer to the problem.

Counting the cost

WHAT are the comparative costs of permanent and temporary staff?

Companies tend to regard it as an expensive way of staffing, and consultants placing temporary staff will be the first to assure that rates have to be good - but they provide comparisons that indicate just how cost-effective temporary staffing can be.

Accounting assignments (AA) offers a comparison calculated for a permanently employed, newly qualified chartered accountant employed by a large group. He is married with two children, earns a monthly salary of R5,000. His benefits include a company car - a BMW 320 - pension, group life, medical aid, a 13th cheque and an entertainment allowance of R200 per month.

Annual cost salary - R50,000; 13th cheque - R5,000; company car - R24,000; pension (12%) -

The importance of a good image

THE personnel placements industry which spans both the permanent job market and that for temporary assignments, has not been without its image problems.

"We're a middle man between the corporate employer and the assignee, and as such we're just naturally in the line of fire. It is often a subjective business, and any bad experience tends to be used as a generalised commentary on the whole industry," says Association of Personnel Service Organisations (APSO).

PHO Ladrach Cozens. The role personnel consultants play may be underrated because of inadequate appreciation in the job market of the value of time, and the potential waste of time caused by ill-matched employees and staff turnover.

By skilled assessment, thorough referencing and testing, consultants can contribute greatly to productivity. Nevertheless, their commission is often resented, and as Cozens puts it, "The problem of being overly commission-conscious."

APSO chairman John Dawkins says: "Clients must realise that to gain top service and quality they must deal with a reputable consultancy, preferably listed with ASIC, which sets high ethical standards. They should beware of consultancies who offer to discount rates, if they're not paying staff enough they won't attract good people."

"The best agencies check all staff references, ensure the suitability of the employee to each client's requirement and guarantee confidentiality. It is not just churning out people like a dial a temp service. "At the same time as expecting quality, clients should count the value of the fact that they are pay-

ing only for the worker's productive time." APSO was formed in August 1977, taking over the reins of what was formerly APROSA (Association of Private Registry Offices of SA), which had existed since 1967.

APSO adopted a constitution and formalised Code of Ethics based on those used by similar associations in the USA, UK and Australia. All consultants employed within an APSO member agency must complete the Institute of Personnel Service Consultants (IPSC) examination within six months of taking up the post. This exam covers such skills as assessment, interviewing, knowledge of legal matters concerning employment practices, UIF benefits, sick leave and general ethics of the employment consultancy field.

One regulation set by APSO that is very important in an environment of potential labour disputes is that no member consultancy will send temporary employees in to fill vacancies created by a strike.

Professional consultants' high regard for APSO indicates it is warmly accepted as the industry's representative body. Almost every senior person in the industry interviewed is an office bearer on the APSO executive.

"There are 800 to 1,000 personnel agencies in the country. We represent probably 80% of the total volume of business in the personnel services industry," says APSO president Roy Silver.

"Temporary placements is a fairly young industry in SA. Any industry has to go through a learning curve. It is now that the industry has evolved truly professional ethics and codes of conduct that it is recognised as an important service industry and a sensible way to employ staff."

In its short history, APSO has been effective as the industry's direct representation to government. It has helped to evolve legislation such as the Guidance and Placements Act, it submitted reports to the Weisbach and the Rieker commissions and is represented on the Employment Services Committee of the National Manpower Commission.

APSO's Code of Ethics has brought order to the industry. It has arbitrated in several disputes and has acted on complaints through its disciplinary committee.

Its involvement should give employers the assurance that temporary assignment and contract work is a regulated industry with a line of recourses in the event of problems.

Professional Assignments Group made their name over ten years ago when they pioneered the solution to resolving critical short-term needs for professional financial

Your Executive Temp Resource

Professional Assignments Group made their name over ten years ago when they pioneered the solution to resolving critical short-term needs for professional financial

Serious skills shortage in construction industry

Cap. Trip 9/2/81 33

Financial Staff

HIGH overseas wages are tempting skilled people away from the construction industry — causing a serious shortage of qualified and technically competent staff, says Jan Kaminski, joint MD of the Ovcon group.

Describing this shortage as the most serious he could recall, Kaminski said yesterday: "The plain fact of the matter is that too few building graduates are coming through from the universities and technical colleges.

"This has always been the situation but in the past it was alleviated by

recruitment from overseas. Recently, for the first time in 20 years, SA firms have been losing substantial numbers of staff to Britain and other overseas countries.

"This is because salaries there are once again highly attractive, especially to young qualified people. There are interesting job opportunities and a less stressful business environment."

Kaminski said the staff shortage was not always appreciated by professional people who were in consequence committing themselves to unrealistic programmes.

"We have seen professionals, under pressure

from their clients because of high interest rates, commit themselves to programmes 20% faster than they would have accepted a year or 18 months ago.

"Ovcon itself has had more than one contract on which the flow of information has suffered as a result of understaffing by professionals — and it is almost invariably the contractor who ends up carrying the can and not being paid for the extra or remedial work that the situation causes."

Kaminski said another result of the staff shortage was that qualified people moving to new

jobs were able to demand "ridiculously high increases."

Few blacks

He was concerned that so few black people were sufficiently well educated to be trained for supervisory positions.

"For at least a decade we have been assured that the basic educational skills required will be improved to make blacks capable of post-matric training — but there is little evidence as yet that this is happening. Intensive tuition is almost always required after leaving school if black students are to be capable of taking technician or university courses."

Kaminski said he foresaw an increase in management contracting. This meant that the client liaised first with the contractor who assembled the professional team and ensured the work was done within the prescribed budget. This system reduced the risk of poor information flow to the contractor.

Commodity Index 1967.5
Platinum \$531.50
Palladium \$141.00
Raw Sugar £149.00

By Derek Tommney
Investors have been questioning the strong rise in industrial share prices on the JSE in recent weeks.

But there is evidence that the recovery is deepening and growing more strongly than was ever expected.

This can be seen in the latest employment figures, which show that the rise in industrial activity is at last generating a large number of additional jobs.

More hope for jobless

any quarter since the late 1970s.

CSS figures show that the number of people in work grew by 12 500 in the first quarter of last year, by 6 300 in the second quarter and then jumped by 42 190 in the third quarter.

This is an important development considering that private-sector employment in 1987 grew by only 17 000, while, at the same time, state utilities laid off about 23 000 workers.

It was only a 50 000 increase in the number of

government workers that led to 1987's employment total growing at all.

The employment record has, in fact, been abysmal for the whole of the decade.

Between 1980 and 1987 the number of people at work in the private sector fell by 3 600.

In state utilities, the decline was even greater — 53 000.

Again it was only a 272 000 increase in Government employment that resulted in jobs in seven years growing by 215 000 — about 30 000 a year.

This is obviously a completely unsatisfactory figure for a country whose population is growing by 800 000 a year.

Sectors accounting for most of 42 190 increase in employment in the September quarter were: mining — 8 600 (1,3 per cent increase); manufacturing — 9 800 (0,7 per cent); construction — 3 000 (1,0 per cent); wholesale, retail, catering and accommodation — 8 200 (1,1 per cent); community, social and personal services, including laundry

and dry-cleaning — 10 700 (0,9 per cent).

The number of people employed at the end of September last year is estimated at 4 984 300 earning a collective R5,9 billion a month.

More bullish news is contained in the latest retail sales figures issued by the CSS.

These show that retail sales last year rose by R8,8 billion (21,6 per cent) to R49,8 billion.

In December, R6,3 billion passed through retailers' tills — almost R1 billion, or 18,4

percent more than in December 1987. Retailers were forecasting a 20 percent rise in retail sales in January.

This was possibly achieved since Woolworths reported this week a 21 percent rise in the first six weeks of the year.

CONCERN

Some concern has been expressed over the three percent drop in new car sales in January, compared with a year ago.

But economists say the cost of money has risen 38 percent in the past 12 months and that a three percent fall in sales in these circumstances can be regarded as encouraging.

QUARTER

Figures issued by Central Statistical Services (CSS) show there was a major increase in employment in the third quarter of last year — probably the biggest in

THE number of people employed in civil engineering rose by 12% last year compared with 1987.

In the same period turnover for the sector increased by 10%, after allowing for inflation, to R3,6bn.

The SA Federation of Civil Engineering Contractors executive director Kees Lagaay said yesterday the total value of new contracts last year was up 45% on 1987. He added this was a 25% rise in real terms.

This improvement was from a low base after five years of declining output but, Lagaay said, it was still satisfactory. Much of the work from last year's contracts would be completed this year so order books at present were well filled.

He said several big contracts would be awarded soon for the Mos-

Civil engineers on firmer foundation

RICHARD BARTLETT

sel Bay natural gas project but its sensitive nature made it impossible to divulge details.

The Lesotho Highlands water project would have no influence on the industry this year because tenders still to be issued would be invited only in the months ahead.

Tenders for a dam wall and three tunnels would be invited in the middle of this year. One contract outstanding in the project was a second access road worth R50m.

Lagaay said the TBVC countries accounted for only 4%-5% of contracts awarded last year.

uit

In need of managers

THE South African Institute of Building is gravely concerned at the shortage of black building managers.

In a statement issued recently, Mrs Lynn Fletcher, registrar of the institute, said there was a dire need of black building managers in the industry. 33

She said the reason why the demand was so high for black building managers was that the emphasis throughout South Africa was swinging away from the massive, first world-type projects to housing and elementary infra-structural needs in less developed areas.

"I can assure you that we could find jobs for at least 24 management professionals within two weeks," Mrs Fletcher said. Sowetan 23/2/89

For further information please phone (011) 789-3138.



h of Corobrik

Building beckons blacks

THE need for black building managers, whether with university or technikon qualifications, is urgent, says South African Institute of Building registrar Lynn Fletcher.

Graduates must complete a BSc in building management before they can register with the Insitute.

Mrs Fletcher says only 900 managers have registered since the insitute's inception 25 years ago.

"The insitute maintains an employment registrar and we could have placed at least 25 management professionals in the past five or six months. Organisations such as the Urban Foundation and the South

African Housing Trust are always looking for qualified candidates."

Mrs Fletcher says the reason why the demand is so high is that the emphasis throughout South Africa is swinging from huge, First-World-type projects to housing and elementary infrastructural needs in the less-developed areas.

IMAGE

"The black building manager is often more acceptable in these areas than his white counterpart."

The institute faces two major problems in attracting black school leavers to university and technikon courses.

"The first is that relatively few

blacks have the required university exemption or a pass in mathematics. The second problem is that those few who do have the qualifications all too often choose careers in other disciplines.

"It is regrettable, but it seems that the image of the site construction manager is often not attractive to blacks. They associate site work with manual labour.

"The fact that the construction manager probably earns 30% more than his professional colleague and is eligible for professional qualifications is either not known or ignored."

