

Fair Employment Practices

April 75 - October 78

Africans first for vacant 'White' jobs

Rand Daily Mail 2/4/25

Labour Correspondent
COLOUREDS and Indians are being debarred from moving to vacant "White" jobs.

Instead Africans who can be more easily replaced if ever a White wants the job back, are taken on.

Some of the Whites only rightwing trade unions are blocking Coloured advancement to make way for Africans to enter unfilled "white" jobs.

One of these is the Yster en Staal Unie, 98 000-strong and represented in 16 industries.

DISCARDED

Yster en Staal's general secretary, Mr Wessel Bornmann, admitted yesterday his union was allowing Africans to take over jobs discarded by upward-moving Whites — in preference to Coloureds or Indians.

"This is not because we have anything against the Coloured, but because this way provides better protection for the White worker," he said.

"Bantu are not recognised as employees under the Industrial Conciliation Act", Mr Bornmann said, "and many of our industrial agree-

ments specifically require them to have an exemption to do certain jobs, which Coloureds and Indians don't need."

"When my union must decide whether a Coloured, an Indian or a Bantu should take over a White job, we look at the facts of the case and if it is a low-status job we prefer to give it to a Bantu under temporary exemption until a White becomes available."

Mr Bornmann conceded that many of these jobs would never again be wanted by Whites, but said: "We are extremely cautious about our labour pattern. We don't want Whites to be displaced if the economy goes into a decline."

Mr Bornmann said some White workers were suspicious of Coloureds in their industry. They felt they posed a threat to their jobs.

"Sometimes the White worker is more accustomed to working with the Bantu", he said. "They did not actually work shoulder-to-shoulder, but the White would have a Bantu labourer with him, and never looked on the Bantu as a threat."

Yster en Staal's outlook contrasts with the Boiler-

makers' Society, its Tucca counterpart, which has Coloured as well as White members.

The Boilermakers' aim is to secure jobs for Whites first, then for Coloureds and Indians, and Africans only if other race groups cannot fill them.

In some cases of African advancement job descriptions and titles are revised to avoid the appearance of Africans doing the same jobs as Whites.

Mr Bornmann said that wherever a Black does the same job as a White he is paid at the same rate.

PROTECTS

"This protects the Black man, the job, and the White man, too. You can imagine what the employers would do if they could pay lower rates to Africans — they would not take on Whites."

However, in most industries the rate for the job the White unions insist on is the minimum rate. In practice White workers are paid up to twice as much.

So when Blacks take over "White" jobs they are paid as little as half the actual White rate.

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SA 1734-21/3/75
BONUS WORK FOR BLACKS

All railway workers would benefit by the Railways plan to create more job opportunities for Blacks and to pay the Black workers wages based on the nature of their work, the General Manager of South African Railways, Mr J G H Loubser, said in Port Elizabeth

Opening the annual conference of the Railways Artisan Staff Association, Mr Loubser emphasised to the all-White organisation that Black workers would not hold a threat to their job opportunities

He said that the extensive and productive employment of Blacks by the Railways was being increasingly considered

"The gradual implementation of bonus work for persons other than Whites, and the remuneration of these workers based on job-evaluation will yield advantage for all," Mr Loubser said

(7) 266
(2) 629
(3) 334
(4) 173

Anti-discrimination body to probe racist firms

Date: 25/4/75

62/1

CAPE TOWN — A multi-racial body to focus attention on organisation and business firms which practise colour discrimination will be formed in Port Elizabeth next week. Provisionally, the body will be known as the Anti-Discriminatory Committee.

The Rev Alan Hendrickse, national executive chairman of the Labour Party, said yesterday from his Uitenhage home that various people, white and black, had been invited to serve on the committee. Their names could not be divulged yet.

The Anti-Discriminatory Committee would strive to identify organisations and firms which practised race discrimination and would seek support for others which did not, for instance, base pay scales and working conditions on colour.

Although the committee was not affiliated to any political party, the idea of its

formation stemmed from discussions initiated by members of the Labour Party at a congress in Umtata last year.

Although Mr Hendrickse would not give further details, it appears the Anti-Discriminatory Committee will function on the lines of the National Urban League, a civil rights body in America, and the Society of Friends Race Relations Committee in England.

The National Urban League is officially described as a voluntary non-partisan committee of civic, professional, business, labour and religious leaders. It has a staff of trained social workers.

Its aims are to eliminate racial segregation and discrimination in the United States and to help black citizens and other economically and socially disadvantaged people to share equally in every aspect

of American life.

It works for the elimination of institutionalised racism and to provide direct service to minorities over employment, housing, education, social welfare, health, law and — as the Anti-Discriminatory Committee intends doing — gives advice on consumer affairs. — DDC.

STAR 9/5/75
Highest rank for woman

155
12A

sa. Pretoria Bureau

Major Erica van Zyl, chief inspector of female prisons at Prison Headquarters, has been promoted to the rank of lieutenant colonel from August 1, it was announced in Pretoria today.

She becomes the first woman to be promoted to this rank in the prison service.

Four colonels have been promoted to the rank of brigadier

Colonel W. S. Janse van Rensburg, commanding officer of Pollsmoor Prison Command (Cape Town), from September 1.

Colonel P. S. Veithuisen, commanding officer of Leeukop Prison Command, from December 1.

Colonel G. N. du Plessis, administrative control officer of the security section at Prison Headquarters, from December 1.

Colonel F. S. Gericke, commanding officer of Beedmoed Prison Command, from January 1, 1976.

NEW COLONELS

Seven lieutenant colonels have been promoted to colonels:

Lieutenant Colonel H. J. Botha, deputy information officer at Prison Headquarters, from April 1.

Lieutenant Colonel G. A. Huisamen, deputy commanding officer, Kroonstad Prison Command, from April 1.

Lieutenant Colonel C. G. Witthee, commanding officer, Zonderwater Prison Command, from September 1.

Lieutenant Colonel D. P. Payne, commanding officer, Kandasput Prison Command (Bloedrivier), from December 1.

Lieutenant Colonel J. W. Richards, commanding officer, Durban Prison Command, from December 1.

Lieutenant Colonel J. P. Havenga, commanding officer, Johannesburg Prison Command, from January 1, 1976.

Lieutenant Colonel J. P. Ducho, administrative control officer of the workshops section at Prison Headquarters, from February 1, 1976.

Equality in jobs drive by TUCSA

(62A)

STAR 12/5/75

... reservation

Labour Reporter

The 200 000-strong Trade Union Council of South Africa has launched an "equal opportunities drive" to combat employment discrimination.

"Let's clean up our own backyard," the council says in a detailed guide to its members, issued today in booklet form.

It proposes a programme based on educational efforts and backed by case studies and platforms for discussion and sharing of ideas.

The aim is to eliminate "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin" which impairs equality of opportunity or treatment in employment.

"There are just not enough male White hands to run this country on their own," the council says. "If the skilled and managerial jobs continue to be monopolised by Whites, the economic growth rate will have to decline and inflation will

increase."

Even if the Coloured population were grouped with Whites, the Black population would still have to do more skilled work to provide more goods and services.

Those prevented from using their talents become disinterested and less efficient in the work they do.

Likewise, those who keep others out of jobs because of race or sex became complacent and lazy, the council adds.

"The continued practice of employment discrimination in South Africa will eventually and certainly lead to social unrest and violence — unless the situation is changed."

Black-White wage

62A

gap must close

Nat. Mercury 27/5/75 — Industrialist
Industrial Reporter

IT IS a matter of extreme urgency that the wage gap, between White and Black, should be closed, according to Mr. F. G. Beard, the South African industrialist.

Mr. Beard, who was speaking during a Durban seminar arranged by Professor R. Tusenius, of the Graduate School of Business at the University of Stellenbosch, said the wage gap would never be closed unless Blacks were

trained to do skilled work and paid the rate for the job.

He said that the White-African wage ratio had improved since 1970 from 6.3:1 to 5:1, for those in Government employ, but in real terms there was now a gap of R329 instead of the R229 in 1970.

"The Government apparently feels that as long as African wages rise percentage-wise more than that of the Whites everything in the garden is lovely," he said.

Mr. Beard said it was unlikely that Black workers would be prepared to wait for the end of the century to get equal pay for equal work.

He said salaries for Black teachers, doctors and nurses should be made equal by 1980.

Mr. Beard said he could not agree that wage increases should come by reducing profitability.

TRAINING

"If the Black workers are properly trained to do skilled or semi-skilled work and are paid accordingly, they would certainly earn their keep — profits should soar, not decrease.

"The wage gap has to be narrowed appreciably as a matter of urgency if we and our children are to continue to live peacefully in South Africa."

Dealing with company profits, Mr. Beard said that "long-haired idealists who preach the anti-social nature of profits and who were trying to foist socialistic, or should I say Communistic, ideas on us should either be dealt with under the Suppression of Communism Act or deported to Russia."

Last year South African companies had a particularly good year. Greater volumes and more units of every kind were sold. "Small wonder that the profits soared — they would have done so had there been no inflation."

Dealing with the training of Blacks, Mr. Beard felt that the Government should carry the full cost of training. The private sector had moved slowly on in-factory training because of all the red tape involved. He suggested that an auditor's certificate could replace the costly inspections by a civil servant

BLACK WAGES

Warnings from Durban

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What should I pay my Black employees?
Not surprisingly there were some fairly divergent views expressed over what should be done about SA's lower-echelon wages at this week's Institute of Personnel Management symposium in Durban.

Deputy Minister of Bantu Administration and Development WA Cruywagen offered nothing more helpful than the observation: "When the minimum wage paid exceeds the economic value for the employer of the work performed, the work opportunity necessarily ceases to exist."

His attitude was poles apart from that of Nedsual's group economic services manager, Merton Dagut. He sees the problem of raising the poor's living standards as urgent; the financial constraint involved undeniable; the penalties of failure obvious; and the solution slow and difficult.

Required changes, he said, would be helped by government's intensified efforts to make economic decentralisation work, as would steps taken to give Black political evolution credibility. But trends suggest increases in the real incomes of Blacks are likely to be at the expense of private sector, industrial and commercial investment. And because they were more likely to be spent than saved or taxed away, they would diminish the proportional pool of savings available to finance investment.

So, said Dagut, unless growth in public sector spending was checked, faster development would simply not be possible.

Natal Employers' Association director, Len Thorne, couldn't accept Cruywagen's contention that there was an "excessive supply of labour". No longer was an industrialist able to fire one man and replace him with one hired at the factory gate.

Though there had been an improvement since Durban's 1973 strikes, he feared once workers no longer felt themselves under existing constraints (from production cutbacks) there could be renewed strike pressures.

Thorne sees a prime need as giving a true rate for the job in the more skilled



Is my cheque enough to buy food for the month?

areas. If an African is, for instance, doing half a White artisan's job he ought to get half the White's pay — not just a minimum wage.

This argument horrified Dagut. "Either you pay a person sufficient to live and behave like a decent human being, or you don't. This is the sort of thing we can find in our own heads if we stop and think."

He also crossed swords with Hulett's Joe Magwaza who contended workers should be educated in basic business economics to avoid abnormal wage demands and strikes. There was, contended Dagut, nothing abnormal in wanting to earn as much as your neighbour. As for education, that was needed in the front office, not among workers.

Gelyke lone word statussimbool

Rapport 29/6/75 (62A)

SUID-AFRIKA se stede het 'n splinternuwe statussimbool. Die ding is om te kan sê jou stadsraad betaal sy bruin, swart en wit werkers presies eweveel vir dieselfde werk.

Daar's 'n goedge wedywig wie die vinnigste, ingegee regeringsbeleid, die ping tussen die lone van bruin en swart kan uitwis. verklaring van die Minister = Arbeid, min. Marais Viljoen, hierby.)

Port Elizabeth het die week koerantopskrifte gehaal et burgemeester James leynhans se trotse aankondiging dat 200 van sy raad selfde salaris gaan kry as wit kollegas met dieselfde kwalifikasies. (Ook in ander psigte stel die Baai met trekking tot sy behandeling by bruinmense 'n voorbeeld waarop sy burgemeester vern — berig hierby.)

Kaapstad sê: Ag, ons doen dit al lank al.

„Ons is die baanbrekers op die gebied, ons het nog nooit gediskrimineer nie.” sê die stad se stadsklerk, mnr. H. G. Heugh.

„In alle poste betaal ons aan wit of bruin presies dieselfde salaris.”

Uitsonderings

Hy gee toe daar was vroeër enkele uitsonderings, maar dit was in die gesondheidsafdeling, waar die loonskale deur die Departement van Gesondheid vasgelê was, sê hy.

By die Kaapse Afdelingsraad is dit ook so. Mnr. Stanley Eastman, adjunk-sekretaris van die raad, sê dieselfde

betaling vir dieselfde werk is reeds baie lank beleid van die raad.

„Dit maak nie saak of 'n man wit, bruin of Bantoe is nie. Almal verdien dieselfde geld, of die werknemers nou klerk, verkeersman, vragmotorbestuurder of wat ook al is.”

Parow se munisipaliteit is nog nie heeltemal by nie, maar hy roer. Stadsklerk G. D. van Rooyen sê sy raad is met mening besig om die loongaping te vernou.

Dit is wel so dat 'n blanke verkeerskonstabel met R3 319 per jaar begin en 'n bruine wat presies dieselfde opleiding gehad het, met R2 788.

Maar dis net 'n kwessie van tyd, dan verdien hulle

dieselfde, sê mnr. Van Rooyen.

Die ekstra verhoging wat Parow se stadsraad aan sy werknemers gee om te probeer byhou met die stygende lewensduurte is reeds vir blank en bruin presies dieselfde, sê hy.

Langsaan, in Bellville, probeer die stadsraad ook die loongaping nouer maak, sê stadsklerk H. Hahn. Verlede jaar in Julie, byvoorbeeld, het blankes 'n gemiddelde salaris-aanpassing van 10 persent gekry en bruines 17 persent (van hul oorspronklike salaris, wat in die geval van blank baie groter was).

Groter else

Mnr. Hahn gee toe daar is by hulle ook nog groot verskil in die salarisse van amptenare soos verkeerskonstabels en opsigters. Maar dis omdat daar groter eise aan die blanke as aan sy Kleurling-eweknie gestel word, sê hy. Die pos kan dieselfde naam hê, maar die aard van die werk en die vereiste kwalifikasies verskil. 'n Billike vergelyking is moeilik.

'n Blanke opsigter se werk is bv. veelvuldiger, „want hy het met groot geboue-komplekse in die stad te doen.” Hy verdien R3 516 per jaar, 'n Kleurling-opsigter R2 148.

Die verklaring klop nie so goed in die geval van bou-inspekteurs en behulsingsbestuurders nie. Die vereistes vir almal is hier dieselfde, maar die salarisse nie: R4 140 teenoor R2 868 in die een geval, R5 922 teenoor R4 140 in die ander.

Skulff nader

Daar word wel volgens die stadsklerk „groter else” gestel aan die blankes in die volgende beroepe: Biblioteek-assistente graad een (blank kry R3 816; bruin R2 628); munisipale konstabels (blank R3 516, bruin R1 788); verkeerskonstabels (blank R2 628 tot R4 860; bruin R2 388 tot R3 516); klerke (blank R2 418 tot R5 050; bruin R1 788 tot R3 516)

heeltemal gelyke betaling n maar hy skuif nader. Dit vandeeweek weer geblyk t aangekondig is dat Kleurlin en Asiate van a anstaande ja sowat 85 p.s. en swartmer sowat 75 p.s. gaan verdi van wat witmense vir dieself werk betaal word.

En daarby gaan dit r bly nie, het die voorsitter v Johannesburg se bestuursk mittee, mnr. J. F. Oberholzer belowe.

Onder die nuwe bedell word 'n swart gesondheidspekteur se maksimum-sala anstaande jaar van R3 7 opgeskuif tot R5 796. Dis verhoging van R2 040 p jaar. Die salarisgaping is n R828 per jaar vernou soe die swart inspekteur 74,4 p van die blanke inspekteur salaris kry.

'n Kleurling- of Asiate gesondheidsinspekteur maksimum-salaris word a staande jaar van R3 912 geskuif tot R6 480, 'n verling van R2 568 per jaar.