Mrs Fletcher says the insitute aims to promote careers in building managment to school leavers, including those in the black commun-

ity. A video programme is available to schools and service organisations.

She says there are a few funds which assist the young black to get his university exemption or a school leaver's certificate for a technikon entrance.

"Once he has these, there are suitable courses throughout the country at technikons and universities. The battle to get the initial matric symbols can be tough for the average young black, but it is worth fighting because the rewards in the construction industry are high."

Degrees in building management can be obtained from six universities — Wits, Pretoria, Free State, Cape Town, Port Elizabeth and Durban.

St Two 26/2/69



33

3 hurt on building site

Three labourers were injured yesterday when a concrete container fell from a crane on to the sixth level of a construction site on the corner of President and Diagonal streets in Johannesburg. *SA 8/3/89*

The accident happened at 6.30 pm. **33**

A watchman on the site said one man received face injuries and two others leg injuries. They were taken to Hillbrow Hospital. Their names have not yet been released. — Staff Reporter

New home buyers need relief from a growing burden

Parliamentary Staff

Relaxing building regulations and providing for site-and-service home-building schemes ought to be considered to reduce the "intolerable financial burden" of home-buying for young South Africans, Mr Jasper Walsh (Progressive Federal Party, Pinelands) told Parliament.

Speaking during debate on a private member's motion on white housing, Mr Walsh said that, on an R80 000 bond repayable over 20 years, the monthly repayments had increased by R387, or 43 percent, to R1 297 since January last year.

BURDEN

"This represents an intolerable financial burden to many people. What was once affordable has become a financial millstone around their necks."

"What is the answer?" he asked.

Among suggestions he offered were:

- A move towards

smaller properties and less expensive homes,

- An increase in the rate at which serviced sites are brought on to the market,

- Provision of site-and-service schemes and basic training in building skills, coupled with co-operative buying of materials at the lower end of the market,

- Removal of legislation which impeded provision of land and distorted the market process,

- Relaxation of building regulations which tended to inhibit construction of affordable housing,

- A re-evaluation of the subsidy scheme, possibly with a sliding scale means test, and

- A re-evaluation of employer subsidies, "which often encourage employees to occupy a standard of accommodation above their normal level".

People "felt compelled to trade up their housing in order to fully utilise their remuneration package", he said.

found guilty on the charge of crimen injuria. However, he appealed against the conviction and on 18 September 1987 his appeal was upheld. Disciplinary action was therefore not taken against the member because he was acquitted by a competent court on the merit of the evidence.

Temporary area: with reference to Question No 1083

*5. Mr J J WALSH asked the Minister of Constitutional Development and Planning:

- (1) Whether, with reference to the reply of the Minister of Education and Development Aid to Question No 1083 on 28 June 1988, the area concerned is still regarded as temporary; if so, (a) why and (b) on whose instructions;
- (2) whether it is the intention of his Department to move the persons currently residing in this area; if so, (a) when, (b) where and (c) for what purpose is it intended to use the land after these persons have been moved? B311E

THE DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

This matter vests in the Administrator of the Cape Province and he has furnished the following information:

- (1) Yes
 - (a) Because the squatter areas of Fechter, Fienter, Witloksie and Joodse-kamp are situated on private land where only basic services can be rendered, while Khayalethu (105 Ha) is already declared as a development area and also fully serviced. The proclamation of Damsbos and portions of Concordia and Nekkie as extensions to the existing development area (±220 Ha) is at present being investigated.
 - (b) According to a decision by the Community Development Branch of the Cape Provincial Government with regard to the above-mentioned circumstances.
- (2) Yes
 - (a) As soon as suitable serviced sites are available for the development area.
 - (b) To the development area presently under investigation as well as Khayalethu.

(c) The land belongs to private landowners who must decide for themselves about the utilisation thereof.

Mozambique: facilities provided for members of Parliament

*6. Mr C W EGLIN asked the Minister of Foreign Affairs:

Whether his Department (a) made any arrangements and/or (b) provided any facilities for the visit to Mozambique by the members of Parliament and of the President's Council referred to in the reply by the Minister of Defence to Question No 6 on 21 February 1989; if so, what arrangement or facilities? B312E

THE DEPUTY MINISTER OF DEFENCE (for the Minister of Foreign Affairs):

- (a) No, but the Department was informed beforehand of the visit and received a report on the discussions.
- (b) No.

*Dr W J SNYMAN: Mr Speaker, arising out of the reply of the hon the Deputy Minister, I should like to ask whether Defence Force transport was used during this visit and whether all parties in Parliament were invited to take part in this visit.

*The DEPUTY MINISTER: Mr Speaker, I refer the hon member to the reply I gave on that subject two weeks ago in this house.

*Dr W J SNYMAN: Mr Speaker, further arising out of the reply of the hon the Deputy Minister, he has not indicated whether an invitation was extended to the other two parties. I want specifically to ask the hon the Deputy Minister whether the other parties were also invited to this function.

*The DEPUTY MINISTER: Mr Speaker, I do not have that information at my disposal at the moment. [Interjections.]

Police station for Sandringham/Sydenham

*7. Mr H H SCHWARZ asked the Minister of Law and Order:

- (1) Whether he has received a request to establish a police station to serve the Sandringham/Sydenham area in Johannesburg; if so, when;
- (2) whether he will accede to this request; if not, why not; if so, when is it anticipated that the police station in question will be in operation? B317E

THE MINISTER OF LAW AND ORDER:

- (1) Yes, on 30 January 1989.
- (2) A feasibility study is at present being conducted to ascertain whether or not a police station should be opened in the area concerned. It is anticipated that it will still take a considerable time to complete this study, therefore I cannot make any decision at this stage.

*Mr H H SCHWARZ: Mr Speaker, arising out of the hon the Minister's reply would he like to give me an estimate as to what he regards as a "germane yard"? Secondly, would the hon the Minister like to indicate whether there is a mobile police station that can be made available in the interim?

*The MINISTER: Mr Speaker, it is really not possible to say how long it will take to complete the study, but I shall look into the hon member's request for a temporary police station and see whether we can assist him in this regard in the meantime.

*8. Mrs H SUZMAN — Law and Order. [Withdrawn.]

*9. [Discharged.]

Mixed marriages: permits for White residential areas

*10. Mr M J MENTZ asked the Minister of Constitutional Development and Planning:

Whether applications for the issue of permits to couples who have entered into mixed marriages, to live in White areas notwithstanding the provisions of the Group Areas Act, No 36 of 1966, are considered according to certain criteria; if so, what criteria are applied for this purpose? B328E

THE DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

This matter vests in the Administrators of the different provinces and they furnished the following information:
The criteria applied when considering all applications are those set out in section 21 of the aforementioned Act.

Industrial Council for the Building Industry: house loans

*11. Mr F J LE ROUX asked the Minister of Manpower:

Whether any cases have occurred in which the Industrial Council for the Building Industry in the Transvaal granted more than one house loan to a single employee; if so, (a) why, (b) when, (c) in how many cases and (d) in terms of what statutory provisions, regulations and/or other enabling provisions? B331E

THE ACTING MINISTER OF MANPOWER:

(a), (b), (c) and (d): The Council is empowered by its constitution to grant housing loans to its employees on conditions and at such interest rates as may from time to time be determined by the Council and against such security as it deems necessary.

The Department of Manpower does not have the requested particulars as the Council is an autonomous body/corporate which conducts its domestic affairs in terms of its constitution and the Labour Relations Act, 1956, without intervention from the Department.

Sea Point: removal of shellfish

*12. Mr R W HARDINGHAM asked the Minister of Environment Affairs:

- (1) Whether his Department exercises any control over the removal of shellfish from the rocks at Sea Point; if not, why not; if so, to what extent;
- (2) whether his Department has received reports of shellfish being removed indiscriminately from the rocks at Sea Point; if so, what steps are being taken in this regard? B334E

THE DEPUTY MINISTER OF WATER AFFAIRS AND OF LAND AFFAIRS (For the Minister of Environment Affairs):

- (1) No, the Department of Nature and Environmental Conservation of the Cape Provincial Administration is responsible for control over the removal of shellfish from the rocks in the Cape Province.
- (2) No.

IN BRIEF

Can. Times 25/4/87 @ 33
Building industry: 76 die

A TOTAL of 375 people were killed as a result of workplace accidents last year, the Department of Manpower said in its annual report, tabled in Parliament yesterday. The building industry accounted for the highest single total — 76 deaths. Four hundred people died in workplace accidents in 1987.

B 104 21/4/89

Engineers need 'to specialise'

BRENT MELVILLE

(33)

ENGINEERS faced a highly competitive future in which specialisation and development of business skills would become vital, Murray and Roberts (M & R) CE David Brink told guests at a Wits University faculty of engineering prize-giving recently.

The prize-giving saw more than 100 prizes awarded to students in six engineering disciplines who had excelled in the past academic year, and was the first official function to be held at the faculty's new west campus Chamber of Mines building.

Brink stressed the need to increase the rate of wealth creation to keep a handhold on SA's population growth and avoid a progressive decline in *per capita* standard of living.

He added that government had taken the lead in promoting change in business, clearly illustrated by its commitment to privatisation and deregulation.

"The effect of this is likely to be a reduction in available posts in relatively sheltered employment for 'pure' engineers," said Brink, saying engineering specialist skills employed would have to be highly qualified and specialised.

Increased competition would be accentuated by the globalisation of world trade, he said, adding that SA's resistance to international sanctions depended on its creativity in achieving the necessary import substitution.

He questioned the ability of SA to support more than two or three 'Ivy League' class engineering schools, of which one would "undoubtedly" be Wits.

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Judge's decision will be important for appeal — Prof

Delmas judgment

8/Dec 2/5/81

'unusual'

33

IT WAS unusual but not unknown for a judge to be over-ruled by his two assessors, as happened in the Delmas case last week, Unisa Criminal Law Professor Carel Snyman said last night.

In the Delmas Supreme Court last week, Mr Justice M de Klerk sentenced three ANC men, Jabu Masina, TingTing Masango and Neo Pot-sane, to death for the murder of two black policemen, a black town councillor and the councillor's sister-in-law.

The judge was outvoted by his assessors, L de Kock and A Botha, on the question of whether there were mitigating circumstances, a finding which would have prevented the mandatory

TIM COHEN and
DIANNA GAMES

death penalty.

Snyman said assessors could over-rule a judge on a question of fact, not of law.

"The fact that the trial judge found extenuating circumstances will undoubtedly be a very important factor in whether the appeal against the death sentence will succeed.

Sensitive

"But even if the Appeal Court was of the opinion that there are extenuating circumstances, it may still legally impose the death

sentence," he said.

Peter Harris, of the legal firm Cheadle, Thompson and Haysom, said: "It is distressing that in a case of such a sensitive nature the two assessors, both of whom are ex-civil servants — one a retired magistrate and the other a retired Justice Department official — should disagree with the well reasoned and meticulous judgment of the presiding judge."

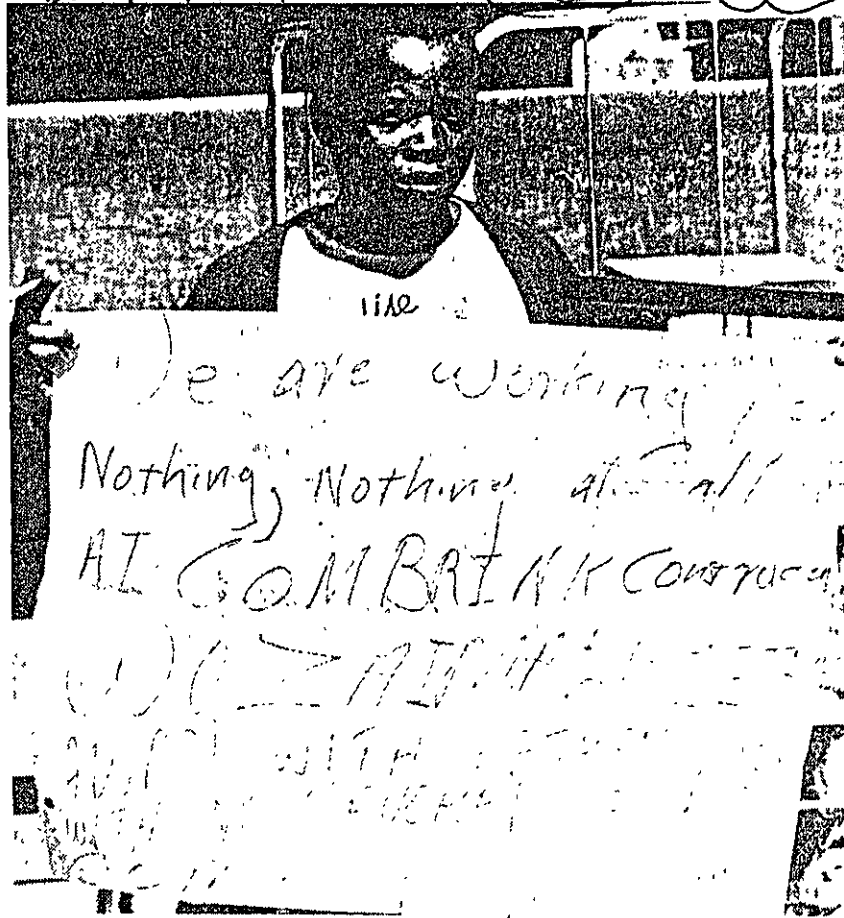
□ A Sapa-AP report published in Business Day on Friday said incorrectly the judge had not found any mitigating circumstances in imposing the death sentence. Sapa later corrected the report, quoting Harris as pointing out the judge had found mitigating circumstances but had been outvoted by his two assessors.

Mogona tribe must await



BIDCOM 5/5/87

39



A worker at a Pritchard Street construction site holds a poster detailing several grievances workers have with their employer Picture ROBERT BOTHA

Teargas scatters strike groups

POLICE used teargas and were repeatedly called in to break up a demonstration and sit-in by about 100 striking construction workers in Johannesburg city centre on two days this week.

Witwatersrand police spokesman Lt-Col Frans Malherbe confirmed police used teargas to disperse Group Five workers.

"Apparently, about 100 workers refused to leave the sites after they had been paid off. The police gave them five minutes to disperse. They refused and police sprayed three cans of teargas at them," said Malherbe.

The first police action against the strikers, part of a construction work-

SIPHO NGCOBO

force building two high-rise structures in Pritchard Street, took place at about 10am on Tuesday when workers staged a sit-in at the sites.

The second police action was on Wednesday when police broke up a placard demonstration.

The workers, all members of the Construction, Building and Allied Workers' Union, are involved in a pay dispute with Group Five. Under a court order they are not supposed to be at the construction sites.

A Group Five official refused to comment.

Work at a standstill on city highrise block

By Helen Grange

Construction of a multi-storey office block on the corner of Pritchard and Loveday streets in central Johannesburg has come to a standstill in the wake of a pay dispute between workers and a construction company.

Combrink Construction and the Building Construction and Allied Workers' Union (BCAWU) reached a deadlock in negotiations this week after the company was granted a Supreme Court interdict last Friday to have retrenched workers evicted from the building site.

Workers have not returned to work since the evictions.

Workers were dispersed by police on Wednesday after demonstrating outside the site.

A spokesman for Combrink Construction would not comment on the stayaway.

5/5/87

THE VAST majority of African high school pupils do not study mathematics and science, which are required for entry to commerce and engineering faculties at the "open" universities.

To industry and commerce, this presents a dismal picture. Each year, from a pool that is far too small for everyone's needs, corporations compete with overseas scholarships and with one another for students in commerce and engineering.

The high wastage rate at universities aggravates the skilled manpower shortage.

In 1988 there were four times more students at universities than at technicians. This points to a strong academic bias which inclines every student to want to go to university. It is also evidence of the limited provision of technical education for all groups, and particularly for blacks.

Although their numbers are increasing rapidly, black students are grossly under-represented at the tertiary level. Whites account for the vast majority of those receiving technical education, and there are only 2.6 African university students per thousand head of population, compared with 31.1 per thousand for whites.

With the projected decline in the size of the white population and the rapid increase in the African population, the situation will change.

In the aftermath of Sovero 1976, the public and private sectors focused attention on the problems of the black education systems. The result was a spate of interventions to compensate for the deficiencies of these systems.

Sponsorship of academic support programmes by private sector companies and professional associations will increase as they become more anxious to staff their operations with highly skilled blacks and produce black professionals.

Of the students in courses run by the central academic support programme, 40% to 50% are white, indicating that they are under-prepared for university study. There is evidence to suggest that standards of white education are declining.

Business needs to build academic bridges to survive

JANE HOFMEYR and ROD SPENCE

Universities will have to meet the challenge of structural change. They need to take institutional responsibility of under-prepared students. This will mean developing flexible entry levels, longer degree programmes, user-friendly routes through courses and the necessary academic and non-academic support systems.

In order to incorporate and affirm black students, the universities will have to develop a new, non-racial culture. Above all, universities will have to give priority to teaching to meet the needs of under-prepared students and reduce failure rates.

There is a need for a diversification among universities and a greater rationalisation of resources, so that every university does not seek to become a Harvard but specialises in different ways. Some of these processes are already under way.

Academic support programmes will continue to play an important part in institutional change, but essentially they will have to formulate a new role.

The change cannot happen overnight, but all the evidence suggests that ASPs at the open universities

should continue to transform themselves towards faculty-based models, a central consultancy function targeted at staff, a sound research/evaluation base, negotiation and strong community links.

In their present form, there are very real limits on ASPs' ability to serve the many. Because of the expense, a shortage of resources and the close-knit, personal cultures of many ASPs they are unable to "go to scale" to any substantial degree.

At black universities, assistance for staff is already the dominant model academic support. With a philosophy, they started academic development programmes, aimed mainly at lecturers.

Business will be driven increasingly by a staffing imperative and the economic crisis to intervene actively in academic support programmes.

Our research suggests some challenges for business to consider. If the experience of the front-line is anything to go by, then business's involvement will have to go beyond funding to include experimentation, partnership and lobbying.

The private sector can give ASPs the space in which to experiment and innovate. It can feed its experience of black advancement programmes into ASPs and learn from the latter's

successes and failures. Many educational support programmes naïvely conceptualise the role of the private sector. On the one hand, business is seen as an inexhaustible supply of gold-en eggs, a source of finance without any of its own legitimate needs.

On the other hand, there is a suspicion of the business world and its motives which is linked to a hostility towards capitalism. Business is also seen as monolithic when in reality it consists of heterogeneous companies, some liberal and some conservative, in competition with one another.

There is concern about the role of business in educational support. The distinction between education and training is important, and some educators doubt whether universities should be churning out graduates with pre-packaged skills who automatically slot into waiting job opportunities.

Education should have more to do with meeting the needs of individuals than with the particular needs of one sector of the economy. Others believe the private sector should not attempt to "privatise" educational

support — a job that belongs to educators and educational institutions. The neatness and orderliness that the business world looks for are not to be found in education or universities in transition. The educational challenges cannot be solved simply by applying management techniques or technical solutions.

The issue at stake here seems to be that of producing a negotiated agreement and an acceptable meshing of the needs of the parties concerned. The partnership model is viable provided there are clearly demarcated areas for each party's involvement and a respect for the areas that properly belong to the other.

Business will be interested in the performance of students and will pressure the institutions for more effective teaching, relevant courses and a lower failure rate. Given the present high level of wastage in the education system, these cannot be regarded as improper or unnecessary considerations, but they should not become the only considerations.

There is an important role for the private sector. In support, programmes which goes far beyond a cheque-book exercise. The potential of the private sector to contribute and effect change in this area and displayed. Academic support programmes will have to give serious thought to harnessing that potential. However, business should not seek to usurp the functions that are properly the domain of educationists, nor should it act in a technocratic mode with only its immediate self-interest in mind. Not least for the sake of its own tarnished image, business should intervene with longer-term goals in sight.

Business should press for the kind of change and fund the research and experimentation that will make a valuable contribution to the SA of the future.

This is an excerpt from an article in the current edition of Optima. Jane Hofmeyr is a senior lecturer in the Department of Education at the University of the Witwatersrand. Rod Spence is group Training Consultant of Anglo American Corporation in Johannesburg.

as far away as possible



Mr Geoff Knudsen

Man who changed ^{Accus} face of city _{18/5/89} is sacked

By TOM HOOD, 33
Business Editor

A MAN who played a major role in changing the face of modern Cape Town has been sacked, Murray and Roberts Holdings announced today.

Mr Geoff Knudsen, executive chairman of Murray and Roberts Construction, was suspended in March while his division's activities were the subject of an internal inquiry by the company.

Mr Knudsen, 58, moved to the Johannesburg head office seven years ago after making his mark in Cape Town, where he had been in charge of several major construction projects, including the Nico Malan Opera House.

He was a director of several M & R companies and chairman of its subsidiary Genrec Holdings.

APPOINTED CHAIRMAN

Today's statement by Mr David Brink, chief executive of Murray and Roberts Holdings, said that after the suspension in March M & R had terminated Mr Knudsen's employment from May 16.

Mr Knudsen has resigned as a director from all boards within the M & R group on which he served, including Murray and Roberts Holdings and Genrec.

The statement said Mr Brink had been appointed chairman of Genrec.

Mr Knudsen will be succeeded by Mr Charl van der Merwe as executive chairman of M & R construction and M & R Construction and Engineering.