Finansies

'n Swart verpleegauster maksimum van R2 160 jaar word opgeskuif R3 312 per jaar — 'n verling van R1 152, wat h salaris 73,8 van die van blanke verpleegauster maal

„Vir diegene wat betrkings boklee wat met betrkings van blankes verge kan word, het ons 'n betenlsvolle vergelykingsgroslag teweegbring want ons in die toekoms kan l na gelang finansies dit t laat,” sê mnr. Oberholzer yskkk.

Die lone van swart arders het die stadsraad bes om met 30 p.s. op te st sodat hulle nou gemidd R100 per maand sal verdf

Daarmee, reken m Oberholzer, het sy raad voorbeeld vir die res van land gestel.”

NIE OC

OOR die vernouing v van Arbeid, mnr. Mari bepaal gelyke betaling beginsel word vervat ningswet en die Vakleer

„In die praktyk w alle opsigte verwesenlik om die loongaping te ook nie die tempo van ..Dit moet alyd in

~~(1) 262 X 2~~
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~~(3) 334~~

EQUALITY OF PAY
S.A. 4/7/75
P.S.

Coloured municipal employees would receive the same salaries as White employees with the same qualifications as from July 1, the Mayor of Port Elizabeth, Mr James Kleynhans said in Port Elizabeth About 200 Coloureds are involved

Meanwhile, it has been announced that the salary and wage gap between

Black and White employees of the Johannesburg City Council is to be drastically narrowed From the beginning of next year Coloureds will receive 85 per cent, and Blacks 75 per cent of salaries and wages paid to White employees in similar posts.

Announcing this last week, the chairman of Johannesburg's management committee, Mr J. F. Oberholzer, said that Black labourers employed by the City Council would receive a wage increase of 30 per cent, bringing their wage to about R100 a month.

ASB say no to equal pay

62A

Cape Times Correspondent
JOHANNESBURG. — The Afrikaanse Studente Bond yesterday voted overwhelmingly against the principle of equal pay for equal work for all races.

They did so in the last moments of the ASB congress at the Rand Afrikaans University after a week of unanimous motions which supported race contact, the move away from discrimination, détente, the raising of Black living standards and the narrowing of the wage gap.

Having just accepted a motion on the wage gap in yesterday's final session, a whistle of surprise greeted a Potchefstroom sponsored motion that subject to the policy of separate development, the labour market be opened to all races and that there be equal pay for equal work.

This was the most radical motion of the week and was greeted with some applause.

DEFEATED

However, attempts to argue that it was justified within the structure of separate development and that economic inequality was no way to protect the Whites were defeated.

A free labour market was absolutely in conflict with separate development, it was said. There had to be a roof over the Black man's opportunities in South Africa to help drive him back to the homelands where he could reach for the sky.

Delegates also said that it was not practical for

economic reasons. It was necessary to protect "our skins" and the Afrikaner identity.

Another delegate said that the motion was dangerous. It meant economic integration in the fullest meaning of the word and separate development would be subverted.

An amendment from the proposer deleting the portion concerning an open labour market did not help the motion. All but the proposer and seconder voted against it and two Potchefstroom students abstained.

PAY PARITY STUDY URGED

1/17/75 Municipal Reporter

DURBAN City Council has no idea what it would cost to eliminate the wage gap between White and Black municipal workers on an equal pay for equal work basis.

And the city's two most powerful White municipal trade unions, together with the only Black trade union, are all in favour of equal pay for equal work.

The chairman of the Council's Joint Advisory Board which deals with salary scales, Councillor Rob Olufsen, yesterday called for a study to be made of how Black-White pay parity would affect the city's budget.

He said the Council had granted the White trade unions a "closed shop" in return for which the unions agreed to allow certain posts to be made available to Blacks.

"But it is now time for us to get a definite policy on pay parity between the races," Mr. Olufsen said.

He added that in the past his board had been guided by State policy and State legislation such as the Job Reservation Act, and had been unable, not unwilling, to employ Blacks in White jobs.

"Protected employment for Whites is now falling away and the council should examine how this will affect the municipal workers," he said.

The country was mov-

ing in a certain direction, and the latest decision to equalise Indian and White doctors' salaries showed a general Black-White pay policy was called for.

A spokesman for the Durban Town Clerk's Department said yesterday no study had ever been done on how much pay parity would cost Durban.

Labour plan black list

RDM 17/77-75
Own Correspondent

EAST LONDON. — The Labour Party has decided to bring pressure on shops and other firms practising discrimination against Blacks.

The Coloured Party's public relations officer in the Transkei, Dr L. K.

Sharpley, said a desegregation action committee would be established in all major Eastern Cape towns in the next week or two.

"Shops who discriminate against Coloureds, Indians and Blacks will be black-listed and people will be encouraged not to support them," he said.

(B2A)

SECTION 371

SOUTH AFRICA'S use — and misuse — of her manpower has always been a key factor in its political development.

Equally, job reservation, influx control, the ban on registered Black trade unions and migratory labour are political issues which have long hobbled its economic growth.

Now, one of the country's most powerful employer organisations, the Federated Chamber of Industries, is considering a national manpower development policy which, if adopted by the Government and the private sector, could not only speed up South Africa's economic growth, but provide the wheels for profound social change.

Key elements in the policy are:

- The greater geographical and occupational mobility of workers.
 - The improvement of skills in the total labour force.
 - The phasing-out of the migrant labour system as it exists.
 - The relaxation of statutory and traditional job reservation.
 - The preparation of Black workers for more meaningful involvement in the collective bargaining process.
 - The fixing of minimum wage levels "in accordance with the basic necessities of life".
 - The extension to the total labour force of adequate unemployment, pension and sickness benefit schemes.
 - The abolition of discrimination against women in the labour market.
 - The co-ordination of the labour policies and practices at present administered by four Government departments — Bantu Administration, Labour, Health and Mines.
- The necessity for such a policy — with its implied drastic shifts in South Africa's traditional labour attitudes — can be gauged from a few statistics — based on official forecasts.

By 1980 there will be 330 000 new entrants into the labour market every year. By the year 2000, that figure will swell to nearly half a million. More than 70 per cent will be Black, of which a substantial proportion will have to find work outside the homelands.

Blacks at present constitute 55 per cent of

the industrial labour force, but by the year 2000 that figure, too, will rise to 70 per cent, while the demand for trained labour will far outstrip the supply from the White, Coloured and Asian sections of the population.

Recently, the FCI produced a far-ranging statement on industrial peace in South Africa.

Now, the director, Dr H. J. J. Reynders, has conceded that this was merely part of the all-embracing national development policy which the chamber is considering submitting to both Government and the private sector.

Stable industrial relations were vital to South Africa's economic future and prosperity, he said. It was essential to plan for the orderly development of future labour policy.

Training

Essential components should be the planned development of the economy to provide work opportunities at a rate which would meet rising expectations and raise living standards, the development of training and management practices to increase productivity, and the optimum geographic distribution of wealth.

A final essential was the "meaningful participation of all workers to underwrite the future of industrial peace".

In the light of this, few would doubt that the policy package which his chamber is considering is — as he says — "of central importance to all sections of the community".

One of the key elements in the recommendations is the rapid improvement of Black skills, including a much larger Government contribution to pre-employment training programmes, basic and adult education. There should be an accelerated programme of training for all race groups, while more attention should be given to re-training to afford workers the opportunity to change careers, acquire new skills and return to work after a break in service.

The greatest need for technicians, supervisors, operators and artisans will continue to arise in the White industrial areas, followed by the border areas and homelands. All training will have to be speeded up to an unprecedented pace if growth and employment targets are to be met.

By FLEUR DE VILLIERS

On the question of geographical mobility, the policy does not call for the "unqualified removal of influx control", but for the streamlining of procedures to eliminate friction and delays. Suggestions here include the practical application of the Bantu Administration Board system which, in theory, permits a greater mobility of Black labour, the improved working of labour bureaux and their physical separation from offices administering influx control.

In its present form, the migratory labour system is not conducive to optimum labour practices and sound labour relations and should be modified. Suggestions include the improvement of commuter services to allow the worker to visit his family on a weekly or monthly basis. Where this is not possible, the recommendation is that workers — with a history of employment in industry and certain minimum educational status — be allowed to reside in White areas on a family basis, although not enjoying Section 10 rights. Industry should be allowed more freedom to acquire Black workers on a longer-term basis, the one-year contract system should be amended and the migrant worker system as it exists at present gradually phased out.

Clear need

Explaining the policy on industrial relations, Dr Reynders says that it is incumbent on employers to make full use of the works and liaison committee system, but that to the extent that the aspirations

of Black workers could not be met through the system there is a clear need for the authorities to, in due course, give legal recognition to their aspirations.

This should be given where it is clear that the attitudes and objectives of Black workers are not inimical to the national interest.

"In the light of the growing belief of all sections of South African industry that Black involvement in the trade union movement is inevitable, it is incumbent on industry and the Government to ensure that this takes place in an orderly manner." While premature recognition should not be given to Black trade unions, unnecessary obstacles should not be placed in their path.

Re-entry

On the question of wages, he said that, while these were largely determined by the forces of demand and supply, productivity and the ability of employers to pay, it was incumbent on industry to fix minimum pay levels "at least in accordance with the basic necessities of life and to recognise the erosion through rising prices of the standard of living". A further recommendation was that the Government determine a differential cost of living index for the different wage groups and regions to guide employers in interim wage adjustments.

One of the most immediate effects of the policy — if adopted — puts the ball firmly in industry's own court. This is that industry accepts a direct responsibility in its own and the national interest to im-



Dr H. J. J. Reynders

prove social security benefits and introduce adequate unemployment, pension and sickness benefit schemes for the "total labour force".

On the question of the better use of manpower, the FCI is considering an equally verligte line.

Increased attention should be given to the entry and re-entry of women into the labour market, including vocational guidance, training, hours of work adapted to family responsibilities and the establishment of day nurseries.

Discussing the policy as a whole, Dr Reynders says that the FCI felt the need to integrate the structural changes which are already taking place in the labour market and to allow further adjustments without unrest or stress. Labour policies in South Africa had remained largely neutral or "reactive".

If adopted, the National Manpower Policy evolved by an employer organisation could become a new charter for the South African worker.

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U.P. plan for SA labour

11/8/75 The Argus Correspondent

DURBAN — South Africa, which was entering its third major industrial revolution, would have to opt for a more extensive social welfare system in future, Dr Gideon Jacobs, MP, the United Party's chief spokesman on Labour, said in Durban at the weekend.

Addressing a Young South Africans symposium on the Urban Black, he said that once a country had become fully industrialised it had the choice of diverting its immense economic resources into one of three main avenues.

It could either concentrate on mass consumption (American), or on the development of an extensive social welfare system (British), or on prestige projects (Russians).

In view of our population composition and the disparity in wealth between the haves and have-nots, we will have to opt for a more extensive

social welfare system, Dr Jacobs said.

REASONS

Rapid economic growth was essential to South Africa for a number of reasons:

• To sustain a growing population, which was expected to reach 50 million by 2000.

• To meet a growing defence expenditure, presently standing at about R1,000-million and likely to increase.

• To counter the activities of political agitators. In this sense, South Africa must expand economically or we will explode politically, he said.

GROWTH

South Africa had all the basic ingredients required for rapid, non-inflationary economic growth.

"The Achilles heel in our whole economic system, however, is the insufficiency of high level skills, and unless this situation can be rectified, South Africa will continue to have high rates of inflation which will in turn impede our economic growth."

Outlining his priorities for a new initiative in labour, he said the most important consideration was to implement labour and training policies dictated by the human economic needs of the country and its people, and not by ideological considerations.

He called for trade union rights for Blacks, the removal of statutory discriminatory measures, including job reservation.

See also WAGES

DAILY DISPATCH 22/3/75
*Phase out racial
laws — Reynders*

62A

CAPE TOWN — Dr H. J. J. Reynders, executive director of the Federated Chamber of Industries, said here yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both whites and blacks would have to make radical adjustments in their traditional attitudes.

Dr Reynders was addressing the change — orientation and planning seminar organised by the graduate school of business of the University of Stellenbosch.

He said it had to be accepted the black urban populations of South Africa were here to stay, and "once we accept this fact our planning for the future must take cognisance of it."

The inevitable changes would mean better training and vocational instruction for the blacks for higher occupations and inducing white workers to accept blacks as their equals at the work bench.

He said that four-fifths of the blacks in South Africa had the characteristics of a stable population, and as far as industry was concerned stability was essential, as it made for better planning.

Dealing with the problem of wage discrimination, Dr Reynders said that discrimination between people of different races who performed identical work "is repugnant to us."

But certain economic realities had to be considered. Regardless of race or colour, the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognised that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap problem was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that most black and Coloured workers were still unskilled.

This meant that the majority of non-white workers would not benefit from the equal pay for equal work approach which was an attractive slogan, but did not make economic sense.

Change had to come, but it had to be gradual. There was the question of whether to give more people work at a lower wage or to pay a higher wage and give work to fewer people.

To adopt a new wage structure faster than the economy could absorb the change would be to defeat the whole object of the exercise. — SAPA.

Planning & change seminar

Race laws must change

Cape Times 21/8/75

— Reynders

DR H J J REYNDERS, executive director of the Federated Chamber of Industries, said in Cape Town yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both Whites and Blacks would have to make radical adjustments in their traditional attitudes.

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"REPUGNANT"

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hand for a twin
city — two bright feet
with a great singing
ahead of them.
as Compere,
lar Tony Naidoo.

Chain's
STAR 26/8/75
new job

policy

Labour Reporter

A leading liquor store chain, the Solly Kramer group, has abolished pay-and-employment discrimination based on colour.

"There will be no replacement of Whites by Blacks," said a spokesman today, "but our policy will be to appoint the best man for the job."

Already there are senior Black sales assistants at a few of Kramer's 131 stores.

It is expected that a Black manager will be in charge of one of the larger stores by the end of the year. He will control an annual turnover of about R500 000.

The company's new staff manager, Mr Tony Frost, is in charge of a centralised staff-training programme which does not differentiate among races.

The programme seeks to train staff and retrain existing staff with the aim of improving productivity by reducing staff turnover.

629

Racial ^{RDM}

26/8/75

pay goes

THE SOLLY KRAMER'S liquor group has abolished all salary discrimination based on colour, throughout its operation, it announced in Johannesburg yesterday.

The group employs 1 500 workers, of whom 700 are Black. All staff now operate on one salary structure and are eligible on the same basis for group benefits such as pension and medical aid.

Kramer's operates 131 bottle stores throughout the country. — Sapa.

62 A

Pay rise call to Minister

Labour Reporter
The Coloured Postal Employees Association made a direct appeal for equal pay to the Minister of Labour and of Posts and Telegraphs.

The call by Mr F M Luttig, the association's national secretary, followed the Minister's official opening of the association's biennial congress.

The theme of the congress is "equal pay for equal work."

Mr Luttig said he had learned from high authority that the productivity of Coloured post office workers did not lag behind that of other post office employees.

"We believe we have rendered sufficient proof of our loyalty, our aptitude and our sense of responsibility for the introduction of equal pay for the same work.

Mr Luttig also asked for his association to be given the opportunity to join in future pay negotiations, hinting at the formation of a federation of post office staff associations.

He thanked the Minister warmly for his interest

Warning over better jobs for Coloureds

Labour Reporter

The narrowing wage gap could have serious inflationary consequences.

The warning came last night from the Minister of Labour and Posts and Telecommunications, Mr Viljoen.

He pointed out that the Government is "irrevocably" committed to a gradual narrowing of the wage gap, but added:

"If we do not succeed in balancing expenditure and production, we—all of us—will have to pay the price."

Not only the Post Office but the Government called for wholehearted co-operation, Mr Viljoen told the biennial congress of the Coloured Postal Employees Association in his opening address in Johannesburg.

Better news was Mr Viljoen's announcement that

all Coloured employees of the Government, and of certain other institutions, could get a medical aid scheme similar to that for Whites.

"The Cabinet has already approved the scheme.

Mr Viljoen sketched advances made by Coloured telephone workers into technical fields previously reserved for Whites, gave details of progress made with training, and explained improvements imminent in leave for Coloured workers.