Wage gaps between whites and blacks seem to be widening

By Michael Chester

New evidence of the huge size of the pay gap between white and black workers has been provided in a review of trends inside a number of key business sectors that between them share a labour force of more than five million employees.

The review, compiled by Central Statistical Services, traces the changes in the pattern of overall recruitment and salaries and wages from 1987 to the end of last year.

Socio-political reformers will be heartened by news that in all sectors — with the exception of the construction industry — it was the pay packet of the black worker that grew fastest, at least in percentage terms, if not in actual rand terms.

However, the review also unearths evidence of major differences in the pace of moves to close the wage gap from sector to sector.

For example, the average pay packets of the 175 000 black workers in the sector covering transport and communications barely stayed ahead of inflation, with increases of 15,1 percent over the 12 months.

This is the sector that embraces all road and rail services, the Post Office and the SABC.

One consolation was that at least the increase seemed far better than the 6,6 percent average raises awarded their 150 000 white workmates.

Even that fragment of comfort was overwhelmed, however, when the average wages of black workers, now at R761 a month, had to stand comparison with an average R2 227 paid to white colleagues.

Still, the R761 looked an improvement on the R610 a month average still being earned by 215 000 black workers in the construction industry — even after they had received a 17,1 percent

pay hike.

And here the pay gap was even wider, with white workers enjoying a 22,3 percent jump in pay to R3 166 a month.

In the manufacturing industry, it was the 716 000-strong black labour force which enjoyed the 22 percent scale of increases in average pay — pushing it up to R914 a month.

Here, the 295 000 whites on the payroll received increases of a more modest 15,8 percent.

But they were enough to push their average wages to R3 141 — more than three times higher.

More doubts about the reliability of percentages in tracking what is happening to the pay gap emerge when one examines trends inside the wholesale/retail trades.

The increases in the average pay of the 360 000 black workers employed here last year were among the best of all, racing ahead no less than 37,6 percent, while 266 000 white workers had to settle for raises of less than 19 percent.

In the end, however, the new black average of R644 still looked a long way off the R2 144 white average.

Not only that, the pay gap of R1 335 a month at the end of 1987 has now swollen to R1 500.

The quirks of statistics can also be put to the test with a closer look at pay patterns at Eskom.

Here, black employees received average increases of almost 27 percent, lifting pay to R1 377 a month, while white raises seemed to trail behind at 11,5 percent, setting pay at R3 666.

What happened to the pay gap in actual rands?

In 1987 it was R2 202. Now it has crept up to R2 289.

It all somehow seems to sum up the perils of statistics.

Building, education to top FCI agenda

CHRIS CAIRNCROSS

CAPE TOWN — Building skills, providing fundamental education, and developing a proper industrial culture in SA, are the two themes that have been selected to dominate discussions at the SA Federated Chamber of Industries' (FCI) executive council meeting here today.

The keynote address is to be delivered by Finance Minister Barend du Plessis, who is expected to outline government's perspective on the line the country should take in developing an industrial culture best suited to take it into the next century.

Organised industry will also be taking a look at the micro-economic picture, with the focus on the merits of promoting applied research to service the needs of specific sectoral interests.

The desirability of giving greater emphasis to manpower training and education in an evolving SA leads off FCI's meeting today, with Education and Culture Minister in the House of Assembly Piet Claase scheduled to open the debate.

M & R says it talked up earnings to spur staff

MURRAY & Roberts aimed to increase earnings by 34% to \$110m for 1989 — after the board forecast earnings of approximately \$100m — financial director Lionel Bird said in an in-house magazine.

M & R CE David Brink said on Friday, however, the bigger forecast was aimed at motivating staff. He declined to give another forecast. Brink said he was happy with M & R's progress this year, though some divisions were starting to sense business was slowing. Order books for all divisions were

full, however, because the construction industry tended to lag 12-18 months behind the general business cycle.

Achieve

The construction group is likely to feel the effects of tighter economic policy in 12 months if the economy does not pick up. There were some indications that an upturn could happen, Brink said. M & R hoped to achieve earnings of \$60m for the second half of its

EDWARD WEST

financial year to June, after \$50m for the first half of 1989.

The board, however, has forecast earnings at approximately the same as the first half at \$50m.

An analyst said M & R's prospects looked good though tighter governmental fiscal policy could have a detrimental effect on the group in the long term. Group profits were increasing well with much growth seen in the construction division.

M & R's long-term prospects would benefit from contracts on the Lesotho Highlands water and Moss-gas projects where M & R was busy with infrastructural development, the analyst said.

Capex

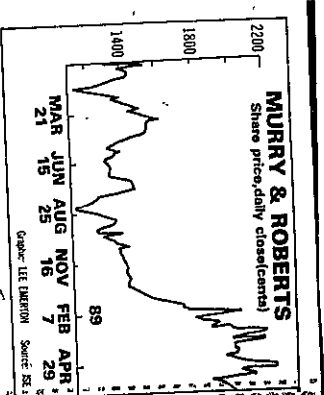
Though the rate of increase in earnings would be slower than in 1988, he expected this year's earnings to increase. Capital expenditure was likely to decrease from now on be-

cause of the recent government announcement concerning import surcharges on capital equipment.

M & R's shares gained 50c on Friday in eight deals after closing at 1.950c on Thursday.

Before the recovery M & R's shares dropped from a high of 2.250c a share early in March to 1.950c.

One analyst said the recent firing of M & R executive director of construction Geoff Knudsen denied the share price slightly due to lack of confidence in management structure. Another said the dismissal had



little effect on the share price. M & R shares were not traded of ten so, when they were, the share price tended to fluctuate violently, they said, but the shares were good value and should be held rather than sold.

Building black builders

THE Nafcoc housing committee together with the Professional Builders' Federation will host a one-day seminar to address the challenges and opportunities facing black builders.

The theme of the seminar is "Black Building Industry — Prospects for Economic

By **JOSHUA RABOROKO**

Upliftment", and will be held at the Boulevard Hotel in Pretoria on June 27.

According to the chairman of the Nafcoc housing committee, Mr Z Z Mashao, the objectives of the seminar are:

- To address in a practical way challenges and opportunities experienced by black builders;
- To assist participants in costing and estimating;
- To explain how a contractor or builder can acquire bridging finance and;
- How to manage a

project.

It is expected that contractors, electricians, plumbers, bricklayers and carpenters from as far as KwaZulu, Free State and Lebowa will attend. For further information please contact Miss B K Baloyi at (01214) 3204/5/6; 3209; 32100.

ng more established industrial areas closer to Johannesburg.

Hodge, the machine is geared for work at altitudes of 1 200m. Sable's machines are working on a road contract in the Lesotho Highlands.

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No case for lowering standards for engineers

Star 13/6/59

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33

While South African engineering graduates compare favourably with those in the rest of the world, there would have to be great care taken to avoid the "unthinkable practice of reducing academic standards" to compensate for dropping enrolment fig-

ures. Writing in the latest issue of Asphalt News, Professor Alex Visser, of the engineering faculty of the University of Pretoria, says: "In Brazil during the Seventies the number of engineering graduates had to be raised fourfold within about five years.

authorities here are guarding against such rash approaches," he says.

A major concern in engineering at present is the high first-year failure rate.

The majority of students on a five-year programme invariably drop one or more subjects in their first year.

"Many graduates and their employers are coming to realise that post-graduate specialisation is essential," says Professor Visser. "Consequently, enrolment at post-graduate level is increasing."


This is also the trend in the US where some states now require post-graduate qualifications for registration as a professional engineer.

"The only way this could be achieved was by lowering standards and such an approach leads to complete chaos."

Professor Visser points out that the end result is that only graduates from certain universities who maintain standards have any chance of gaining employment.

"Fortunately, university

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INDUSTRIAL BUILDING

Survey shows 200% strike action increase

STRIKE action in SA in the first six months of this year was up by almost 200% compared with the same period last year, but still way down on the record 1987 levels, a survey by consultants Andrew Levy, Johan Piron and Associates has found.

A total of 348 614 man-days have been lost in 87 strikes so far this year. This compares with the 120 035 man-days lost last year, and 1,1m in 1987.

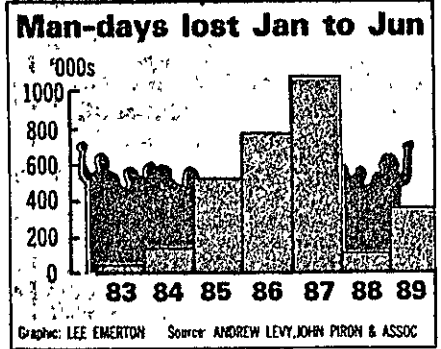
A feature of the survey is that wage disputes triggered 68,4% of this year's strikes. Historically, such disputes have been the trigger behind 30% to 40% of

33 ALAN FINE

industrial action. Retrenchment and recognition disputes sparked 8,5% of strikes and dismissal disputes 8%.

More than a quarter of the man-days lost have occurred in the building industry, almost solely as a result of the one-month-old strike by 3 000 Construction and Allied Workers' Union members at Everite.

The lengthy, now resolved, strike by NUM members at Rustenburg Refinery was the major factor which made mining the second most strike-prone sector.



51 times 16/7/89.

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Mossgas drive

Business Times Reporter
A CRASH programme has been launched to train welding supervisors and inspectors who meet the tough requirements of the Mossel Bay project.

training at the institute in Johannesburg.

Another 25 welding inspec-

tors have been trained in the US as statutory inspectors for welded pressure vessels.

The SA Fabrication and Training Trust Fund, which is channelling money into huge training schemes for the oil-from-gas project to reduce the need for imported skills, has been given the go-ahead to produce 400 inspectors and supervisors by the end of next year.

Executive director Rene Schmetz says existing training schemes are successful.

"Our top priority now is to get the right people for these special roles."

Pressure

The specialists will be trained by the SA Institute of Welding, whose chief executive, Chris Smallbone, says the country is facing a serious shortage in this field.

"In the past 10 years there has been a big drop in the number of welders under training in the fabrication and construction industry.

"This has led to a more severe shortage higher up the ladder."

The new scheme will involve the training of 150 welding inspectors, 60 senior ones and 210 level 1 and 2 welding supervisors.

About 70 inspectors and 40 supervisors have started

ALAN FINE

FRIDAY'S 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without industrial action. 6/10/89 171789

Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday said this was the first time in a decade that every union party to the metal industrial council had accepted the settlement.

This, he said, represented a new maturity in unions and an acceptance by Seifsa that employers can no longer take a "take

Wage deals a six-year first

it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions,

□ To Page 2

Metal industry

was resolved with agreement that May 1 Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce

May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for an evening shift.

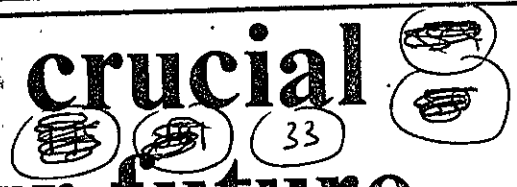
□ From Page 1



Mikhail's Navy

Black engineers crucial component of our future

Star 20/7/89



The most disastrous long-term legacy of apartheid will be the human resources and skills shortage it created via separate education.

Many would describe our dilemma primarily in political or economic terms.

Serious as these are, history has examples of successful and fairly rapid political settlements and economic transformations.

The human resources crisis, by contrast, will take decades to resolve, even under optimal political and economic conditions and an enlightened education policy.

With our shaky economy, high population growth and half the population at schoolgoing age or younger, we simply don't have the resources for conventional formal education solutions to succeed.

Long-term solutions, such as a non-racial education system, are important, but in the interim it is imperative to develop and expand intermediate solutions rapidly.

No prospect

Despite the quantitative increases in black education this decade, a growing number of black matriculants have no prospect of any useful employment.

At the same time we face a desperate shortage in managerial, engineering and technological skills.

Between 1960 and 1984 the number of pupils in primary and secondary schools increased by 5 million, while enrolment in technical education increased by only 110 000, of whom 80 percent were white.

Of the tens of thousands of students who sat the DET examinations in 1987, only 464 gained university entrance to study engineering.

Statistics abound demonstrating the shortage of technological skills and our disastrous position compared with competitor nations.

We need greater commitment, especially to a technological culture in society and particularly in our

CLIFF McMILLAN, a leading civil engineer and the man who has done most to encourage blacks to take up engineering, sees signs of hope in a formerly disastrous situation. A director of Ove Arup, he is the founder of Protec, a past president of the SA Institution of Civil Engineers and current chairman of its education committee.

education system, and this should be reflected in resources allocation.

It is vitally important to recognise and support the initiatives which are being taken to overcome these problems.

Behind the scenes a quiet revolution has been taking place in recent years. From almost a zero base in the early 80s, nearly 25 percent of first year intake into engineering faculties at Wits, Cape Town and Natal is from disadvantaged backgrounds.

Academic support programmes are playing an important role at these universities.

Failure rates are still alarmingly high, but significant numbers of these candidates are graduating at our technikons and universities.

The problem is to increase the supply of matriculants with the necessary qualifications and aptitude.

The anatomy of disadvantage inherent in the black education system particularly is characterised by such things as rote learning, poor teaching (particularly in maths and science), poor language ability, disadvantages in cultural and home environment, and breakdown of communication with parents and teachers.

Part of the solution is private schools. Various private school initiatives have grown up with the specific objective of addressing these problems.

It is a costly option available to select candidates only and cannot be reproduced on a mass scale.

An important contribution is Protec (Programme for Technological Careers). Protec is a non-formal enrichment programme to develop the

potential of students hampered by disadvantaged conditions.

It identifies high school candidates with maths and science ability and who have an interest in careers in technology.

The programme focuses on a holistic approach to providing non-formal input across a broad spectrum of needs, and covers maths, science and English, career guidance and life skills. It involves about 70 contact days per year outside formal school hours.

Protec has demonstrated in seven years that it is a cost effective and reproducible model which can make a major impact on the present crisis without having to wait for fundamental change to take place.

High pass rate

Protec now has more than 2 700 students in Std 8, 9 and 10 actively involved in 11 branches.

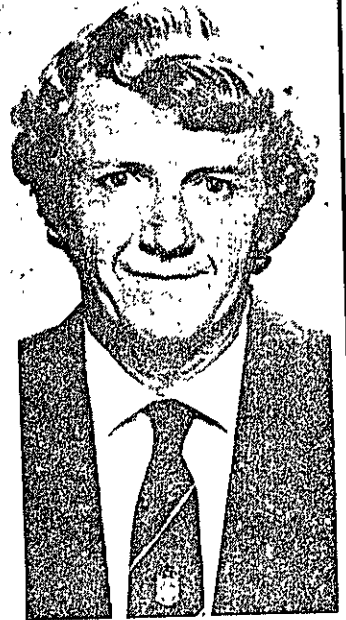
Last year, 513 Protec students wrote Std 10 examinations with an 87 percent pass rate.

Almost half obtained matric exemption with maths and science, an outstanding success compared with DET pass rates.

Compared with DET results for the whole country, the Protec results represent a significant contribution to the numbers of matriculants with maths and science.

Qualitatively, the contribution is even more significant. The holistic approach prepares students to participate in the world of work and take responsibility and initiative.

For employers offering bursaries and in-service training, risk is minimised by choosing these students.



Mr McMillan ... history has shown us examples.

Protec has also succeeded in maintaining credibility across a broad spectrum, including among donors and employers as well as the student communities.

Yet despite all these initiatives, employer commitment has probably declined recently, mainly because of disinvestment.

The last recession seriously undermined the investment in bursaries and training.

The extent to which progress will be made is directly dependent on the commitment of employers in providing bursaries, in-service training and a work environment which will contribute to overcoming the background disadvantage.

Models are in place. Some are very effective. None is perfect.

Concerted support from employers is needed to make them so.

Civil contracts on the decline

Star 21/7/89

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By Sven Lünsche

Civil contracts awarded to South African companies are showing a significant decline in the wake of the significant slowdown in economic growth.

Only 70 new civil engineering contracts, valued at R160 million, were awarded during June, bringing the total for the second quarter of the year to a modest R510 million.

The SA Federation of Civil Engineering Contractors (Safcec) in its monthly release points out that this was the lowest quarterly figure since the beginning of last year.

Safcec says that the less buoyant outlook has already resulted in increased competition for available work with longer lists of tenderers and keener prices.

Companies are, however, still reaping the benefits of last year's boom period and for 1989 some real annual growth in the volume of civil engineering construction is expected.

Commenting on the growth prospects, Safcec says that the order book position at present is reasonably satisfactory although contractors expect the tempo of construction to slow down, later this year or early 1990.

"Because of the state's tight capital expenditure budgets and also, for instance, the impact of the higher interest rates on private township development, which is already being felt, tender activity is expected to be lower in the second half," Safcec writes.

On the other hand the outlook for next year may improve

should the construction of major works for the Lesotho Highlands Water Project commence; the development of townships for lower income groups be stepped up or mines embark on programmes of expansion.

Projects in Lesotho are already coming in by dribs and drabs — in June a R13 million contract was awarded for the construction of the engineering services at Katse Village, near the site of the future Katse dam.

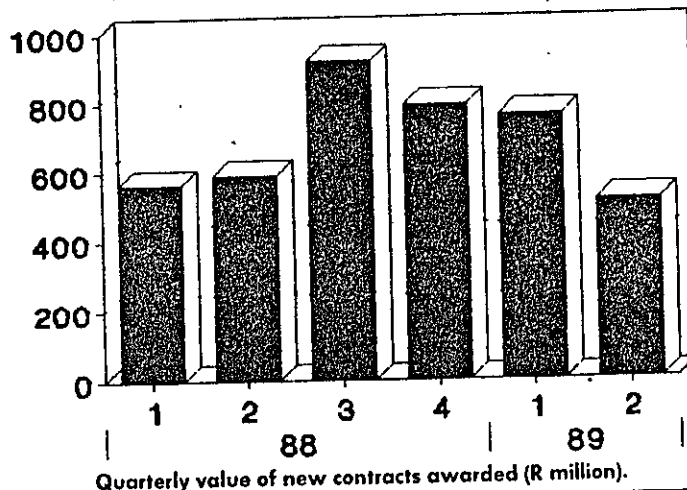
In the meantime civil engineering contracts at Southern Africa's second major project, the Mossel Bay gas venture, are in full swing — some R140 million of contracts at the Mossel Bay refinery were awarded in the first half this year, following last year's R40 million earthworks contract.

However, South African companies lost out on a major R120 million contract in Botswana, when the construction of the railway line from Francistown to AECI's Sua Pan ash deposits was handed to Italian contractors CMC.

Despite the slowdown in the June quarter, the industry certainly had a buoyant 12 months.

According to Safcec, contracts worth R2,96 billion were awarded from July 1988 to June this year, compared with R2,08 billion during the previous 12 months, an improvement of some 42 percent in nominal terms and 25 percent in real terms.

Total employment in the industry has recovered from about 85 000 at the beginning of 1988 to some 95 000 at present.



Quarterly value of new contracts awarded (R million).

Blam 21 789

Survey call to rationalise engineering education

NEIL YORKE SMITH 33

RATIONALISATION of engineering education is vital if the supply of new engineers is to grow in line with demand.

A survey of the supply and demand for engineers by Phillip Lloyd of the Federation of Societies of Professional Engineers (SACPE) notes SA has eight universities offering engineering degree courses, of which three together produce fewer graduates than any one of the five major universities.

The survey says rationalisation based on cost-effectiveness should take place in SA universities. Minor engineering campuses are not economically viable, they carry the full cost of resources and staff without producing sufficient graduates.

The survey puts the cost of training an engineering graduate at R70 000. However, a Wits University lecturer says universities are not the only option. He notes the growing importance of technical schools, both in the quality and number of engineering students.

Demand for engineers continues to outstrip supply. The survey estimates there are two posts open to every engineering graduate. The problem is compounded by minor universities growing too slowly and by the lack of skilled immigrants.

The survey notes the declining number of young SA engineers. In 1983 nearly 15% of registered engineers were under 30. By 1988 the figure had fallen to around 10%.

**Learning
lifts LTA**

EDUCATION is good for the LTA Construction group.

It has completed major projects at universities in Port Elizabeth, Umtata, Stellenbosch and Johannesburg. It built the medical school for Wits.

LTA Venda Construction has been awarded a R3,9-million contract to build offices and lecture blocks for the University of Venda and the group recently handed over the first phase of a R8,5-million residence complex for the University of the Western Cape.

6926/03
S/Times 30/7/89

APPRENTICESHIPS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

MANPOWER
MIRROR by
ROBYN
CHALMERS



On target for 30 000 skilled workers

SOUTH Africa's plan to provide a huge pool of skilled labour for its synthetic fuel projects is moving into top gear, says SA F&DTC and Construction Training Trust Fund (SAFCTF) vice-chairman Hugh Brown.

More than 2 000 welders and other technicians have been fed into the workforce since the training plan began 18 months ago.

Many more are scheduled to graduate from training centres set up to provide a reservoir of manpower for the growing demands of Mosses and other energy projects on the drawing boards.

The training scheme was reported by Business Times in November last year. SAFCTF was formed to co-ordinate the R300-million scheme, intended

to supply more than 30 000 artisans for a wide range of industries in the next decade.

Although the scheme was formed in response to the R5,5-billion Mosses project, Mr Brown says it is part of a strategy for the entire syndical industry until the turn of the century.

"One hears a lot of talk about manpower shortages — but companies with deep involvement and commitment to the syndical industry are doing something about it."