57 AT WORK

Senior Coloured workers handled certain facets of cable-jointing, mounting and line installation work.

At the end of June this year, there were already 57 trained telephone electricians in service, 108 apprenticeship telephone electricians and 28 technicians.

At present 50 offices were under the exclusive control of Coloured staff. A total of 60 Coloured supervisors had attended seminars on modern personnel management

Improved arrangements would come into effect in January next year, providing equal leave privileges to those enjoyed by Whites.

In some cases leave had been increased from 24 to 36 days a year and sick leave from 60 days to 120 days in every three years

(1) 204
(2) 211
(3) 214
(4) 285
(5) 624

'Immediate' equal pay call by CRC

STAR 12/9/75

Own Correspondent

CAPE TOWN — The Coloured Representative Council decided unanimously yesterday to ask the Government again for the immediate introduction of equal pay for equal work.

Introducing the motion, a Government-nominated member, Mr W S Africa (Fed Party) said it was sad that nothing had so far been done to meet the council's previous repeated requests.

The Government had said it accepted the principle of equal pay for equal work, but nothing had been done.

"Our people cannot eat principles, slogans and promises," he said.

Other motions adopted by the council yesterday included:

● The immediate removal of all statutory and non-statutory discrimination based on colour;

● Equal old age pensions for Whites and Coloured people without a means test or adjustment to the cost of living index;

● The lifting of the present income limit of Coloured people who wanted a loan from Housing Commission funds;

● Freedom for Coloured people to buy farms anywhere in South Africa without being subjected to permits.

~~1) 123~~
~~2) 234~~
(3) 529
~~(4) 123~~
~~(5) 286~~

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~~1) 12/9/75~~
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(3) 629
~~(4) 123~~
~~(5) 286~~

The sex gap

F.M. 62A
24/10/75

Sex discrimination is as entrenched in SA's wage structure as race discrimination. African women are the most under-paid of all

It is well known that the proportion of Africans in the work-force is on the increase. Between 1951 and 1970 economically active Whites grew by just over 50% but the African work force grew by no less than 80%.

Less well known is the extent to which African women are being drawn into employment. Yet as Erich Leistner and Wilhe Breytenbach point out in a recent booklet, *The Black Worker in South Africa*, this is "one of the most striking phenomena of recent years."

Between 1951 and 1970 African women workers grew by 230%, against 46% in the case of men. Even if agricultural employment is excluded (since there are problems in comparing census data) women increased by 160%. Leistner and Breytenbach point out that whereas only 24% of African women of working age were economically active in 1951, the proportion is now 46%. This is higher than the figure for White women (38%) and on a par with that for Coloured women.

In 1960, one in five African workers was a woman, but in 1970 the ratio was one in three.

As the table shows, the great majority of African women work in agriculture or domestic service. What is particularly interesting is the increase in African women in manufacturing and commerce: in manufacturing from a mere 7 000 in 1951 to 70 000 in 1970; in commerce from only 2 000 to 50 000.

This immediately raises the issue of sex discrimination in pay. Ray Altman, general secretary of the (White) National Union of Distributive Workers (NUDW) and of the (Coloured) National Union of Commercial and Allied Workers, tells the *FM* that "sex discrimination is a bigger bugbear for us than race. The employers are not in favour of eliminating the sex differential as they are getting women as cheap labour."

Sex discrimination, of course, affects women of all races. It is of particular concern in the case of Africans, since even the great majority of men still earn below the poverty datum line.

Bringing in women at lower rates of pay has already become a problem for trade unions in the laundering and dry-cleaning industry. Last year the (African) Laundry and Dry cleaning Workers' Association decided that men should forego part of an interim wage increase in order to narrow the male female differential. The Wage Board, however, retained

the differential.

The Johannesburg branch of the (Coloured) National Union of Laundering, Cleaning, and Dyeing Workers has now asked the Board to fix a minimum starting wage of R28 a week for men and women. Secretary Eric Tyacke says: "If this is not possible, we would at least like to see the usual 20% 25% differential reduced."

Wage Board chairman Izak Claassens tells the *FM* the Board's approach is to reduce the sex differential in graded jobs where no "muscle power" is involved, but that in unskilled jobs minimum wages for women are fixed at 80% of those for

AFRICAN WOMEN WORKERS

Agriculture	655 000
Domestic service	633 000
Medical and welfare	43 000
Education	23 000
Wholesale and retail trade	29 000
Clothing manufacture	21 000
Catering and accommodation services	20 000
Textile manufacture	15 000
Food manufacture	13 000
Public administration and Defence	6 000
Wood and paper manufacture	5 000
Laundry services	4 000
Other manufacturing and services	21 000
Other	10 000
Unemployed	215 000
Unemployed	165 000
Total economically active African women	1 889 000

Source: 1970 census

men. Claassens says that in rural areas African men sometimes insist, for status reasons, that women be paid less. But he adds: "When there is convincing evidence that the greater majority of workers want a cessation of the sex differential, the Board would consider this and refer it to the Minister of Labour."

NUDW vice president Morris Kagan suggests that the Wage Board should ask government to carry out a scientific investigation into factors cited by employers as justifying sex discrimination. Among them: men are more stable; less prone to absenteeism; and physically stronger. Interestingly, Claassens says there is no evidence that women are more prone to absenteeism.

In fact they are "frequently more responsible than men." And Emma Mashinn, secretary of the (African) Commercial, Catering, and Allied Workers' Union of SA, asserts: "What men can do we can also do and some

times do better."

Eric McMaster, assistant vice president (personnel) of Checkers, and Alan Fabig the OK's personnel director, tell the *FM* that although actual pay-rates for both men and women are usually above the minima laid down in Wage Determinations, they nevertheless reflect the pattern of sex differentials in Determinations. They also both make the point that to bring women up to men's pay-rates would be "very costly".

A set of recommendations by the Wage Board for the commercial distributive trade in the larger towns submitted to the Labour Minister for his approval and gazetted two weeks ago does not contain a sex differential for the job "shop assistant," but there is a wide differential in certain other categories.

Thus, in the case of qualified clerks and sales assistants, the proposed new minimum wage for women is only 68% of that for men.

Women of all races are affected by discrimination in these job categories, and Altman tells the *FM* the unions have been pushing for a closing of the sex gap, but without much success. In unskilled jobs, such as general assistant and general worker, the women's proposed new minimum is 80% that of men. In some areas, that will mean a new minimum wage for them of a measly R35 a month.

Confirms Tuesa's assistant general secretary, Robert Kraft: "There is no doubt about it - women are being used as cheap labour in this country. Discrimination against women is the rule: one finds it in masses of industrial agreements."

Kraft adds that it is feasible and desirable to advocate that companies should move towards equalisation of pay between the sexes in the same job over a period of, say, five years. "They must keep in mind that if they want to increase output they must move towards equal pay. Women are becoming more conscious of their rights. However, efforts to remove pay discrimination on the basis of sex must still take second place in the queue to efforts to remove discrimination on grounds of race."

It's often argued, particularly in the case of Black women, that their wages can justifiably be kept low on the grounds that they are not the main breadwinners. Very often, of course, this is simply not true and women are indeed the main breadwinners, (sometimes assisted by a child who really belongs at school) even the sole breadwinners.

It would be interesting to see some of the trade unions take Claassens at his word and present irrefutable evidence that the majority of workers do not want wages to be related to sex. There could hardly be a more appropriate job to undertake in International Women's Year.

SA must provide system

1 134
2. (62A)
3. 534

ARGUS
21/11/75

The Argus Correspondent

SALISBURY. — South Africa must provide for a system of industrial partnership between organised management and organised labour, Dr Zach de Beer, an executive director of the Anglo American Corporation of South Africa, said here.

Speaking at a seminar on labour relations in Salisbury Dr de Beer, who is head of his corporation's manpower resources division, said: 'We should not consider that we have unlimited time.'

Referring to the 1973 strikes and the disturbances on the gold mines this year, Dr de Beer said: 'A situation already exists in which all of us stand to lose unless we develop a partnership based on truth and trust demands full disclosure.'

The world was one of change and there was a need for human institutions to keep pace with technological, economic and political development, and social change that included a revolution of rising expectations, he said.

COURSE

South Africa was further back up the road than the highly industrialised countries and should not pursue the course those countries had followed simply because they had followed it.

'We should recognise that our task is not identical with theirs, but overall, and in the long run, the same kind of change is taking place here as there.'

He said in South Africa the question of trade unions for Blacks was a controversial one. Unions were not outlawed, but neither were they recognised in legislation for bargaining purposes.

RIGHTS

'However, some of us regard the extension of such rights to Blacks as inevitable and necessary,' he said.

There was a vital need for South Africa to have an objective comprehensive colour-blind job evaluation system, he said.

Finance I

ical influences. If, however, a functioning partnership between management and labour Black and White, can be achieved in South Africa, then the political strains of the coming decade can be faced with vastly more confidence,' he said.

'The trend has been for White wages to go too high and Black wages to stay too low, resulting in over-valuation of some jobs and under-valuation of others.'

Anglo American and De Beers had introduced a job evaluation and wage setting system with good results, and the system had been adopted throughout the gold, coal and diamond mining industries.

PARTNER

Dr de Beer said that however much a business wished to be non-political, it was found in practice that in any business of any size, government was in fact a partner.

While labour relations should be bilateral, government would generally exert influence and had to intervene if there was persistent trouble.

'Accordingly, it is starry-eyed to ignore polit-

D.O. 25/11/75

Wage gap must be narrowed call

JOHANNESBURG — There is no question that South Africa must continue to narrow the wage gap although increased wages for races other than white have contributed to inflation.

Restraining such increases would be a threat to social peace, Dr Dawie Gouws, a leading personnel consultant, said.

He was interviewed after speaking on wages at a symposium of the Institute of personnel management here yesterday.

The institute is seeking to devise an anti-inflation

plan for personnel management.

The elimination of the wage gap where there was at least an equivalent productivity increase, was essential under the anti-inflation programme, Dr Gouws said.

He was referring particularly to the wage gap between people of different races doing the same work.

This gap had increased substantially although the lower paid race groups had received higher increases percentage wise, he said.

Thus skilled and semi-skilled whites got R323 a

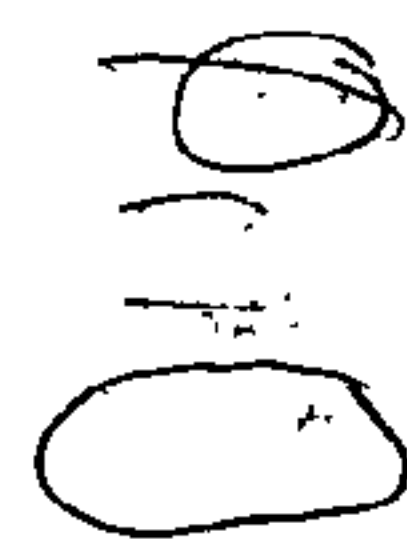
month this year compared to R164 a month received by their black counterparts.

Improving wages for blacks who are earning around subsistence levels is already a matter of social conscience.

This should not be ignored in the anti-inflation campaign."

There were no easy solutions to this and other problems connected with inflation. One of the most important objectives in the fight against inflation should be to change attitudes and expectations, and to demonstrate the relationship between pay and productivity.

Dr Gouws foresaw a "concertina effect" on wages, with the lower-income levels pressing against the top.— SAPA.



Check Black pay, employers told

COM 29/1/75



By GERALD REILLY

THE South African Institute of Race Relations has appealed urgently to employers to review Black wages.

The director of the institute, Mr Fred van Wyk, said yesterday it was feared that some employers might shelter behind the anti-inflation manifesto which provided for a go-down in wage and salary increases.

It should be emphasised that low-paid workers were specifically excluded from this provision.

Mr Van Wyk said increases granted to the mass of urban Black workers had been swallowed up by the sharp rises in essential foods and other commodities during 1975.

"The prices of bread, mealie meal, milk, and other basic foods on which the vast majority of African families depend have all

gone sky high, and there is no doubt that the number of hungry African families in the major areas is rising.

"If we want to avoid growing friction between Black and White and the grim consequences of labour unrest, the authorities must keep in close touch with the economic situation of urban Blacks," Mr Van Wyk said.

Voluntary organisations were doing a fine job in helping to feed the hungry in the townships, but it would be far healthier if Blacks were placed in a position where their earnings gave them the security every worker merited.

Mr Van Wyk said the vice-president of the institute of Personnel Management, Mr J. Dickerson, said earlier this week that the poor response to the Government's tax concessions for Black training had been "nothing less than pathetic and somewhat alarming."

Mr Van Wyk said if employers were refusing to cooperate in this vital area, the Government should step in and take over the responsibility for raising the earning power of Blacks by industrial training.

BLACK WAGES 'MUST GO UP'

Mercury Correspondent

PRETORIA — The Institute of Race Relations has appealed urgently to employers to review Black wage levels.

The institute's director, Mr. Fred van Wyk, said yesterday it was feared that some employers might shelter behind the anti-inflation manifesto which provided for a curb in wage and salary increases.

But, he said, it should be emphasised that low-paid workers were specifically excluded from this provision.

Mr. van Wyk said increases granted to most urban Black workers had been swallowed by the sharp price rises in essential foods and other commodities this year.

"The price of bread, mealie meal, milk and other basic foods on which the vast majority of African families depend has gone sky high, and there is no doubt that the number of hungry African families in the major areas is rising."

Mr. van Wyk agreed with the chairman of the U.K. - S.A. Trade Association, Mr. William Like, who said in London this week that the implications for South Africa's lower paid workers

would be forbidding if inflation continued.

"If we want to avoid growing friction between Black and White and the grim consequences of labour unrest, the authorities must keep in close touch with the economic situation of urban Blacks," Mr. van Wyk said.

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Cape Times 5/12/75

Minister hits

(BZA) at males

GRAHAMSTOWN.—Racial discrimination and discrimination against women were inextricably linked in South Africa, Mrs Stella Sigcau, the Transkei Minister of the Interior told the International Convention of Women in Grahamstown yesterday. Racial discrimination is the shield behind which White males "harbour their racism and sexism," she said.

SA librarians: equal

627
250

pay move is backed

STAR 18/12/75

Employers differentiating between males and females in advertising vacancies for librarians on their staff, will in future be notified by the South African Library Association that such discrimination runs counter to the official point of view of the association.

The decision to take this action resulted from a motion adopted at the recent annual conference of the Library Association.

The motion requested that representations be made to all

authorities employing librarians to attach one salary scale to a position, whether the incumbent be male or female.

In the memorandum accompanying the motion it was stated that cases still occur where different salary scales for male and female applicants are specified in advertisements for

vacancies.

More often still, advertisements state that applications are invited from librarians (female), leading one to infer that the salary scale attached to the position is too low to interest male applicants.

When discussing the implementation of the motion, the adminis-

trative council of the association decided that general publicity should be given to its point of view on equal salaries for equal work done by male and female librarians.

Attention will also be given to specific cases of employers differentiating between male and female applicants in advertisements for vacancies.

Cases brought to the attention of the association will be referred to a committee which will then inform the organisation concerned that the association advocates equal salaries for male and female librarians.

Pilot's ban to be raised in House

By David Albino

SOUTH African Airways' refusal to employ a highly qualified jet pilot—because she is a woman—is to be raised in Parliament later this year by Mrs Helen Suzman (PRP, Houghton).

Announcing this Mrs Suzman said the SAA decision was 'a prime example of male chauvinism.' She was among a number of women — of all political persuasions — who were united this week in their condemnation of the Airways.

The woman jet pilot is Miss Fleur Wales-Baillie (34) whose application for a pilot's job with SAA was

'Grounded' because she's a woman

turned down late last month.

This was in spite of the fact that Miss Wales-Baillie — one of about six qualified women jet pilots in the world — has 3,200 flying hours to her credit, 1,700 of them on jet aircraft.

She is qualified to fly most jet aircraft including Boeing 707 and 727 which are used by SAA.

Miss Wales-Baillie said that when she applied to join SAA an official told her her qualifications were 99 per cent higher than those of the latest batch of male applicants.

However, she was turned down. South African-born Miss Wales-Baillie said: 'I would love to fly for SAA, but officials there were emphatic when they said it was not policy to employ women as pilots.'

'What is SAA afraid of? I'm a working airline pilot, not someone who is untried and untested.'

Mr Piet van Rensburg, the Airways' public relations manager, confirmed this week that Miss Wales-Baillie had applied for a pilot's job. But he refused to give reason for SAA's refusal to employ

her beyond saying it was 'not policy to employ women pilots.'

Asked if SAA would consider employing a woman pilot with good or better than average qualifications he said: 'We don't respond to hypothetical questions. You'll have to wait until the matter comes up in Parliament to find out more details.'

Mrs Suzman said: 'If Miss Wales-Baillie has adequate qualifications I can't see why SAA don't employ her. They have no possible reasons for discriminating against her on the grounds of sex.'

Such an act would be illegal in Britain under the country's new Equal Opportunities Act and will soon be illegal in America.

It is high time SAA changed its policy in this regard. It's a prime example of male chauvinism and I shall raise the matter during the transport vote of the Budget debate.'

United Party MPC Miss Annette Reinecke said she would not drop the problem until it has been solved by her appointment to SAA as a fully-fledged pilot.'

Miss Wales-Baillie has the flying hours, she has the experience required on large jets, she's not too old, she's White, she's a South African.

'Within the framework of Government policy what valid reason could possible exist to disallow her from becoming a pilot with SAA? I find the ruling archaic and prejudiced in the extreme.'

'It is my intention to approach other women active in public life in South Africa and take the matter further with their aid and backing.'

Mrs Joyce Waring, wife of former Nationalist Cabinet Minister Mr Frank Waring, described the SAA decision as 'a lot of



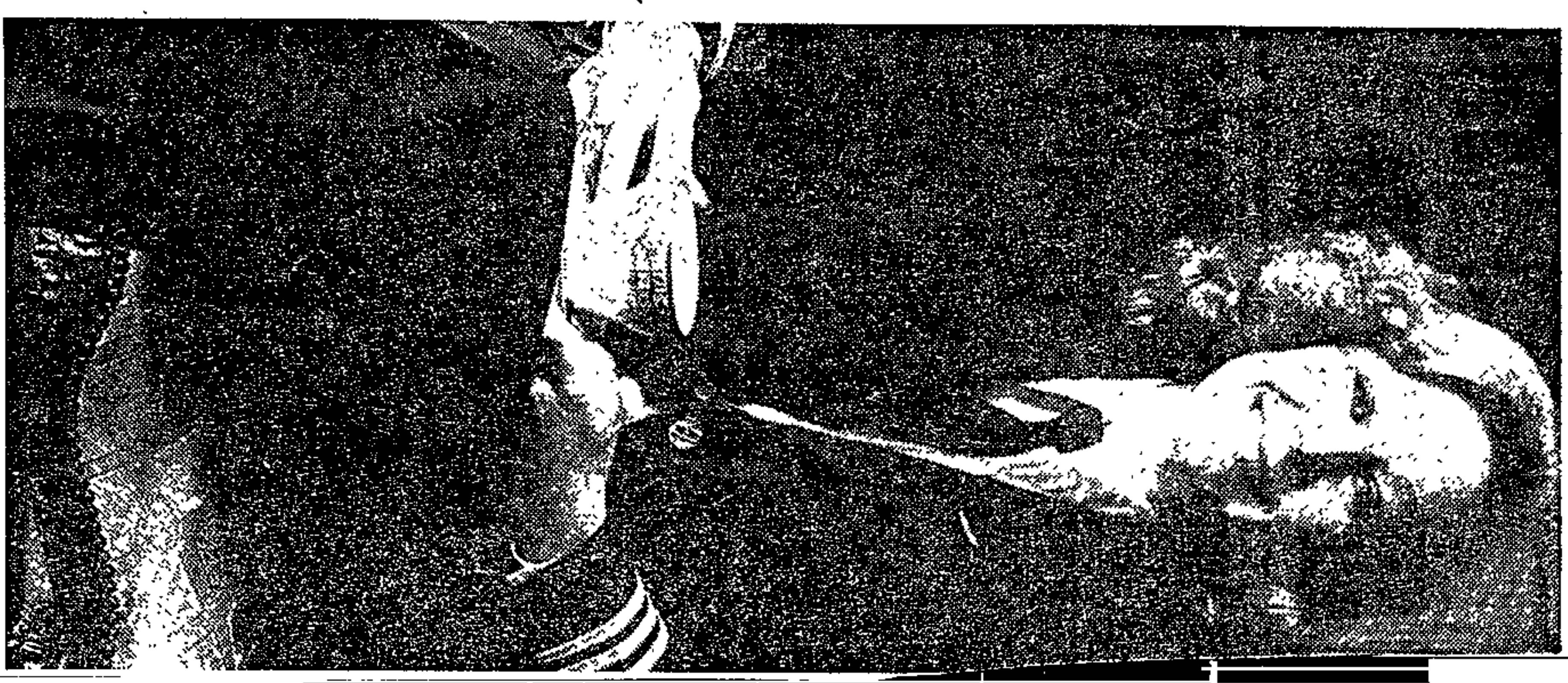
MRS HELEN SUZMAN: 'It's a prime example of male chauvinism.'



MRS JOYCE WARING: 'The SAA decision is sheer, incredible stupidity.'



MISS ANNETTE REINECKE: 'I find the ruling archaic and prejudiced in the extreme.'



MISS FLEUR WALES-BAILLIE (34) is a highly qualified South African-born pilot. But SAA don't want her because she is a woman.

ST. 29/2/76

Mulder reveals plan

for the public service

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R B L A C K S

By NICHOLAS VAN OUDTSHOORN

THE GOVERNMENT has plans to drop pay discrimination against Blacks working in the public service.

The scheme will mean equal pay for equal work for all South Africa's 400 000 State employees

In an interview this week the Minister of the Interior, Dr Connie Mulder said a top-level investigation had revealed that the immediate extra cost of the scheme would be about R95-million.

Dr Mulder said that if the Cabinet gave the go-ahead, public servants of all races would be paid according to specific notches laid down in one key salary scale.

The scale would start at the level of the lowest paid unskilled workers and rise to that of the highest paid officials, such as secretaries of Government departments.

There would be minimum and maximum salary levels for each grade. When the maximum was reached, the employee would move on to the next grade.

Annual increments in each grade would vary, and increase as the grades progressed.

Dr Mulder said: "Each employee will have to be phased into the grade for which he is qualified. There will be one salary scale for the whole public service. It will not be influenced in any way by racial discrimination."

Reliable Government sources said the key salary scale idea for the Public

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Equal pay will mean equal taxes too

● FROM PAGE 1

ment a uniform salary scale for the public service will cost us immediately about R95-million. Such a step could only fan inflation if increased productivity did not follow higher wages.

"If we are suddenly going to pay an unskilled worker a higher wage, then his productivity must measure up to that increase," Dr Mulder said.

He agreed that it would be difficult to measure productivity against salaries of professional people such as doctors. So he considered it logical that the phasing out of disparate wages between racial groups would "start at the top."

"This means that professional groups, where there is a definite comparison in qualifications and training, may reach parity or near parity first," he said.

Dr Mulder gave examples of what had already been done in this direction recently: the appointment of the first Coloured rector at the University of the Western Cape, Dr J. G. van der Ross, and the Black diplomats who are now serving at South African missions abroad. In both cases they received the same salaries as White counterparts.

(Report by N van Oudtshoorn, 17 Baakens Street, Port Elizabeth).

ST. 29/02/76.

Service — the largest single employer in the country with about 225 000 Whites and 175 000 Blacks — was expected to filter through to the private sector and speed up the closing of the wage gap there between different race groups.

Contribute

They pointed out, too, that the scheme would almost certainly lead to drastic changes in the income tax system for Blacks, and at least partial abolition of many subsidies — such as for transport, housing and medical services — which they enjoy at present.

"If Blacks are to receive the same pay for the same jobs as Whites, they will also have to contribute the same taxes and pay the same for everything else," said one source.

Seen as particularly important is the statement in Parliament this month by the Minister of Bantu Administration and Development, Mr M. C. Botha, that the Government has already appointed a committee of inquiry to examine whether Blacks should pay the same taxes as other race groups.

In the interview with Dr Mulder, he said the public service key salary scale was only one of the many ideas being investigated "as part of the Government's declared policy to continually narrow the wage gap between the different racial groups."

It was impossible at this stage to give dates or a blueprint for the removal of wage disparity, he said, because many factors, including the economic situation played a major role in such decisions.

"It is not a matter of merely saying we need 'X' amount to level all wages, and then, if we find we have the funds, simply to go ahead. Other factors must be considered — one of the most important being productivity.

"For instance, to imple-

● TO PAGE 2

Minister rejects equal pay bid

HOUSE OF ASSEMBLY —
The government has turned down the request by the Coloured Representative Council for parity in the salaries and pensions of Coloured people with those of whites.

The Minister of Coloured Relations, Mr H. Smit, said yesterday that the request for parity in salaries, social pensions and allowances "could not be taken up in the draft estimates as tariffs which would effect immediate parity have not as yet been authorised."

Mr Smit made this clear when he replied to a question tabled by Mr T. Aronson (UP, Walmer) who had asked whether the government had turned down any requests for funds by the CRC.

The minister said the CRC had requested a budget of R264 549 000, which included amounts set aside for the implementation of parity in pensions and salaries. However, this request could not be implemented.

The minister also said that no date had yet been set for the next session of the CRC, which was adjourned last year after the Labour Party majority passed a resolution which prematurely ended the session.

Mr Smit said the report of the Theron Commission of Inquiry would be published "at the earliest" by the end of May.

As the contents of the report were not yet known no decisions had been taken by the Government on the political, economic or other aspects of the Coloured people, he added. — PC.

(62 A)
~~(2) 286~~
~~(3) 334~~

EEC'S SA LABOUR CODE

Will it work? FM 15/7/77

(S7)

If the British government's own "code of practice" (introduced after *The Guardian's* 1973 exposé) is anything to go by, the decision in Brussels this week by EEC foreign ministers to explore a code of conduct for European businesses in SA is likely to be a paper tiger.

Even the idea's sponsor, UK Foreign Secretary David Owen, is well aware that legal difficulties may make the code difficult to put into operation. One of the ideas behind it is that defaulters will be liable to penal sanctions in their home countries. But Owen apparently realises that it is unlikely that EEC member

countries will pass the legislation necessary to back it up, writes the *FM's* London man.

It is not yet clear what the details of the code will be, and the EEC ministers will discuss it further when they meet again on July 25. At this stage, Owen's main points are that the code should ask companies to:

- Move to eliminate pay differentials between black and white workers;
- Allow black workers to join trade unions; and
- Study ways of preventing sanctions busting by offshoots of international oil companies which are alleged to have supplied oil to Rhodesia.

All this is still pretty vague, and it will be interesting to see whether the code, when it surfaces, will attempt to tie companies down to anything more than vague expressions of goodwill.

(1) 262 Nat. Act
(2) 150 57.

Dustmen quit over pay row

23/7/76
Mercury Reporter NM

PIETERMARTZBURG — Municipal refuse removal workers stopped work yesterday when their demands for an immediate wage increase were not met.

The 140 employees gathered at the city engineer's depot and refused to work unless assurance was given that their wages would be increased immediately.

The Town Clerk, Mr. H. D. White, said that the workers were informed that their demands would have to be dealt with in a "constitutional" manner. But the men refused to operate through the works committee or elect representatives to negotiate with officials. They also refused to return to work and left without their pay.

Mr. White said that domestic refuse bins were cleared twice weekly and "other arrangements will be made once the position has been assessed in the morning."

He was unable to say whether any of the workers will be re-employed should they return to work today.

ARGUS
27/10/1969



Mr. Louis Rive

Postal chief warns on job demands

The Argus Correspondent

DURBAN. — The Postmaster General, Mr Louis Rive, has warned Post Office employees and employee associations not to seek confrontation in their demands for equal job opportunities and salary structures.

He issued this warning when he officially opened the second annual congress of the South African Indian Postal Telecommunications Employees Association here.

Mr Rive said everybody in South Africa was jumping on the bandwagon of change and demanding drastic changes.

THREATS

'Change in South Africa can come about by either evolutionary or revolutionary means and we in society must realise the full consequences of change.

Anything you force goes hand in hand with friction and any action results in reaction. Therefore, it is important to remember that friendship and harmony will beget friend-

ship and harmony. But threats and confrontation will also be met by confrontation.'

'Too much emphasis was being placed on salaries and too little on what we earn on merit by way of production volume and quality-wise.'

'In keeping with Government policy, the question of the narrowing of the wage gap between the different race groups is reviewed from time to time with due regard given to the financial and other considerations.

'We should have no illusions about its consequences for all of us. It would be folly to pay the same salary for all who do the same type of work irrespective of the quantity and the quality.

'This would be the surest way of defeating our efforts to improve productivity and to fight inflation.

'The aim must be to pay the same salary for the same type, the same production and the same quality of work.'

Rate for the job

12/11/76
Sfar

57

Our second Bad Buy winner is Mrs Janice Farquharson, of Waterkloof Ridge, Pretoria.

Leafing through Unisa News, she saw an advertisement placed by Students Subscriptions, Box 781804, Sandton, including annual subscription rates for the English magazine The Economist.

The rates in the advertisement were much higher than those offered for students in The Economist.

The Economist offers students a year's subscription airmail for £23, surface mail for £14,50.

Students Subscriptions offered the magazine by air for £36 and by surface for £22,70.

The Students Subscriptions advertisement states

"Save up to 60 percent on subscriptions."

We contacted Unisa News about the advertisement and were told several complaints had been received.

A spokesman said the advertisement was handled through Aurora Press, Pretoria.

An advertising assistant there said Student Subscriptions was run by Mr Farrell Cohen.

She said Mr Cohen had signed a proof of the advertisement before it was printed, but following publication had phoned to say that instead of pound signs the amounts given should have been preceded by rand signs.

A cheque for R20 will be in the post to Mrs Farquharson early next week.

City domestics earn less than a month's TV

By Margaret McNally

MANY Cape Town maids cost their madams less in cash than a monthly instalment on a colour TV set.

They earn an average cash wage of R362 a year. Their white employers have an annual average income of R8 716.

Maids earn about R30 a month less than the minimum live-in wage recommended by the head of the Cape Town Domestic Workers' Centre, Maggie Oewies.

These findings are the result of a Weekend Argus investigation into the wages paid to domestic workers by 10 women who are prominent in civic and public affairs in Cape Town.

They are Mrs Joan Kantey, city councillor; Mrs Hazel Tyers, mayoress; Mrs Louiza Vorster, sister-in-law of the Prime Minister and the wife of

the former moderator of the Dutch Reformed Church; Mrs Joyce Waring, journalist, radio personality and wife of the former Cabinet Minister; Mrs Bita van der Walt, wife of the MP for Bellville; Mrs Linda Daniels, wife of the executive member of TUOSA and of a former Cape Town city councillor; Mrs Helena Streicher, wife of the MP for Newton Park; Dr Marge Dyer, head of the Abortion and Reform League (Capa); Mrs Geradine Pretorius, wife of the Western Province Rugby Union; Mrs Barbara Cleave, head of the Cape Town Women's Movement.

Of the 23 employers asked to take part in the survey, nine refused and four did not employ a domestic. Seven of the public figures interviewed employed three or more domestics and three employed one.

The average monthly wage paid to 'living-in' maids was R46. The highest wage was R65 and the lowest R30.

The chairs' wages ranged from R3.50 to R4.50, although their work hours varied.

A 'fair' cash wage for an experienced 'living-in' domestic, according to Miss Oewies, should be a minimum of R65 a month — almost R20 more than the average wages paid. Charts, she said, should be paid a minimum cash wage of R5.50 for an 8-hour day, and 'living-out' domestics should be paid R70 a month.

PAYMENT IN KIND

'Payment in kind' is one of the thorniest issues surrounding the question of domestic workers' wages. Mrs Cleave, believed that payment in kind should not be considered part of the wage.