Many graduates from the scheme have joined major companies involved in the Mosses project — among them Stearns Miller, Plator, Babcock, Donby, Geacoc, Edin Engineering and Fraser & Chalmers.

STW 30/7/89

Industry as a whole has for almost two decades been characterised by a severe lack of skills. As soon as there is evidence of a recession, the first indication to be cut by a company is for training, resulting in a huge shortage of skilled men and women when the economy revives.

SA Institute of Race Relations researcher Monica Bot says in her book 'Training on Separate Tracks' that when there is a recession, companies tend to train for their immediate needs only and not for long-term requirements.

This can be seen from the decline in the number of apprenticeship contracts registered since 1980. The graph shows there were 14 971 in 1982 compared with 9 660 in 1986.

Miss Bot says an indication of the problem is that, even if only a 2%

33

average annual growth rate is achieved until the year 2000, there will be a shortage of 200 000 workers with degree, diploma or comparable skill level.

In contrast, there will be a surplus of 38 million with standards right to 10, and an over-supply of 35 million people with lower than a standard eight.

The huge cost of importing skills — evident from reports earlier this year of a for-fee on the Mosses project training is 2 000 a month — has meant it is essential that it would cost about R80 000 a year to import a skilled foreigner compared with R20 000 to train a South African. It would therefore cost about R67,5-million to import skilled labour for the Mosses project, but only R37,5-million to train and pay SA workers.

SAFCTF executive director Rene Schmetz is confident that the training scheme can supply sufficient skilled labourers for the present and future industry.

"The decision to build syndical projects will not be influenced by any lack of trained manpower. Measures to provide these skills are in place, and they are contributing successfully to existing projects."

The trust is funded jointly by the Government's Central Energy Fund and Mosses. It is estimated that the trust will require about R200-million to finance training.

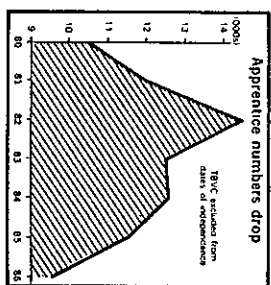
Mr Schmetz estimates that between

now and 1992, the trust will have supplied more than 8 000 trained people to contractors involved in existing and future projects.

The scheme was initiated by American consultant East Causey, who is now construction consultant for the Central Energy Fund. He says the scheme will concentrate on improving productivity.

"Essential ingredients to dramatically increase SA construction productivity are project labour agreements controlling civil, mechanical, electrical and instrumentation contractors to the amount of wages to be paid to operators."

Second, a 45-hour work week with no overtime is required. Third, there



must be a sound training programme. The achievement of substantially higher levels of productivity is largely dependent on having a properly trained and supervised workforce.

Race bars fall in building industry

Star 17/8/89
By Michael Chester

A series of initiatives to ensure black advancement in the building industry in the Transvaal has closed the black/white wage gap, and the racial mix of workers moving into skilled jobs has been transformed, according to Mr Wynand de J Stapelberg, general secretary of the Industrial Council for the Building Industry in the province.

He said the number of black workers in top-grade craftsmen categories had surged from zero to well over 15 percent of the total since the start of the 1980s.

Even more significant, he believes, is that black workers now account for no less than 98 percent of the labour force classed as

semi-skilled, in training programmes that should elevate them to skilled craftsman levels within two to three years.

The building industry, he said, took an early lead in abolishing job reservation in 1981 as soon as legislation permitted.

SCRAPPED

"Racial discrimination in pay packets and all its other forms has been thrown on the scrap heap."

The benefits were already flowing in the improved performance of the industry.

"Black workers have shown incredible initiative in seizing new opportunities to climb to the top," he said. "They are qualifying for skilled jobs in droves — despite

the high standards laid down in training courses."

Black employees were beginning to reach even foreman level — top jobs that seemed unattainable a few years ago.

The wages of black labourers had also increased. In the past two years, their pay packets had increased by 81 percent, compared with increases of 48,2 percent for skilled craftsmen.

The gap would close even further in 1989. "The building industry has set a pace in black advancement that we believe should be regarded as a model in the reform process. We have become colour blind, and the results are splendid"

33

Tension at firm

A FIGHT between two workers - one black and the other white - at Pretoria's Cullinan Refractories has resulted in a tense situation in the company.

A spokesman for the Building Construction and Allied Workers Union (BCAWU), which represents the company's black work force, said tension in the company had been fuelled by the company's decision to fire the black employee concerned, Mr William Monaka, instead of reprimanding the white worker who allegedly "assaulted our member."

He said the company had obtained a court interdict restraining the black work force from retaliating by "attacking" their white counterparts. Management's actions had raised suspicions over its role in the matter, he said.

Cullinan's human resources director, Mr Barry Beckley, confirmed the incident saying "as far as I know the white employee has laid a criminal charge with the police".

He said management applied for an interdict after "the situation inside the company had deteriorated".

The BCAWU has declared a dispute with

BY LEN MASEKO

The company, contending that Monaka was unfairly dismissed. The matter is to be decided by an arbitrator.

The BCAWU spokesman said Monaka now lived in fear of his

life after a group of whites travelling in a kombi called at his Pretoria home looking for him. The men left without leaving a message when they could not find him.

The union is in dispute with the company over

two other issues: wages and retrenchments.

About 160 Cullinan employees face retrenchment under the company's restructuring programme, according to the union. The union has rejected the proposed retrenchments.

On the wage dispute, the union has accused management of unilaterally granting an increase to its members without an agreement with the union.

Beckley said "to the best of my knowledge" the wage adjustments had been agreed to by the two parties.

Construction management concept gains acceptance

Star 12/9/89.

In the highly specialised construction industry of today, the new breed of project manager can expect even further recognition with the additional concept of construction management.

That's the view of Mr Ron Henderson, managing director of Time Projects which is in the stock exchange-listed Time Holdings group.

"The advent of construction management will speed up the swing away from large multi-discipline companies with high and fixed overheads to low-overhead management companies which sub-contract most disciplines to specialists.

"These smaller specialist companies also have lower overheads and are less vulnerable to the peaks and troughs so common in the building industry."

Applying these parameters appear to have paid off for Time Projects, for the group recently handed over the R11 million City Lodge in Bloemfontein in a contract time of only seven months — on time and within budget.

Construction management takes the accepted practice of project management a step further and involves not only the management of a project as principal agent of the client but also the overall-construction control and programming of the work.

33

In fast-track construction management, accurate pre-programming is essential.

Escalation costs, Mr Henderson, points out can be reduced and construction efficiency maximised by careful and dedicated planning and resourcing — all of which, in the end, can only benefit the client.

"Construction management originated in the US in the late Seventies and has recently spread to Europe where it is rapidly proving popular," he says.

"The concept is now set to make significant inroads into the construction scene in southern Africa.

"The construction manager sub-divides the project into specialised packages issued via the professional quantity surveyor's documentation and gets competitive quotes or tenders for each discipline.

"Deadlines and programme dates are given at the time the tenders are awarded and the individual disciplines are then tightly co-ordinated and closely supervised."

The main advantage of the concept, it seems, is total efficiency and absolute control of time and budget in as much as the professional construction manager is acting entirely on behalf of the client.

Contractors more active in tendering

Star
12/9/89

33

Construction group, CA Brand, has won contracts with a combined value of R20 million in the past few weeks.

Mr Peter Bayly, managing director, says the fall-off in civil engineering work is forcing contractors to become more active in tendering.

CONTROL

"Careful control of costs is essential in today's market. For instance, we have introduced new systems, particularly in the field of plant maintenance, to prolong life of the machines and so, bring down costs.

Among the new jobs for CA Brand is the R7,9 million contract for the 40 km road in Venda, near Louis Trichardt.

"On a plant-intensive project like this, we will be using our computerised plant costing system to ensure maximum efficiency," he says.

News in Brief

Cart Trade S/O/187
Building firm strike ends *(33)*

DURBAN. — An agreement ending a three-week-old strike by more than 600 workers at Stocks and Stocks in Natal was reached on Tuesday when the building company entered into a recognition agreement with the Black Allied Workers Union.

Civil engineers feeling brighter

81024 6/10/89
AFTER two months of slack business, matters in the civil engineering industry picked up in August, with contracts worth R250m being awarded.

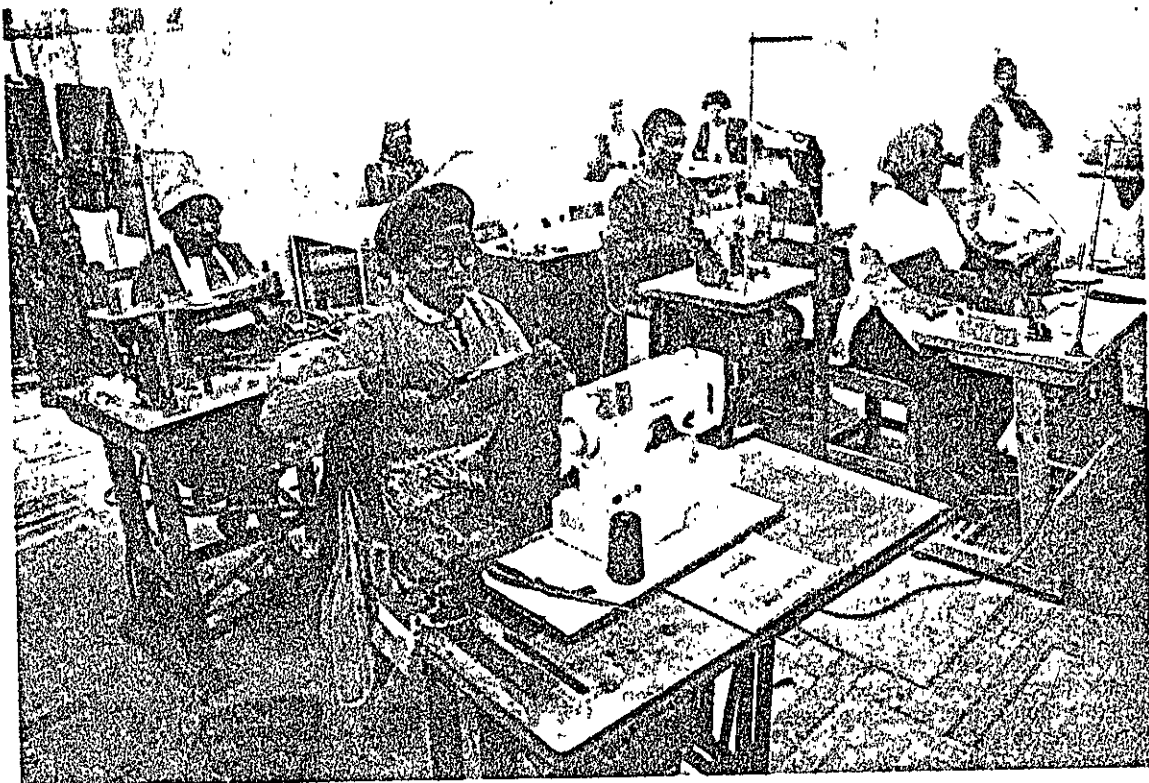
The SA Federation of Civil Engineering Contractors says, however, that the overall downward trend that started in the second quarter continues.