'Hand-outs vary tremendously — from employer to employer. If you give your domestic perks these

should be considered as extras... as gifts. Domestic workers should earn a fair basic wage,' she said.

Mrs Waring disagreed. 'I think the amount of R30 a month, and probably more, for each of the two men domestics she employs. Of course it depends on how you house payments in kind cost her and feed them,' she said.

Most of the employers felt the wages recommended by Miss Oewies and the Domestic Workers' Centre were too high.

Commenting on Miss Oewies' wage recommendations, Mrs van der Walt said:

'My maid doesn't buy a thing. She gets her clothes from me, my children and my husband. And she doesn't like going to films or that kind of thing.'

'Good maids are very scarce. Few of them deserve what they get. Usually they are a lot of trouble.'

'But when you do find a good maid you should pay her well,' she said.

Mrs Vorster, whose domestic has been with her for 25 years, said she could not afford to pay higher wages. 'We give her everything she needs,' she added.

'Domestic workers should be paid according to merit and experience — like on the open market,' Mrs Kantley said.

'Good domestic workers should be justly rewarded.'

Most of the domestics worked for 14 days at a stretch without any formal day off, although she was allowed to go out when she finished her work.

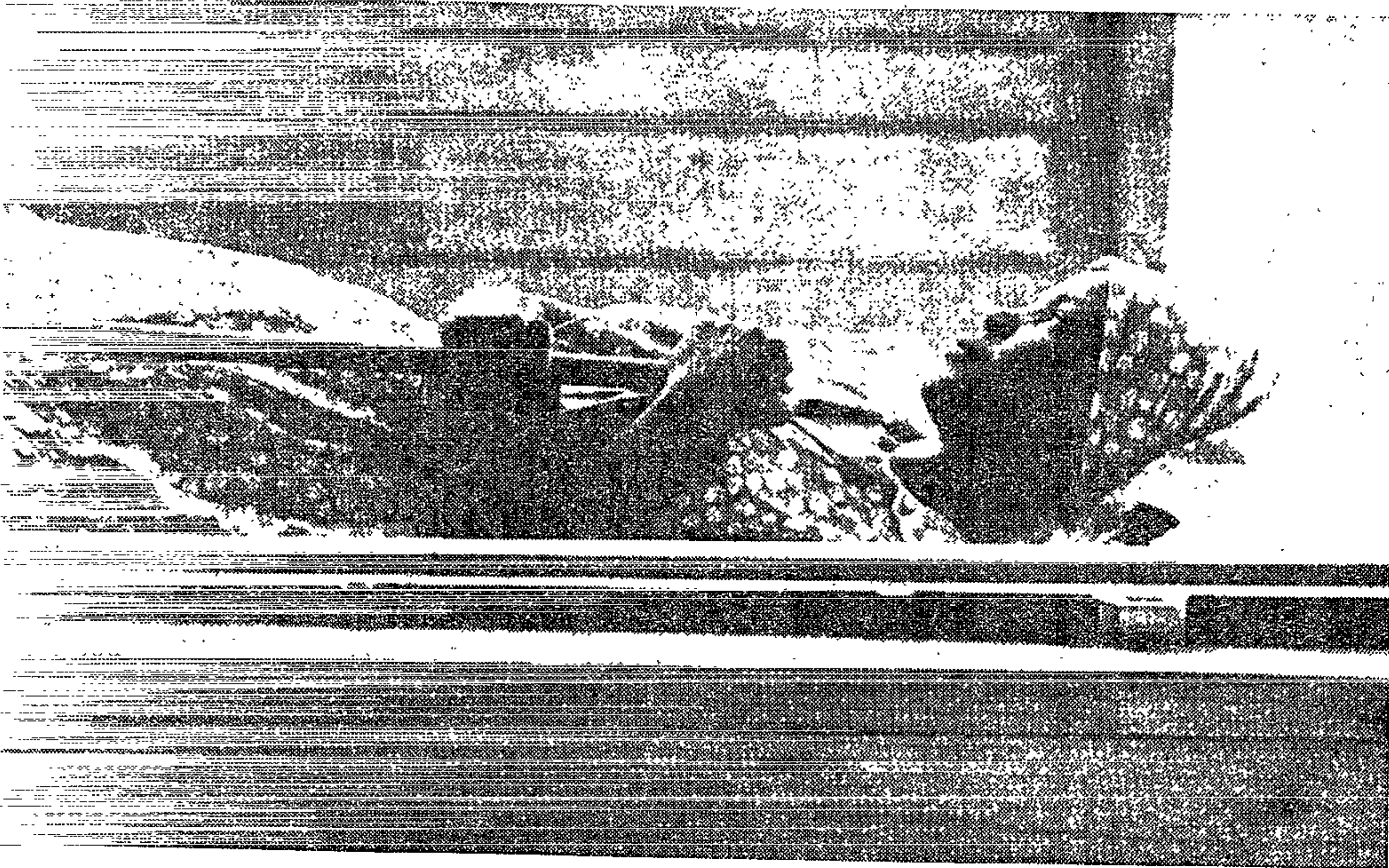
Half of the domestics used separate utensils. Why? Because she's an African, although she does have a choice,' Mrs Tyers said.

'We've never discussed it. She just pretends using her own,' said Mrs van der Walt.

Not one of the employers contributed to a pension fund for their workers. Most indicated they had not thought of doing so although one woman said her domestics would be cared for.

Some of the women interviewed pointed to the 'practical difficulty' of contributing to a pension fund for their domestics. 'You never know how long they are going to stay,' they said.

Apart from one woman, all the employers knew their domestics' surnames.



Higher wages may mean less work

Maids

WOULD Cape Town's domestics find themselves out of work if their employers were forced to pay them higher wages?

Most of the public figures a full-time domestic worker. Dr Whitson said the

...and their salaries

LIVING-INS—SA'S BIG SOCIAL PROBLEM

'LIVING-IN' domestic workers have long been a social problem African men to get involved in household and to teach their children not to look down on it,' she said.

but would protect their employers as well. Instead of the traditional laissez-faire em-

...and not afford much more than they were already paying. The general feeling was: 'Domestics will price themselves out of the market if they demand higher wages.'

Dr Michael Whisson, director in anthropology at the University of Cape Town and the co-author of the 1971 publication *Domestic Servants: A Microcosm of the Race Problem*, said:

Any professional man who claims she will pay R65 a month to

...is scorned by the law which barred African women from seeking jobs on the open market.

FEW JOBLESS

Miss Maggie Oewies, head of the Cape Town Domestic Workers' Centre, said higher wages for domestics would be absorbed by the employers. 'You won't find many domestics walking the streets looking for jobs,' she said.

When electricity rates go up, householders pay up. When the price of petrol goes up, people complain bitterly but they still drive their cars.

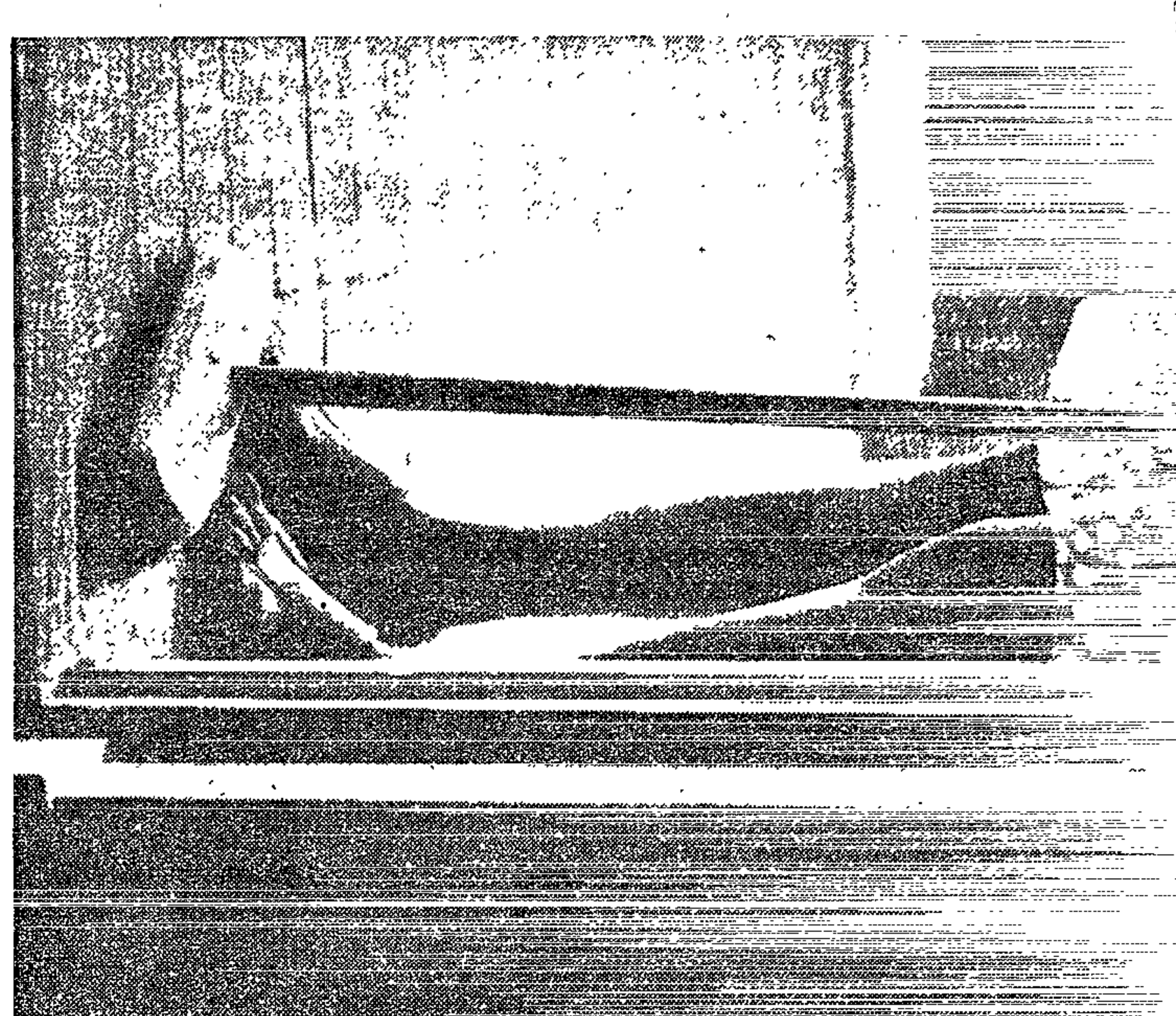
'A domestic is so much part of the South African way of life that employers will continue to hire them — even if they have to pay more,' she said.

NOT CLOTHES

Domestic workers were the most underpaid, unprotected and over-worked labour force in the country.

It was time domestics started demanding higher wages. 'We have a right to earn a decent wage. Why should we have to go on accepting pittance in money and handouts?' Miss Oewies said.

'Too many employers still gave handouts to supplement poor wages. Handouts are always welcome, but we work for cash not for second-hand clothes,' she said.



South African males.

'They should learn to do more housework,' said Dr Marge Dyer, the head of the Abortion and Reform League (Cape) and one of the public figures who took part in the survey on domestic workers.

Dr Dyer said daily domestics should replace 'living-in' domestics if the housewife had more help from her family, and especially her husband, she would find that she no longer needed the services of a 'living-in' servant.

Relegated to the backyard, 'living-in' domestics were placed in a lonely situation, dependent almost entirely on chance acquaintances.

They frequently were mixed up with the wrong type of person. Unsophisticated country girls were especially vulnerable, Dr Dyer said.

'Unwanted pregnancies are often the result of this situation. The employer-employee relationship is damaged and in many cases the domestic will lose her job.'

'She has to farm out her baby to a granny or an aunt while she goes out to work... and it's almost invariably the child that suffers in the long run,' Dr Dyer said.

'We can't brush aside this social problem any longer. It's up to South

the Government to initiate a contract for domestic labour which would serve to protect the interests of both the domestics and their employers.

Pointing out that domestic workers were specifically excluded from most industrial legislation, she said under the present set-up a contract of labour would be a step forward in protecting the interests of domestics.

'They are exploited and open to further exploitation,' Mrs Kanthey said. 'A contract would not only benefit domestics,

employer should be bound by the conditions of a work contract.

Mrs Kanthey said it should stipulate the domestics' wage, extra payments for overtime, her hours of work, a minimum of three weeks annual leave, provisions for sick pay and compensation for accidents that occur on the job.

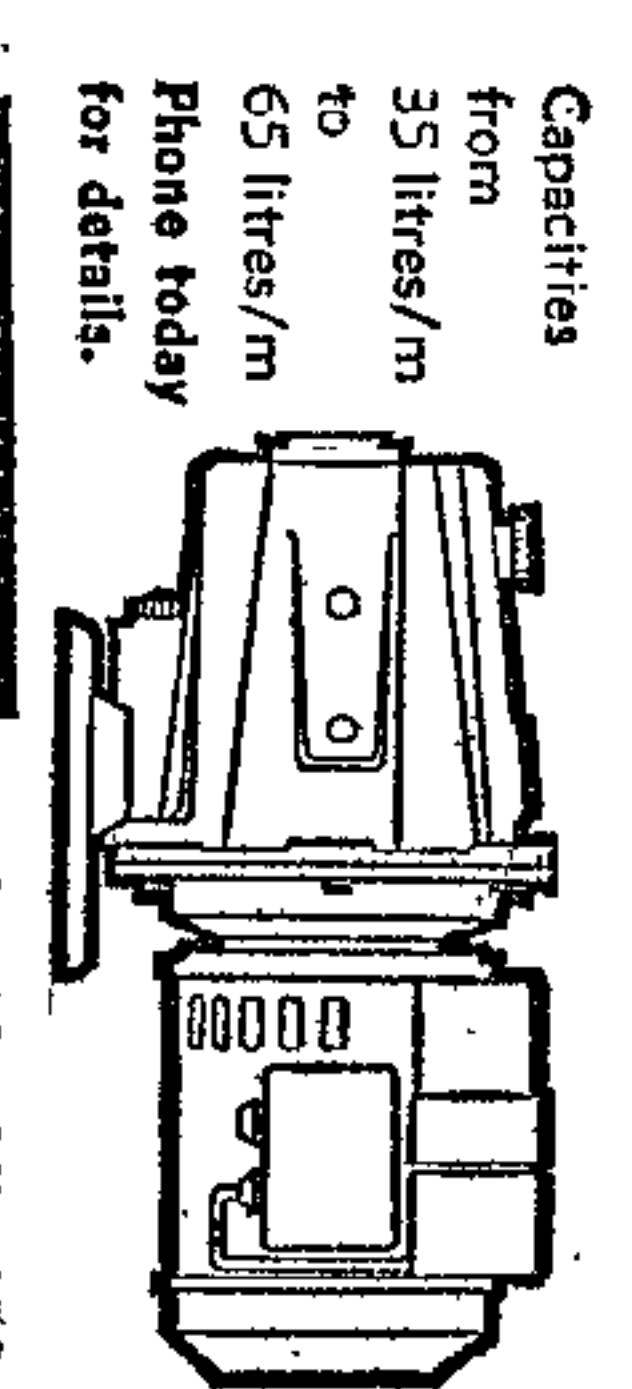
'In addition to the contract, the employer and the domestic should discuss and agree on her conditions of service right at the outset — when she is hired,' Mrs Kanthey said.