Even without any inflation adjustment the value of new contracts this year so far is running at 10% below the same period in

1988.

It says the cancellation of a number of road tenders does not bode well for contract awards for the year to come.

The federation states the number of new contracts recorded during August was 135, including 34 road contracts worth R86m, 27 contracts for township roads and services worth R53m, 31 water supply and sewage projects worth R44m and 43 contracts for other work worth R43m. — Sapa.



Pictures: JOHN YELD, The Argus.

HELPING THEMSELVES: This industrious scene is part of the Buthisizwe Self-Help Development Centre, a co-operative project in an old Philippi factory.

A battered building hides a wealth of work

ARGUS
17/10/89
33A

By JOHN YELD, Staff Reporter

THE old Philippi factory appears run-down and dilapidated from the outside, but on the inside trainee seamstresses and carpenters produce beautiful duvets, dresses, jerseys, jackets, skirts, bags, cushions, furniture and beadwork.

This is the home of the Buthisizwe Self-Help Development Centre, a co-operative project which provides work for more than 30 people and finds a market for their products as far afield as Paarl, Stellenbosch and Somerset West.

The centre has been in existence for about two years and, after weathering some tough problems in the early stages, is ready to take off, according to organiser Mrs Sophia Benga.

"But the main thing which prevents us from going forward is transport," she explained.

"Money is floating out unnecessarily for hiring transport and otherwise we are dependent on the goodwill of others."

The co-op has been supported by, among others, the British Consulate, the South African Labour Development Research Unit at the University of Cape Town, Jews for Justice and a commercial timber company.

Training specialists have taught co-op members knitting, sewing, joinery and carpentry skills and brick-making, and the project has found ready markets for their goods.

"We've got the skills now, and with more money in the bank we could help to get more unemployed people into the co-op. The labour is there, but with the transport problem we've been forced to stop," Mrs Benga explained.

• Anyone able to assist can telephone Mrs Benga at ☎ 34 3098, or Mr Michael Frost at the British Consulate, ☎ 25 3670.



TRAINEE BEADMAKER: Learning the delicate art of beadwork at Buthisizwe is trainee Mrs Nomdumiso Ganca.

Education urgency stressed at building federation congress

From FRANK JEANS

JOHANNESBURG. — The building industry has been left in no doubt about the urgency of educating all levels from management to the site workers after the annual congress of the Building Industries Federation (Bifsa) at Sun City this week.

And hammering the message home was an academic fraternity that concluded changes would have to be made to correct the imbalance of two few apprentices and too many university graduates.

The total apprenticeship contracts has dwindled from more than 6 000 a year in the early seventies to 1 200 last year, while during the same period the students graduating from universities increased by about 48 per cent.

CONGRESS THEME

All the main speakers concentrated on the theme of this year's congress, education and training, and pulling no punches was Professor James Moulder, head of the department of philosophy at Natal University, Martizburg, who sees the present academic educational set-up as a "sick white university system that tolerates high failure rates".

And to meet the growing quest for knowledge by all population groups, the professor believes in the introduction of an intermediate tertiary college system, which would be a more effective support programme for non-white students.

"The gap between school and university is too big," Professor Moulder told delegates, "and this is the reason why so many matriculants fail to graduate or fail

to graduate in the required time.

"Most white South Africans are biased toward academic education and we've passed on our prejudice to blacks."

The importance of mid-career education was the topic of Professor Grant Schutte, former head of the School of Business Leadership at Unisa, whose paper was read for him in his absence by builder Mr John Barrow of Barrow Construction.

"Most organisations spend time and money on the development of middle and top management, but few spend any effort on preparing employees for a career in management," said Professor Schutte.

"I believe the mid-career development and training effort should be industry driven and the key players should be industry associations, unions, businesses and employers."

The ultimate objective of such an operation would be to develop a fully skilled person to do a particular job in any enterprise in an industry.

Dr Dwight Triegaardt, executive director, Science, Education and Politics (Sep) of the University of the Witwatersrand, said more black youths were entering the school system.

"Unfortunately, on leaving the schools, they are facing a labour market that is unable to absorb them.

"The rapid growth of student numbers in the context of limited or reduced resources has led to a very ineffective education system and this system fails to hold its students.

"For instance, of all pupils who started their schooling in 1974,

45,9 percent made it to standard five and only 12,2 percent to matric."

Dr Triegaardt pointed out that the skills of South Africa were white and that less than 15 percent of the population accounts for 60 percent of the professional, technical and related occupations, and nearly 95 percent of management.

"We are fortunate in this country that there is a racial basis to everything we do and that allows us to quantify the degree of racialism," he said.

UNION PRESSURE

Meanwhile there were figures in the Bifsa annual report before congress delegates concerning the mounting trade union pressure on South African industry generally.

This according to the report has resulted in a 200 percent rise in man days lost within a year, 120 000 in 1988 to 348 000 this year.

And while the building industry, one of the country's most labour-intensive sectors, has been relatively free of unrest incidents, more than a quarter of the big loss occurred owing to an unresolved dispute with a large national building materials supplier.

Share warning

JOHANNESBURG. — Negotiations are taking place between Sentrachem and another company, which, if concluded successfully, could effect the price of the company's shares, it has been announced. Shareholders should deal in the company's shares cautiously until further notice. — Sapa.

SOUTH LABOUR

'UNION BASHING'

No room for 'instigators' says Concor

THE Construction and Allied Workers' Union (Cawu) has accused one of the country's largest construction firms of "union bashing" tactics following the mass dismissal of about 150 strikers in Caledon at the end of last week.

A Cawu spokesperson said the workers were dismissed by Concor last Thursday - a week after they downed tools. He said the company subsequently

agreed to reinstate some of the work-

ers but had refused to take back people

whom they alleged were "instigators".

"This is clear union bashing," the

Cawu spokesperson said.

Concor's public relations officer, Mr

G Wheeler, confirmed the workers had

been dismissed.

He said 130 workers were dismissed

after taking illegal strike action and

the company would be meeting with

the union next week to discuss the

dismissals.

South 2-8/11/89



BEER BLOCKED: Protesters surround a South African Breweries truck in central Cape Town as the driver gets out of his cab.

The confrontation came at the end of a march by about 600 people, including SAB strikers, through the city to the Department of Manpower offices to protest against unemployment.

Department of Manpower official Mr William Marais accepted a list of demands from Unemployed Workers' Movement education officer Durnisane Rashelend.

He said he would forward the demands to the Minister of Manpower, Mr Eli Louw.

The dismissed workers downed tools

at the company's Caledon site the

previous Thursday to protest against

company plans to retrench 148 work-

ers and to discontinue daily transport

to the site from Cape Town.

About 500 workers at Concor sites

in Grabouw, Worcester, Hout Bay and

Rosebank subsequently joined the

strike.

Meanwhile, two marathon strikes

continued in the Western Cape this

week with almost 6 000 workers at

National Panasonic and South African

Breweries holding out for wage de-

mands.

About 100 SAB strikers marched

from Newlands station to the SAB

breweries in Newlands on Wednesday.

The strikers ignored attempts by

police and company security to halt

the march and entered the company

premises where they held a picket

demonstration.

Earlier the same day, a white scab

labourer was allegedly assaulted out-

side the breweries.

A man was arrested in connection

with the incident and is due to appear

in court later this week.

Amid reports of other violent con-

frontations between strikers and

"scabs" at SAB plants elsewhere in

the country, a national beer ban is due

to kick off this week.

This follows a decision by Cape

Town taverners to institute a beer ban

last week.

The strikers are demanding an in-

crease of R1,80 an hour - R3,50 less

than their opening demand.

SAB has offered a 75 cents increase

which would increase the minimum

hourly rate to R5,45.

B/B Day 24/11/89

Some labour brokers operate as modern day 'slave traders'

EDWARD WEST

SOME labour brokers in the SA construction industry were "modern day slave traders" and were inflating wage costs by about 70%, industry sources said yesterday.

Constructional Engineering Association executive director Rene Schmetz said some labour brokers were conducting unscrupulous and unethical labour practices, costing the taxpayer millions every year.

Schmetz said there were about 700 labour brokers in SA, some of whom promoted corruption, bribery and kick-backs.

These brokers exploited the skilled manpower shortage. The brokers lured staff from permanent employment by offering substantially higher rates of pay, usually for short periods of employment.

They recruited staff from site to site on a merry-go-round system and encouraged tax evasion by telling employees to register as close corporations, sub-contracting labour to clients with brokers acting as agents only. Registration of employees with bodies such as the industrial council was required by law, but many brokers only registered a few of their employees.

Dark side

This meant people employed by brokers had no social security, medical cover or workmen's compensation insurance.

Schmetz said the use of fictitious addresses, avoidance of levy payments and the importation of employees from overseas on tourist visas were all part of the dark side of the labour broking industry. Between 16 000 and 20 000 people were working for brokers.

A Manpower Department spokesman said the department was aware that some brokering practices were causing problems in the industry, but there was little it could do about it.

The Labour Relations Act said disputes arising out of labour brokering practices could be referred to the industrial court.

Group Five CE Peter Clogg said brokers were necessary in peak periods of construction activity because of the cyclical nature of the industry, but he realised the potential of brokering rackets.

Star 5/12/89.



(33)



Eastern Tvl men tell of Jo'burg exploitation

By Kaiser Nyatumba

At least 21 young men from White River in the eastern Transvaal work 16 hours a day for R150 a week in a Johannesburg building — and some of them have not been paid in full. The Star has established.

The men, most of them illiterate, were brought to Johannesburg on an open bakkie by Mr Jan du Preez of Nelspruit about three weeks ago. They told The Star they were promised a salary of R150 a week, free food and accommodation and normal working hours.

They work at the old Cosatu House in Jeppe Street, which was damaged when a bomb exploded there about a year ago. A few of the men are painters and most are labourers.

WORKING HOURS

"When we got here we were told we would be required to work for 16 hours, from Monday to Friday. On Saturdays we work until late in the afternoon and on Sundays we work until 1 pm. Our weekday working hours are 7 am to 10 pm," said one of the men.

Their daily menu was porridge. The man said he and his friends had already spent two weeks in Johannesburg and were supposed to have been paid R300 for two weeks' work last Saturday. Instead they were given R100 each and were told they would get the rest of the money this week.

"I don't want to work for them any more. All I want now is to be paid all

my money and then go home," said the young man, who did not want to be identified.