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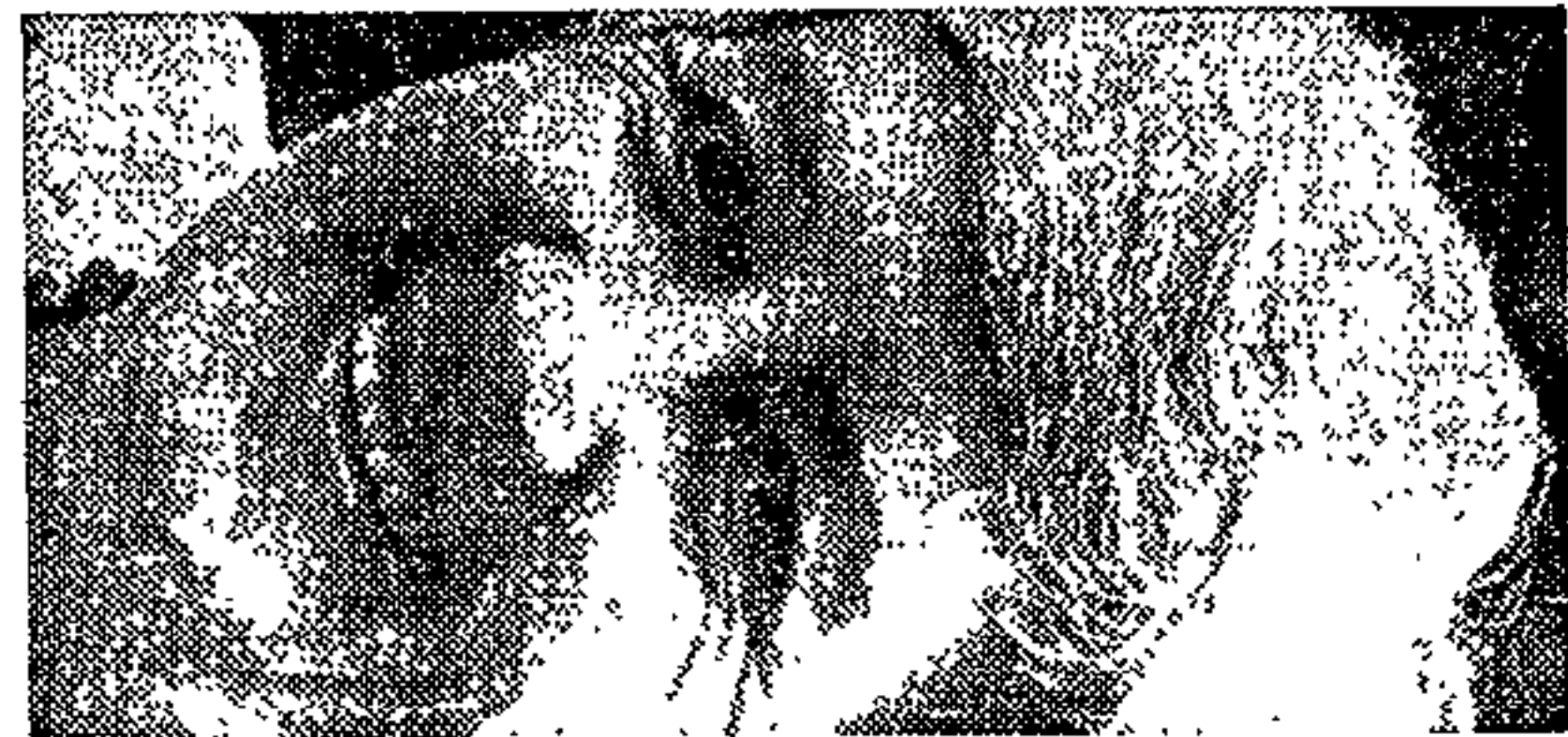
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DR MICHAEL WHISSON, co-author of *Domestic Servants: A Microcosm of the Race Problem*... 'Any professional woman who claims she can't pay R65 a month to a full-time domestic is deceiving herself.'



DR MARGE DYER, head of the Abortion Reform Action Group (Cape)... 'South African men should learn to do more housework.'



MRS LOUIZA VORSTER, sister-in-law of the Prime Minister and wife of the former moderator of the Dutch Reformed Church, pays her domestic R30 a month.



MAYORESS HAZEL TYERS says her domestic is 'more than satisfied' with her wage of R57.50. 'She gets a lot of perks and a lot of time off,' says Mrs Tyers.



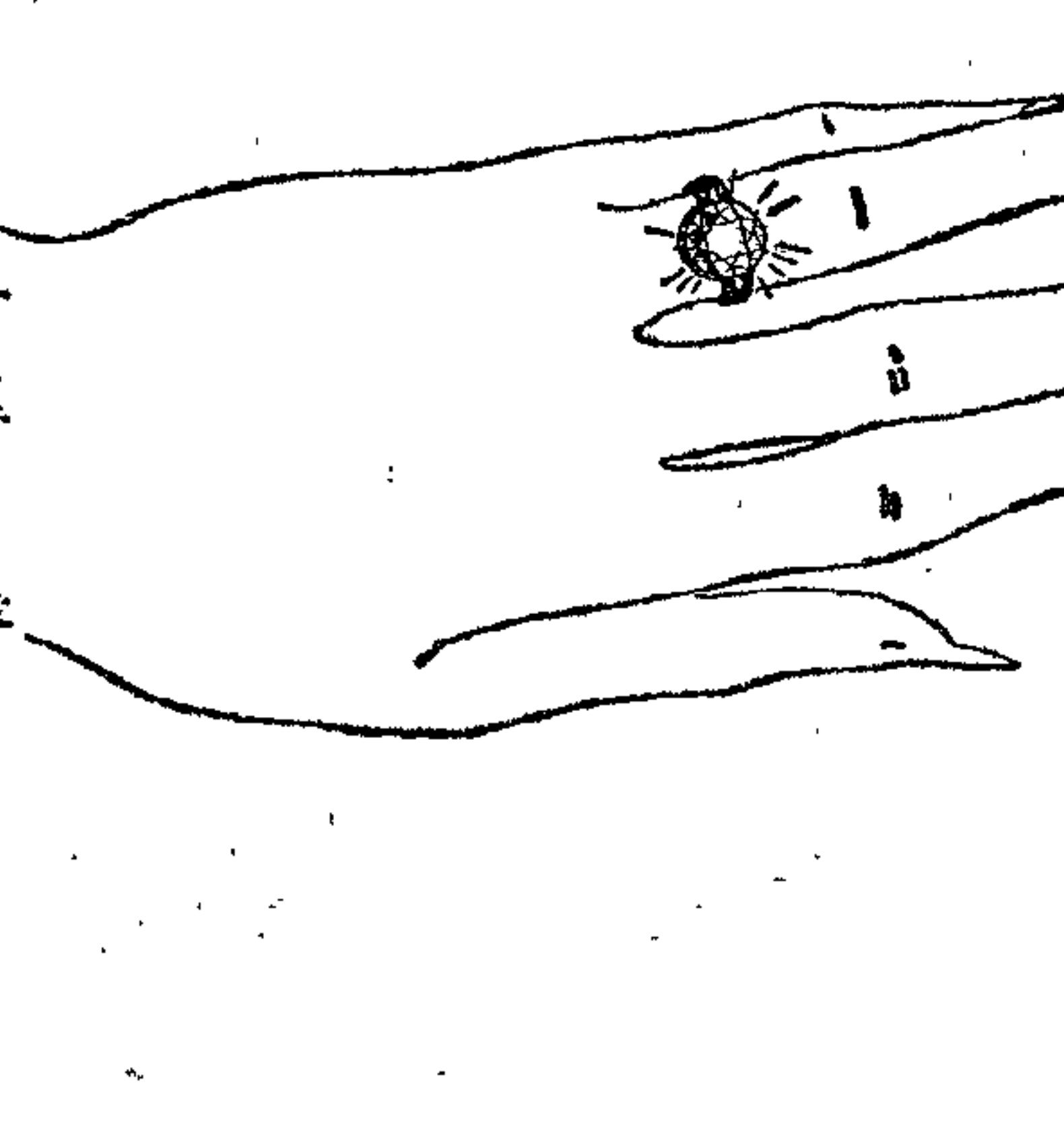
CITY COUNCILLOR JOAN KANTHEY who pays her domestic R65 a month... 'We need a contract to protect the interests of both the domestics and their employers.'



MAGGIE OEWIES, head of the Cape Town Domestic Workers' Centre... 'Domestic workers are the most underpaid, underprotected and overworked labour force in the country.'

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AMPLE PARKING

Not enough, says teaching official

Staff Reporter

MAKING African parents sign undertakings to keep their children at school until they had finished Standard Two was not enough.

Mr H. H. Dlamlense, secretary-general of the African Teachers' Association, said this yesterday when commenting on the announcement by the Minister of Bantu Education, Mr M. C. Botha, that African education would be improved.

He said legislation was needed to force parents to send their children to school "just like the Whites".

Mr Botha's plan for the phased introduction of free textbooks for African pupils met with a similar reaction.

"The State should accept the responsibility of providing all school pupils with free books and stationery," he said.

Of the plan to introduce night schools for adult education, Mr Dlamlense said: "It is a step in the right direction but there will still be the problem of insufficient teachers."

He agreed with the decision that the Department of Bantu Education would take over responsibility for financing the building of secondary schools in urban areas.

But the department should accept responsibility for all schools, not only secondary schools.

The change in the composition of school committees and boards by introducing more elected members was the result of a memorandum submitted to the department, Mr Dlamlense said.

It related to the alleged refusal of the department to appoint Mr J. Mahlangu to the Orlando Diepkloof Zulu School Board though he received most votes.

332 57

Cape Times 23/4/77

641 firms sign non-racial manifesto



Mr David Susman, managing director of Woolworths: "We are happy to sign - it is in accordance with the policies which we have tried to follow for many years."

MANIFESTO committing to a policy of non-discrimination, within the law, business has been signed by 641 members of the Cape Town Chamber of Commerce. The manifesto calls on employers to:

- Select, employ, train and promote staff without regard to race or colour.
- Determine salaries and benefits in accordance with the principle of equal pay for equal work.
- Do all things possible to promote understanding and harmonious relations between employer and employees and individual employees irrespective of their race, colour or employment status.

The manifesto was published in December. On Wednesday an interim list showed that 641 firms had signed. They are:

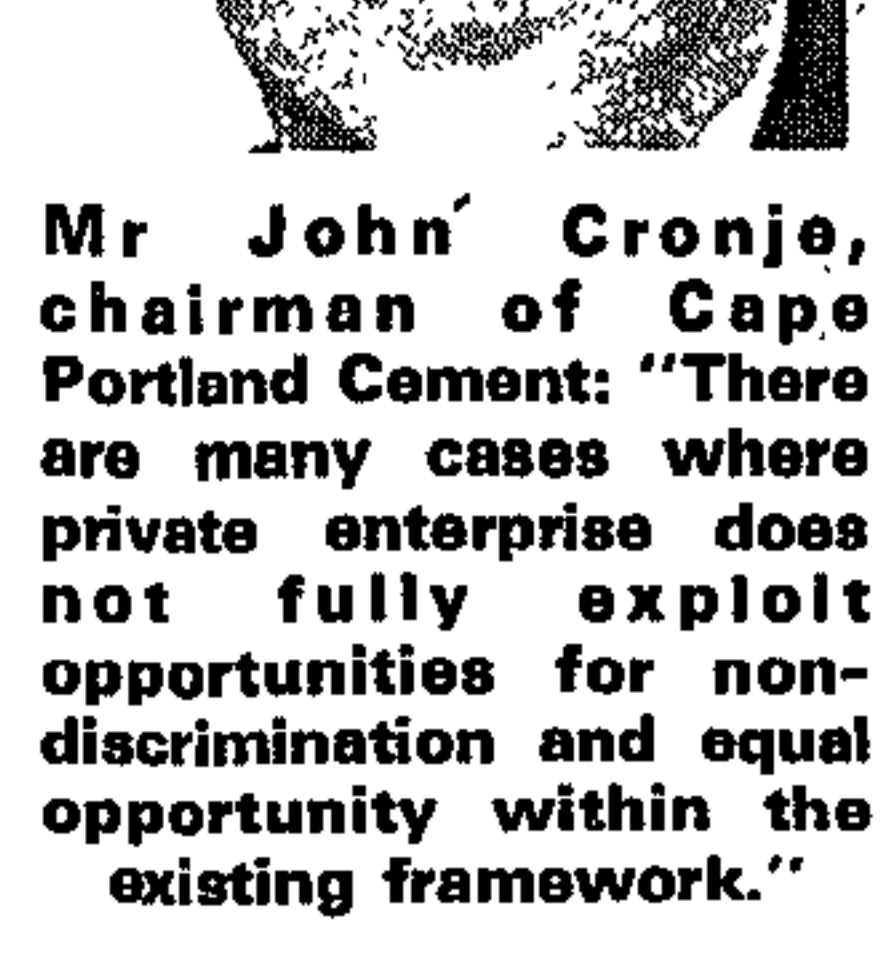
Barclays National Bank Limited
Barry Secretarial Services
E L Bateman
Bearings Associated
T W Beckett & Co.
Beckman Instruments
Bellico Electrical Co
Belmor Plastics
Bergers
Bernstein & Cohen
Bernstein Kennedy & Associates
Berzack Bros (Cape)
Beta Computer Services
Billows Investments
Binnehuys Interiors
Bland, Welch, Nebicon, H Hammond
M Bloch & Co.
Blomberg & Kleinman
The Board of Executors
J Bock & Son
Book Place
Bordic Sales
Bourne Bros
Fred Bowker
Branson Marketing
Bridge Stores (Salt River)
John Brockman & Co
Broll Real Estate
Brooklyn Laboratories
David Brown Gear Industries

Commodore Trading & Hardware Co.
Commonwealth Shippers (Cape)
Consolidated Lighting (Cape)
Contemporary Living
Contima
Continental Art Works
Thomas Cook
Cooper & Sloan
D Cooper & Sons
Copper Design & Rasel Leather Products
T M Corry & Phillip
Court Helicopters
Cranford
Creda Press
Cradfin
W K Croxton
Darters (Cape)
Davidson & Ewing Holdings
Daws Stationery
Dobs Fabrics
Del Fante Marziale Holdings
De Milo
P W Devereux
Dichmont & Dichmont
Dick's-Gordons The Furnishers
Docks Shipping Co
Bernard Dogon
Downing & Attwood
Drew Ameroid South Africa
V Duggan
Dun & Bradstreet
Dunlop Haywood (South Africa)
Dwell Well Products
Wm Eachus & Co.
Eagle Clothing Manufacturers
The East Asiatic Co. SA
Easi-Gro Products (SA)
Eastern General Trading Co
Easy Pay Outfitters
H Eckstein & Co.
Edgars Stores
Edge Furnishers
Edina Press
Edmax Jewellers
Ekman & Co. (SA)
Electrolink
Elko Trans-African Trading Co.
K Elliot & J Small
Emdins The Caterers
Enterprise Electrical Co.
Epping Industrial Suppliers
Eso Standard SA
Essop Enterprises
Executive Personnel Selection
Express Bargain Centre
F & H Agencies
R Fabian Fine Art
Fairbridge Arderne & Lawton
Fairheads Trust
Faros & Co.
Federal Auctioneers
Edward Fait & Co (Cape)
Fig Bros
Financial Enterprise
Findlay & Tait
First National City Bank SA
Douglas Fisher
Fiesch Financial Publications
Finn-Mills

Arthur J Foster
Fotokino
Foundation for Social Development
M Freund & Co (Mail Order)
Carl Freudenberg South Africa
Dan Frysh & Co
G I S Industrial Suppliers
Galaxie Clothing
Gallon Division of Dresser South Africa
Emanuel Gamsu
Garlick Limited
T M Corry & Phillip
General Trust & Investment Co
Germain Mens Boutique
Gibson, Hyslop & Winerals
Gifford Textiles
Gilbey Distillers & Vintners
Gids Footwear Stores
D Y Gillespie & Co
Leonard Glass
Glenbawn Farm
Glencoe Consultants
Globe Electrical (Cape)
Goldby Compton & MacKelvie
Golden Cape Gifts (Pty) Ltd
Golden Disc (Pty) Ltd
Ludy Gonsenhaus
Graaff's Trust
R E Gray & Co.
L J Greatwood & Co.
Douglas Green of Paarl
Grindrod Forwarding
Grindrod King Travel
Grindrod Shipping (Cape)
Gross Handler & Abrams
W Gygax
HSM
Hamac
The Hammer & Paint Shop
Hamworthy Engineering Africa
Hanco Textiles
B Hariton
Harrison's Customs Clearing
Harvey's Equipment Co. (1967)
W D Hearn & Co.
R Heddie & Co.
David Heller
Hepworths Limited
The David Hersch Organization
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Freddy Hirsch - Bizerba Scales
Walter Hirsch
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Hollandia Reinsurance Co. of SA
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J T Hutton & Co.
ICI (South Africa)
Ihring
Indo-Atlantic
Industrial Supply Co.
Industrial Units (Cape)
Ingersoll-Rand Co. SA
Ingram Dry Walls
Intercontrade
Internatio
International Business Machines SA
Intertech
Irvin & Johnson
Lawrence Israel
J & L H Associates
Jacks Keys Discount Toyland
Williams Jackson
Jacksons Fibreglass (Cape)
W Jacobson & Co
H E Japha
Jeral Distributors
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Juta & Company Limited
David H Kahn (Cape)
Shirley Kaplan Design & Decor
Kalamazoo Division
Kalley Flooring Co.
A Kamener Agencies
Karaco International
Claude Karstel & Co.
Katz Bros Agencies (South Africa)
Katz Bros Furnishers
Katz International Corporation
Katz, Salber & Co.
Abe Kawalsky
M L Kayser
Kempura
King & Sons, Dunn & Co.
King & Warren
M Kleinman & Co.
Klose Distributors
Kock & Schmidt
Kodak (South Africa)
L Kottler
M B Koval & Co.
Etta Kruger
Kuhnc & Nagel
I Kurgan & Co.
Lancaster, Cook, Behrens & Co.
Otto Landsberg (Cape)
G R Laughton & Co.
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P A Leo Thorp
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Chris Legg Sales Promotions
Lentin & Solway (1972)
Leo Computer Bureau
Lep Transport International SA
Levinson & Co.
H Levinthal
Levinsons Stores (Cape)
Lewis Stores

Kurt Leyser
Liebreich
Lincoln Fashion House
M Lipman & Co
Shoecorp (Manufacturing)
W Lipworth & Co
Lisind International
The Little Fry Pan
Logan Sports
London Shoes
Longman Penguin Southern Africa
Louie et Cie.
3M South Africa
M G Furnishing Co
M & L Wholesalers
Philip MacLagan & Co.

Pan African Commercial Corporation
Parade Pharmacy
Paramount Auctioneers SA
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Parisienne Glass Products
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H P Plum & Co
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Press Features
Prestige Advertising Gifts
Price & Sons
Price Waterhouse & Co.
Product Promotions
Protea Chemicals
Protea Holdings Cape
A W Proudfoot
Prudential Equity Building Society
Purcells Furnishers
Purnell & Sons (South Africa)
Quick & Louw and Moore
Quickprint
T Rabkin (Wholesale)
Radio Autosonic
Radio TV Holscher
Radiospoor (Cape Town)
Ramsay, Son & Parker
Rane Investment & Corporation
Rank Xerox (Pty)
Reilly, Reilly & Tucker
Reliance Model Dress Co
Rem - Cape (Pty)
Rene's Bridal Centre
Rennies Shipping (Cape Town)
Renold Crofts (South Africa)
Rent A Rig Transport
Rent A Truck
Rentokil Laboratories
Reunert & Lenz Limited
Rewdon Sales
Rhombus - Electronics
C R Ridge
Riza Distributors
Roan Mining Equipment
Robot Supermarkets
E I Roguff Sales
Roguts (Woodstock)
Rondebosch Travel
Rose Trading Co.
Elzbieta Rosenwerth
Rosmead Supermarket
Roup, Schneider & Wacks
Routledge - MacCallums
J Ryan
The Ryan Nigel Corporation
SAA Distributors
Sabeco
E Sacks Futeran Co
Safranmark
Saftrade
Sagov Wholesale (Cape)
Sank & Company
Seppi Limited (Cape Region)
Saunders & Taylor
Schenker & Co (SA)
H A Schipper & Co.



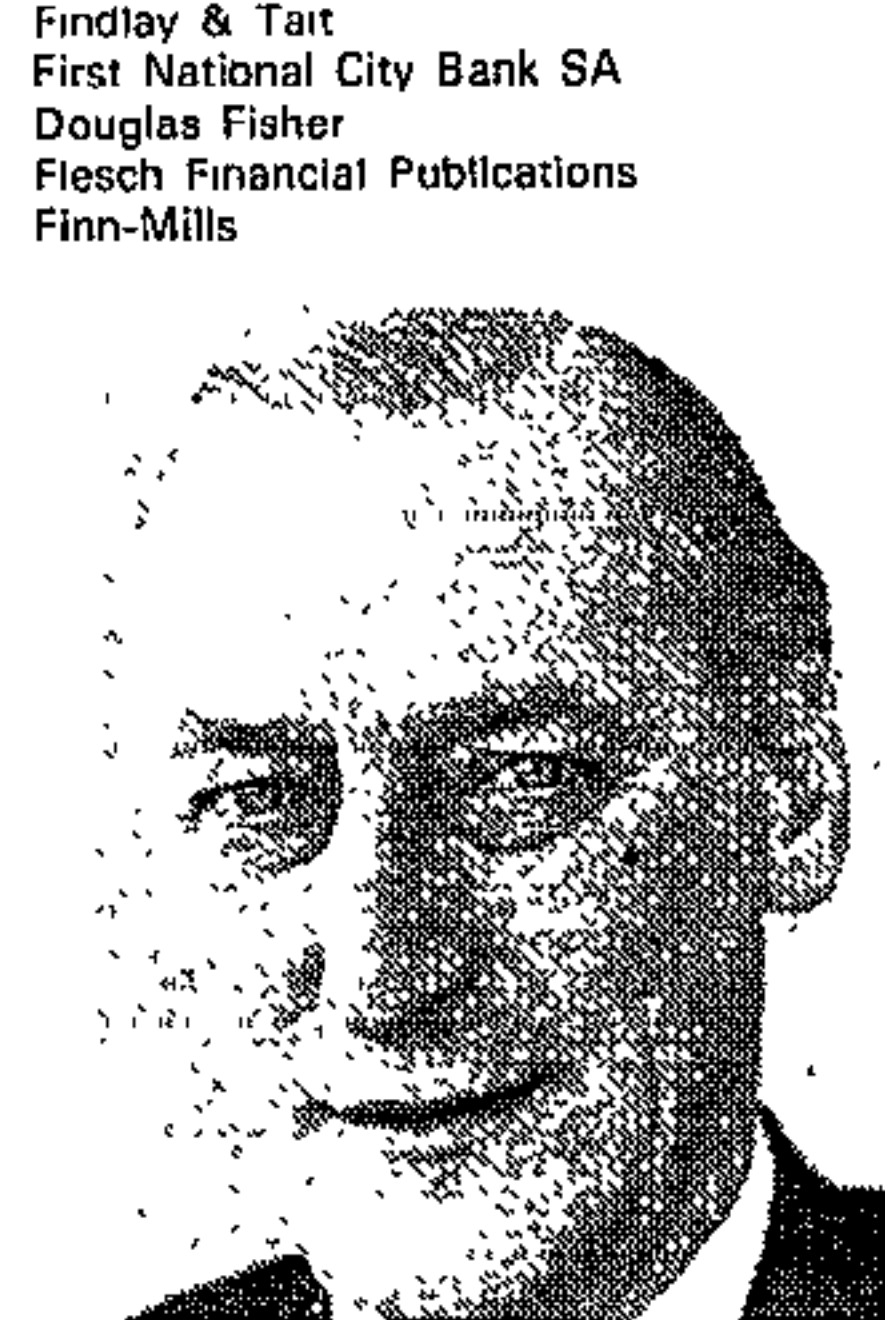
Mr John Cronje, chairman of Cape Portland Cement: "There are many cases where private enterprise does not fully exploit opportunities for non-discrimination and equal opportunity within the existing framework."

Madame Lorraine Fashion Holdings
Mafex
Mail Marketing
The Main Sewing Centre
Maitland Shoe Box
Makro
Maldev
Management Computer Services (Cape)
Manufacturers Exchange
Marconi Marine (SA)
D Marcus
A H Marcuson
Marine Services
Markhams Outfitters (Cape)
J O Markowitz & Sons Cape
Marsden
J D Marsden & Co
J D Marsden & Co
Martin, Smith
Maskaw Miller
Mathison & Ashley
M Mauerberger
Mayers Fabrics
Maynards
McDonalds
I B McIntyre & Co
Medpak Systems
Melia Holdings Cape
Mendelsohn's Jewellers
Metlic Sales
Metter & Co
Michelsens Limited
Micrographix
Miles Laboratories
Miller Weedon Travel (Cape)
Miller Whitehorse
Mills Daily Tender Service
Model Dav Co
Modern Bathrooms
Modern Hairdressing Supplies
Paul Moeller & Co
John Moir
Monsons of Wynberg
Montays
Morlan Lanolin Products
Morlay Carpet Co
Momar Division of Cansa
Phil Morkel Meubeleers
Michael A Morris (Investments)
Morton & Goldie (Cape)
Mossop & Son
Mount Nelson Hotel (African Lands & Hotels)
Murdock's Jewellers
Lionel G Murray & Co
Murray & Stewart
D E Nathan & Son
National Portland Cement Company
National Publishing Co
National Safe Co.
National Screenprint
National Ship-Chandlers
Claude Neon Lights SA
B Newman Jewellers
Sam Newman Limited
Newman's Tile & Hardware Co.
Norden Manne Suppliers
A J North & Co.
North & Robertson CT.
Nova Knits
Nursan Enterprises
Oceanaire Cape
Office & General Cleaning Co.
John O'Grady
Ohlsson's Cape Breweries
A Oppenheimer & Co.
Optikon (Africa)
Otis Elevator Co.
Overseas Investments
Oxford University Press Southern Africa
Opzprint



Mr Norman Axten, general manager Barclays National Bank in the Western Cape: "It's something we've been doing for many years."

Co. Africa Holdings
Abelsohn
Multigraph
Outfitters
Using Devices Suppliers
Tallying & Despatch Co.
Wholesalers
Aiken & Carter
Albrecht & Co South Africa
Trading Co
Swiss Watch Co.
African Shipping Co.
Annenberg
Pure Fruit Juices
Services
International Travel
Engineering Cape
Arcus & Son
Scott Timbers
Galleries
King Co.
Air Travel Bureau (Cape)
Agencies
Furnishers
Motors
Atkinson Sound Services
Trading Co
Checkpoint
Vendors
Equipment Co. (Cape)
Rent A Car
Southern Africa
Badings Fabrics
Rabkin & Co.
Baldinger & Sons
Threads



Mr W Templer, chairman of BP Southern Africa: "The provisions of the manifesto were already clearly stated in our established policies and nothing in our policies contradicts the manifesto. The manifesto is, however, a public commitment to total and genuine non-discrimination within the law."

Geo W Brown
Bruply Board Limited
Builma Cape
Burgit Cape
Burlington Hosiery Mills (SA)
Buss & Heiman
H D Busse
Cadema
Camp and Climb
Camper Estate
Canmar Distributors
Cape Battery Co. (Tervlei)
Cape Conveyors
Cape Kitchens
Cape Portland Cement Co.
Cape Produce Co (Cape Town)
Cape Times
Cape & Transvaal Printers
Cape Trustees & Executors
Cape Union Mart
Capricorn Creations
Cyril Caro
Carst & Walker
Cashworths
H Caspari
Caster & Laddler Sales (Cape)
Castle Furnishing Co
Castlemarine Travel Ltd
Castrol South Africa
J S Caswell & Co.
Cathay Shipchanders
J Cattel & Sons
Cavendish Square
Cayzer Irvine South Africa
Cemafrique
Cement Sales
Central Stores
Central Wholesalers
Centurion Property Co
Ceramic Builders Suppliers
Chapman, Son & Simpson
Christie's Industrial Property Brokers
Citation Leather Industries
J L Clark Engineering
Cleancare Equipment & Consultants
Clifford's Garage
Clifton & Sage
Clocktime
Colbern
Collectors Mail Auctions
College of Careers
Columbus Electrical Appliances
Lionel Comaroff & Co.

F C Foreman & Partners
Foremee Originals
Forlozer Cape
Fortico
Foschni Limited



Renier van Rooyen, chairman of Pep Stores: "We welcome the manifesto, which is in keeping with our own company policy."



Mr Raymond Ackerman, chairman of Pick 'n Pay: "It's a practical example of business and commerce removing racial discrimination and tension."

CCS Small Furnishers
C G Smith & Co
S Smith & Co (Cape)
Solms van Niekerk
Sonnenberg, Hoffman & Galombik
SA Fine Worsteds
SA Gem & Mineral Syndicate
SA Fish Meal Producers' Association
South African General Electric Co.
SA Lighting
The SA Metropolitan Life Assurance Co. Ltd
South African Nylon Spinners
SA Retreading Equipment Corporation
Southern Canned Products
Southern Comfort
Southern Timbers
Southtrade
Spes Bona Bank Limited
Wm Spillhaus Silverware
W J Spracklen
Standard Furnishing Co
Star Outfitters (Claremont)
Status Personnel
The K Stein Agency Co
W Stern
Len Stevens & Associates
Stephen, Whitesand & Partners
Stewart Wrightson (Cape)
Steyn Douglas & Co
Stodel's Nurseries
J Strauss
John Strebel
C Struik Publishers
J F M Sturrock & Co.
Stuttards & Co
Suburban Window Cleaning Services
Sunrise Furnishers
Supertex (Pty)
Surwell Bottle Store
Abe Swersky & Associates
Swissair SA
Swiss Office Machinery Co.
Syfert, Godlonton & Low
Syfrets Trust Company
Sylvhe Corset Co
T H U.M.B. Management
T P Discount Centre
TWS Public Relations
Table Bay Cold Storage Co.
L J Taylor & Gilmore
Telescope (SA)
Telecall
Teletype
Terra Property Enterprises
Thanks Sales
James P Thol & Co
Thomas, Whitley & Co.
Tokotosh Curios
Topstones
The Transatlantic Shipping Agency
Transec Holdings
Trident Plastics
Treasure Island
Tricolor Press
Trigg Jewellers
Truworths
The Upperware Company
UDC Bank Limited
U M E
Union Bazaars
United & South West Africa Ins. Co.
United Tobacco Co
Unitrade (Cape)
The University of Cape Town
Van Ryn Furnishers
Vaughan, Key & Payne
Vener Import Co
Victory Trading Company
Visionair (Pty)
Edward Walder & Co
A S Walker & Co
Wall Houghton & Associates
Wallace, Marshall & Company
Walwt
Webster's Office Machine Supplies
Jack Wellsted
Western Province Importers
Distributors
Weylandt's Interior
Wide Wheel Centre
The Wig Boutique
Owen Wiggins Trust Company (Cape Town)
Wilbur, Ellis Co
Wilco
The Henry Williams Co.
Willis, Faber, Dumas & Co (Management)
W T Wilson & Associates
Wilson Payne & Co
Wolman & Co.
D W Wood & Co.
Woolworths
Yardley of London (Africa)
Arthur Young & Co
Youngs Electrix (SA)
Zenobia Stores
Zhaun's Enterprises
Charles Zwoig

Cape Times 22/4/77

(57)

641 sign chamber's manifesto (57)

By GORDON KLING

FEWER than half of the member firms of the Cape Town Chamber of Commerce have subscribed to a manifesto committing business to a policy of total and genuine non-discrimination, which was launched by the chamber last December.

An interim list of signatories released to the Cape Times yesterday shows that 641 of the Chamber's 1 400 members had signed the manifesto by Wednesday.

The Chamber president, Mr S. L. Reilly, however, believes the response has been encouraging and many more members are adjusting conditions at their firms in order to subscribe. In an interview yesterday, he said that only "one or two" business concerns had been negative towards the principles contained in the manifesto.

The manifesto calls on employers, within the provisions of the law, to:

- Select, employ, train and promote staff without regard to race or colour.
- Determine salaries and wages in accordance with the

principle of equal pay for equal work.

- Do all other things possible to promote understanding and harmonious relations between employer and employees and between individual employees irrespective of their race, colour or employment status.

Although disappointed that many firms had not yet signed, Mr Reilly said there were valid reasons in several cases, and it was encouraging that a large number of members had subscribed at a time when good relations between all sections of the population was of paramount importance.

I understand that many firms refused to adopt the manifesto, not because they did not support it, but because they had been practising its

principles for years and did not want to create the impression that this had occurred only recently.