The Star first heard about the young men's plight on Sunday afternoon, and went to the building. A security guard, from the Future Security firm, refused the Star entry into the building and radioed his senior. A man immediately came to the scene and threatened to "throw all the people working on the painting contract out of my building".

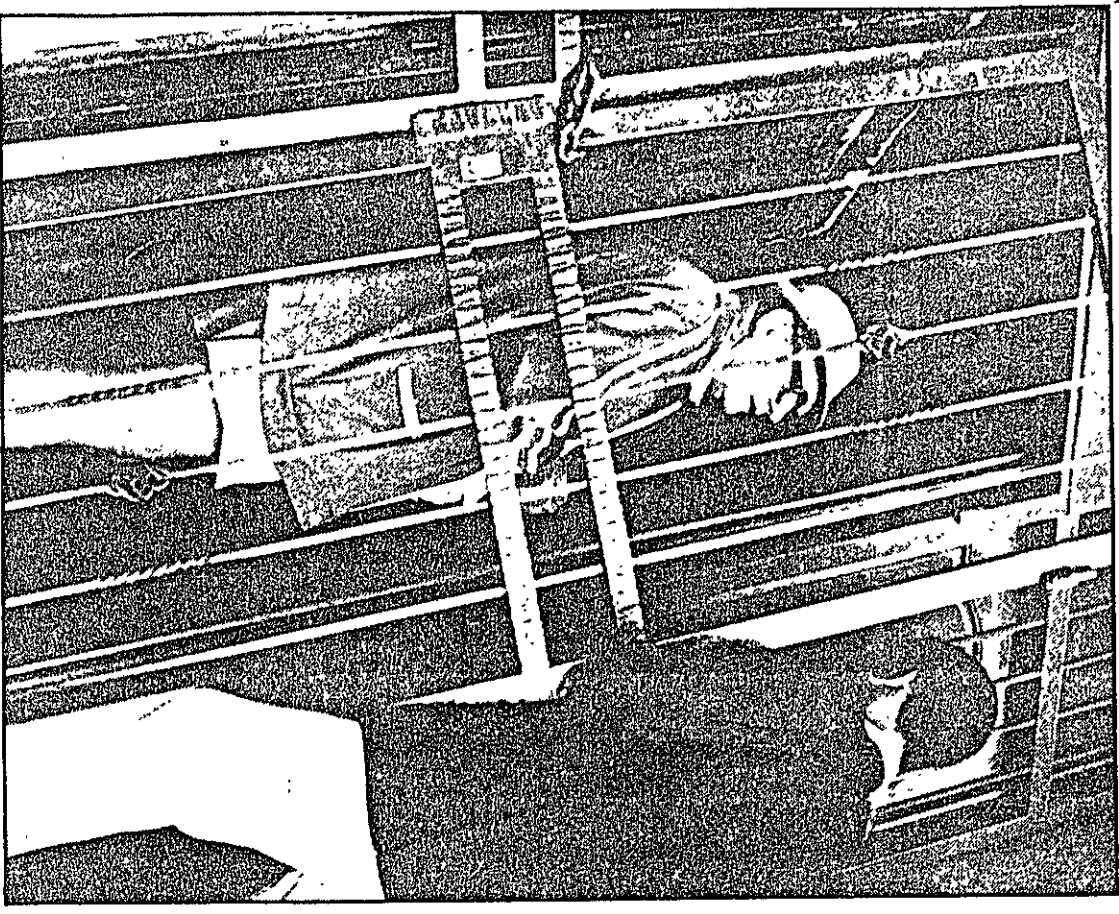
When The Star went there yesterday, another security guard denied entry. However, Mr du Preez came down to talk to reporters.

He said some of the people had not been paid in full because they got drunk and spent their money on petty things. Their outstanding money, he said, would be paid to them.

Mr du Preez said they were all — including himself — employed by a Mr Ahmed Aili Dadabhai. Mr Dadabhai, a friend of his, had asked him to get people to come help them with the painting project, and he had obliged, he said. However, Mr Dadabhai told The Star his company, which owned the building, had "absolutely nothing to do with the whole thing".

Mr Dadabhai said his company had given a painting contract to a Nelspruit-based painting company, which had brought the men to Johannesburg.

"We do not know about the people and where they come from. All we are interested in is for the company to do its job on time," he said.



Star reporter Kaiser Nyatumba talks to Nelspruit farmer Mr Jan du Preez about alleged exploitation of workers on a building site in Johannesburg. Picture by Stephen Davimes.

Labour unrest brings 5 building projects to a halt

Stw 7/1/89 By Drew Forrest

37

Labour unrest culminating in the dismissal of workers has brought five Combrink Construction projects in the Transvaal, with a total value of R90 million, to a standstill.

Two of the sites are prestige office developments by Old Mutual Properties in Pritchard Street, Johannesburg.

Mr Ed Wilson, managing director of Group Five Building, said Building Construction and Allied Workers' Union members had launched an "illegal and unjustified" overtime ban on November 20 at all Combrink sites. This followed eight months of wildcat action, he added.

When workers ignored an Industrial Court interdict against the ban, the company dismissed most of the workforce — about 240 workers.

Yesterday was the return date for the case. The union's general secretary, Mr Vusi Thusi, said he would wait for the ruling before commenting.

Mr Wilson said the overtime ban was based on the workers' mistaken perception that management would not negotiate on substantive issues.

Company efforts to continue operations had been hampered by former employees who were intimidating site managers, sub-contractors' clients and workers, Mr Wilson said.

Trapped beneath a pile of rubble



HELP AT HAND ... Medical personnel insert a drip in Mr Gopal Naidoo's arm while they work to free him from piles of concrete rubble. He and four other workers were trapped when a ceiling collapsed on them while they were plastering it.

Picture ALAN COXON

Rescuers race clock to free 5 trapped as ceiling falls

Own Correspondent

DURBAN. — Firemen and paramedics worked feverishly for two hours to free five men trapped underneath tons of rubble when the concrete ceiling of the Lorne Street Methodist Church hall collapsed soon after 9am yesterday.

The tragedy, in which one person was killed, occurred when 12 workers removed support struts from the recently-cast concrete ceiling while plastering it. A crack appeared almost immediately and the ceiling disintegrated.

Mr "New Boy" Gumede, a casual labourer, died instantly when his skull was crushed by falling masonry.

Seven of the workers on site managed to flee and escaped with superficial injuries.

Rescuers from Durban's emergency services were on the scene, on the corner of Lorne and Grey Streets, within minutes and firemen used crowbars, pipes and airbags to free the trapped victims. Most were taken immediately to the nearby City Hospital for treatment, and two others were later taken to King Edward VIII Hospital.

There was some initial confusion among rescuers as to exactly how many people were trapped in the rubble, as contractor Mr Kris Naidoo could not recall how many labourers were on site.

A seriously-injured Mr Gopal Naidoo, Mr Kris Naidoo's brother, was treated by doctors and paramedics while firemen battled to free him from the mangled debris. He was immediately taken to City Hospital when his condition was initially described as "critical".

A spokesman for the hospital last night said Mr Naidoo underwent emergency surgery to insert a pin into his crushed leg. Doctors said later that he was "stable but serious".

Another man, Mr Sabba Goverder, was also admitted to City Hospital, but his condition was not serious.

Six cars parked alongside the church hall — among them three BMW's — were also crushed when the wall collapsed.

It is believed that investigations by engineers into the cause of the accident will begin shortly.

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 9

APPOINTMENTS

MANPOWER
MIRROR BY
ROBYN
CHALMERS



SUNDAY TIMES, Business Times, December 17, 1989 7

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Engineering the poor relation at university

THERE is solid evidence the link between "winning" through prosperity and Government commitment to engineering and technology, says Ove Arrindell, for Cliff McMillan.

Mr McMillan was speaking at this week's University of the Witwatersrand graduation ceremony. He said a lack of commitment by the Government and employers had led to a crisis in engineering education.

"Japan produces about 6 graduate engineers per million population. America and West Germany about 500, the UK about 250 and Australia about 220. By comparison SA produces fewer than 40."



CLIFF
MCMILLAN
wants to see
work subsidised
work against
engineering
facilities

SA was also producing far too few technicians and technologists, he said. Although there were 267 000 students at 21 universities in SA, there were only 60 000 students at 13 technikon. Mr McMillan, a past president of the

SA Institution of Civil Engineers (SAICE) and chairman of the Engineering Education & Training Committee, said a basic requirement was the re-arrangement of priorities and funds to concentrate more resources on engineering education at universities and technikon.

It was widely recognised that university subsidies acted specifically to the disadvantage of engineering education. They were determined largely on a per capita basis, ignoring market forces which should influence remuneration of teaching staff in economically productive fields. The subsidies also took no account of the expensive equipment required for engineering facilities.

It is therefore financially advantageous for a university to accept lower admission standards and admit more students in faculties which demand less costly staff and equipment.

Raising entrance standards would contribute to reducing wastage through high failure rates and serve to redirect resources towards those universities and fields of study which demand high entrance qualifications.

The report proposed that centres of specialisation would provide for the development of students beyond the second year of study.

The first two years of preparatory engineering studies would be provided at various universities, and would allow for interchange of students with technikon.

Mr McMillan said the most basic problem in the profession was to increase the supply of matriculants capable of studying engineering and technology at tertiary level.

This included developing more students from disadvantaged communities and not relying only on the white population.

Prove provided informal enrichment programmes to selected high school students. Last year, nearly 500 Prove students matriculated, half of them with university exemptions in mathematics and science.

It was important for employers to identify with such programmes and support them financially. They should also take part in their affairs and provide bursaries and in-service training, said Mr McMillan.

Black girl in a man's world — as civil engineer

By MEGAN POWER

A YOUNG student has become the first black woman to qualify as a civil engineer from the University of the Witwatersrand.

"It's a man's world — and it's a very conservative industry," said Zanele Mvusi of Umlazi, Durban. "But I'll be working with people I know so I'm not nervous about it."

She's completed her Bachelor of Science degree in engineering and will take up a position with Grinaker in Johannesburg in the new year.

"I always knew I wanted to work in the building industry — it was either architecture or civil engineering. And two days ago I graduated as a civil engineer."

But getting through the degree is only half of it. Working in the field is the real test.

Lucky

Born in Durban, Miss Mvusi left South Africa with her family in 1974 and moved to Swaziland where she went to school.

She later worked in Johannesburg for Grinaker as a trainee draughtsman for eight months before deciding to study at university.

"I was very lucky to get the opportunity — the company sponsored my studies at university," she said.

Miss Mvusi's late father was a teacher and her mother now teaches in Kwamashu, Durban. Her three sisters are involved in medicine, commerce and secretarial work.

"It's not easy to crack it in civil engineering but I hope to become a professional civil engineer through hands-on experience," she said.

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