On the other hand, many firms subscribed to the manifesto while stressing that they had long adhered to the principles it embodies.

More than a third of member's head offices are located elsewhere and I understand that differing conditions in these areas often prevented approval even though local branches had urged acceptance. Some large organizations stressed that board approval was necessary and this had delayed acceptance of the manifesto, although this would be forthcoming.

Several businesses believed further staff education would be necessary before the principles of the manifesto could be implemented.

641 firms give ^{24/4/77} race bar pledge ^J

Sunday Times Reporter
A MANIFESTO committing firms to a policy of non-discrimination within the law has been signed by 641 members of the Cape Town Chamber of Commerce. It calls on employers to:

- Select, employ train and promote staff regardless of race or colour.
- Offer equal pay for equal work.
- Do everything possible to promote understanding and harmonious relations between employers and employees irrespective of their race, colour or status.

Those signing the manifesto include Mr Raymond Ackerman, chairman of Pick 'n Pay. He described it as a practical example of business and commerce removing racial discrimination and tension.

Happy

Mr W. Templer, chairman of BP Southern Africa said the provisions of the manifesto were already his company's policy.

Mr John Cronje, chairman of Cape Portland Cement said: "There are many cases where private enterprise does not fully exploit opportunities for non-discrimination and equal opportunity within the existing framework."

Mr David Susman, managing director of Woolworths said: "We were happy to sign — it reflects the policies which we have tried to follow for many years."

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Bid to better black women's legal status

STAR 11/5/77

A move to reach out to, and educate as many black women as possible in South Africa to their rights, was made at the weekend, at the Conference on the Legal Status of Black Women.

More than 100 black women from all over South Africa attended the conference held in Johannesburg, and organised by the women's division of the South African Council of Churches.

They set up a committee of 12, the Committee for the Legal Status of Black Women.

Its task is:

- ① to call a national conference on the legal status of black women within the next two months
- ② to try to organise more women at various levels throughout the country to make such a conference representative
- ③ to undertake a broad educational programme by holding seminars throughout the country, and include as many men as possible.
- ④ to do intensive research on what consensus there is among women on still wanting customary marriage and lobola

Implications

It was felt most women, and men, did not understand the implications of the marriage contract, and their options. The Marriage Guidance Society should also be asked to include the interpretation of the marriage contract to black spouses -- especially to people planning to marry.

⑤ the committee will liaise with the Women's Legal Status Committee on issues of common concern.

In the interim they intend to lobby and talk to responsible and influential people as well as other women's groups.

Mrs Zubie Seedat, a lawyer from Durban, told the conference that the history of black women in South Africa was one of suffering and endless long years of double discrimination on the grounds of sex and colour.

"The black woman valiantly struggles for the

SUE UNTERHALTER reports

improvement not only of herself, but of all blacks in South Africa," she said.

Especially in Natal, white legislators had distorted traditional law, which in traditional society had favoured black women to decree them perpetual minors under male guardianship.

In addition, the pass and influx control laws thwarted progress and crippled family life, she said.

Mr Godfrey Pitje, a Johannesburg lawyer, said the main force against change is the black woman herself.

"Unless she changes her basic attitudes to the system, many of the disabilities of the black woman are going to be with us a very long time," he said.

Women could not have it both ways -- they could not try to maintain custom, but do away with legal disabilities.

and men, did not understand the implications of the marriage contract and their option. The Marriage Guidance Society should also be asked to decide the interpretation of the marriage contract to black spouses -- especially to people planning to marry.

• The committee will liaise with the Women's Legal Status Committee on issues of common law.

The conference also advocated that...

• all marriages should be legalised, including customary union, where so many women have suffered because of their husbands being able to contract second, civil marriages.

• All women who reach 21 should attain full legal status.

• Discrimination against women in employment should be stopped, and there should be equal pay for equal work.

• Women who qualify to maintain a house should be allowed to own a house.

• While they noted that husbands may now bequeath their houses to their wives and children if they make wills, the conference advocated widows should automatically inherit their husband's house even if there is no will.

• If married according to common law and no will is left, spouses should also succeed to each other's estates according to common law, and not according to Bantu Law, where a husband's estate goes to his nearest male relative.

Lobby

"The committee has got a lot of spadework to do. Its task is to talk to women, and at the next national conference we hope to get a representative delegation together to speak to the authorities on these issues," said Mrs Deborah Mabelezi, director of the women's division.

... are going to be with us a very long time," he said.

Women could not have it both ways -- they could not try to maintain custom, but do away with legal disabilities.

STAR

11/5/77



'Business must help get rid of race bar'

11/5/77
RDM

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RDM
11/5/77

MARITZBURG. — Businessmen must encourage the Government to fulfil its pledge to move away from discrimination, Mr I. J. Pinshaw, chairman of the Black, Coloured and Asian affairs committee of the Johannesburg Chamber of Commerce, told Maritzburg chamber yesterday.

In fact they should take the initiative and make opportunities open to all races.

"In the constant search for harmonious race relations, businessmen — probably more than any other sector outside Government — play a leading role in improving race relations and creating a stable Black middle class," he said.

"The business community has made it possible to finance such huge projects as the R60-million Soweto lighting scheme. It is now involved in negotiations

obtaining capital for more and better Black housing.

"It is looking, generally, at ways of improving the quality of life of our Blacks."

The Government's obligations should be matched by the businessmen's obligation of ensuring equal and fair employment practices for employees of all races.

Mr. Pinshaw said, Mr Vorster's letter on the economic outlook to the Association of Chambers of Commerce last month, was more a statement of intent than the declaration of a clearly defined blueprint towards realising the aspirations of all people.

The letter should be seen as a test for the Government and private sector alike. Mr Pinshaw's chief objection to the letter was its lack of a sense of urgency. — Sapa.

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Mulder: ^{12/5/77} wage gap narrowing

CAPE TOWN — The Minister of Interior, Dr Connie Mulder, said last night the Government's sincerity in undertaking to narrow the wage gap was beyond reproach.

The Minister, replying to criticism by Mr Andrew Pyper (UP, Durban Central) and Mr Warwick Webber (UP, Maritzburg South), said if only the Coloureds and Indians had to be considered the cost would be much less.

Quoting figures, Dr Mulder said the progress being made was "interesting," and the public service was well ahead in its attempts to narrow the wage gap.

Mr Pyper appealed to the Minister to initiate an investigation to determine the amount required to wipe out the wage gap for professional people.

Mr Webber disputed the figure of R95 000 000 to close the wage gap for the professional classes in the public service. The United Party calculated R35 000 000 to R50 000 000. — PC.

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No moral reason for wage gap, says Rive

Own Correspondent

CAPE TOWN — There was no moral justification for the wage gap, and it should be eliminated where economically justified, Mr Louis Rive, the Postmaster General, said yesterday.

But it would be foolish to eliminate the wage gap without increasing productivity and by doing so, pay salaries which South Africa could not afford, he warned.

He said South Africans would have to accept a less luxurious and less wasteful existence if the country was to maintain a strong economy. Too many people were living beyond their earnings and took for granted luxuries they were not entitled to, he said.

Unless individuals learned to consume no more than they earned, earn no more than they produced, inflation would intervene — "the most merciless and yet most effective leveller the world has known."

Mr Rive said the State had set an example by stressing that the narrowing of the wage gap should go hand in hand with a determined training programme.

It would be unwise to price "ourselves" out of business by maintaining higher pay level than production level, he warned.

"If we do, the outcome will be higher inflation, diminishing exports and increasing unemployment. It is up to us to make the choice," he said.

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White pay rises must be curbed says Rive

14/5/77
Rive

CAPE TOWN — White wages would have to be increased at a slower pace to close the wage gap, the Postmaster-General, Mr L. Rive, said here.

He denied he had said whites would have to face lower wages if the wage gap was to be closed.

"What I did say was that unless there is a corresponding increase in productivity with wage increases, they will be neutralised by inflation.

"I posed the question whether in current circumstances we should take into cognisance the fact that the wage gap need not necessarily be closed from the bottom only."

He said there was no moral justification for the wage gap, in principle, and it should be eliminated where economically justified.

But where quantity and qualitywise production was the same, there remained the "hard, cold economic fact that in current circumstances we cannot afford it."

"It would be foolish for us to eliminate the wage gap without corresponding higher productivity — which we know we shall not attain in the short term — and in doing so pay salaries which this country simply cannot afford."

He said too many people were living beyond what

they earned by way of production and took for granted luxuries they were not entitled to.

Mr Rive got qualified support for his views from the general secretary of Tucsas, Mr Arthur Grobbelaar.

"Any funds available for wage improvements should be channelled to the poorer section who are suffering from the continuous inflation," he said.

The director of the SA Institute of Race Relations, Mr Fred van Wyk, said:

"It's odd to hear this kind of talk from a senior public servant. Whites have been living far too well for far too long and an adjustment is long overdue."

Meanwhile, the first six black telecommunications technicians in South Africa expressed their discontent yesterday with the black-white wage gap in the telecommunications field.

Within minutes of receiving their certificates of qualifications, the six men, all from Soweto, said they were disheartened by their current wages seen in comparison to those of Coloureds and whites. The wage gap is known to be over R100. — DDC.

The single fact that sums up the gap that angers the world

THE PRICE of a couple of SAA Airbus jets — that is the amount the Government would have to lay out to pay equal salaries to blacks in key civil service posts.

A Sunday Times investigation shows that R43-million a year would be sufficient to give equal pay to equally qualified:

- Doctors.
- Nurses.
- University professors and lecturers.
- Department of Justice prosecutors.
- Policemen.
- Soldiers.
- Teachers and Post Office officials.

It is estimated that if the Government saved a little of every R100 it plans to spend this year, it would have enough money to pay equal salaries to the cream of its 175 000 African, coloured and

SPECIAL INVESTIGATION by Martin Creamer

Indian civil servants whose qualifications equal those of higher-paid whites.

Unequal pay for equal work is one of the most notorious facets of apartheid used to damage the country abroad.

Information Secretary, Dr Eschel Rhoodie, told Parliament last week that it was useless trying to promote South Africa's image abroad until matters were put right at home.

Yet the R300 000 a year which his department has been paying Sydney Barron Public Relations to boost South Africa in America would pay for equal salaries at each of the country's five black universities — with about R70 000 to spare.

Opposition MP, Professor Nic Olivier, who has been campaigning for pay parity, says this is the place to begin — at university level.

The Government claims

that it does not have sufficient funds to close the pay gap across the board — but it can make a start.

"The awareness of discrimination is greatest at this level," Professor Olivier says.

The Government has in fact set one university precedent — by paying the rector of the University of the Western Cape, Dr Dick van der Ross, a salary equal to that of his white predecessor.

A mere R15 626

a year

For less than the price of two of the R9 000 Buicks bought for Cabinet Ministers last year it could give all the coloured professors and lecturers on Dr Van der Ross's staff salaries equal to their white counterparts.

It would cost a mere



MR LOUIS RIVE

"Morally there is in principle no justification for a wage gap."

R15 626 a year — and that's official.

Equal pay at the University of Fort Hare would cost R38 000; at Durban-Westville, R50 000; at the University of the North R55 000; and at the University of Zululand R64 000.

This means that a mere

R222 626 would take care of the intellectuals — hardly a quarter of the annual wage bill of the Senate.

Doctors are among the most frequently cited victims of pay discrimination based on colour.

A white specialist in State or provincial employ gets R12 600 a year, a coloured or Indian specialist gets R10 800 and an African only R9 180.

African medical officers start on R5 340, coloureds and Indians on R6 300 and whites on R7 740.

Less than a

Jumbo's price

While the white doctor's salary can rise to R11 700 a year, that of coloured and Indian doctors stops at R9 900 — R1 800 a year less — and that of African doctors does not go beyond R8 460 — R3 224 below the top-notch whites.

What would it cost to introduce a just system? — only R1,4-million a year or 0,017 per cent of this year's R8-million budget.

And the pay apartheid for nurses could be eliminated at a cost of only R14,2-million — less than the price of one Jumbo jet.

The Post Office employs 25 500 clerks, 4 664 of whom do jobs which may be equated with those done by whites.

Equal pay would cost the Post Office R2,9-million a year.

SUN TIME

15/5/77

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For less than the price of two Cabinet Buicks, every coloured professor and lecturer at Western Cape could have equal pay with whites

paying equally qualified African teachers on the same scale as whites at R6,5-million.

Additional calculations by the United Party spokesman on education, Mr Andrew Pyper, estimated the cost of putting coloured and Indian teachers on an equal footing to similarly qualified whites at another R6-million, making the total to close the teacher wage gap R12,5-million.

Mr Pyper has done detailed studies of how much it will cost to close the racial wage gap for teachers and has found that most black teachers did not have qualifications comparable with whites.

While the minimum qualification for whites was matriculation plus three years' training, most black teachers had qualifications lower than matric.

Because of this, he could not see the cost of closing the pay gap for equal qualifications being as high as some had calculated.

Mulder: No details

The Minister of the Interior, Dr Connie Mulder, this week said closing the wage gap in all aspects of the State service would cost R164,9-million, but R102,9-million of this was not categorised.

This, he said, would close the gap for all personnel other than doctors (R1,4-million), nurses (R14,2-million) and teachers (R46,4-million).

Asked by the Sunday Times to give a detailed breakdown of the R109,9-million, Dr Mulder said he did not wish to do so at this stage.

Neither could clarification of the high teachers' estimate be given.

The secretary of the Public Service Commission — the State's personnel department — said the commission had not done any calculation to show how much it would cost to close the wage gap in the civil service.

A Ministerial reply in Parliament put the cost of

Professor Olivier believes that the Government, because of its claim that it has insufficient money to close the wage gap across the board, should consider paying equal wages "from the top down".

He argues that doing this would encourage underlings to advance and motivate people to study for degrees.

"I would start at university level and with professionally qualified people who are most sensitive to discrimination, besides being leaders in their communities," he said.

The gap in cash terms

But the Government is narrowing the gap on a broad front, although it is committed to eventually reaching parity as funds become available.

Last year it spent R10-million on giving State-employed blacks bigger percentage increases than whites.

The trouble however, is that the cash value of the increases is often such that the wage gap widens in cash terms.

This is why Opposition members advocate the immediate payment of equal salaries in key sectors of the civil service.

The Prime Minister, during his vote last month, warned that the wage gap was an historic problem which could not be solved overnight.

He said, however, that public service jobs would be categorised in order to speed up the process of eliminating wage disparity.

Apologists for unequal salaries have commonly justified it on the basis that blacks have lower standards of living.

To its credit the Government is now not seeking refuge in this argument nor is it engaging in the trick of changing job titles to pass them off as lesser jobs than whites are doing.

in current circumstances we cannot afford it.

"Morally, there is in principle no justification for a wage gap.

"In line with declared Government policy, it is my conviction that it must be eliminated," he said.

But it would have to be accompanied by corresponding production if it was not to be a disruptive and inflation-producing element in the economy.

The amount required to close the gap in the Post Office would be roughly one eightieth of the Post Office wage bill of R248,7-million.

In the police force are 10 blacks with the rank of captain, 55 black lieutenants, 62 warrant officers and 2 800 sergeants, with

the remaining 13 000 blacks employed as constables.

Equal pay for captains would cost, not millions, but a paltry R14 280 a year.

A mere R90 300 would give lieutenants a fair break and for only R11,3-million all police would get equal pay

Far better publicity

In fact, the R400 000 spent by the Government on advertisements in the United States and Britain — dealing with such bizarre subjects as the possibility of holding the next Olympic Games in Pretoria and having the headquarters of the United Nations Economic Commission for Africa in Johan-

nesburg — could have amply covered equal pay in the police force right down to warrant officer level.

And it may have been a far better advertisement for the country.

The Defence Force refuses to discuss the cost of closing the wage gap, but the PRP defence spokesman, Mr Harry Schwarz, estimates that it would cost not more than R1-million.

To pay the two coloured and two Indian prosecutors employed by the Department of Justice salaries equal to the white counterparts would cost R3 120 a year out of the department's R32-million salary bill.

Conscience - stricken

In a speech on Friday to 24 Africans, Coloureds and Indians just qualified as telecommunication technicians, the Post Master General, Mr Louis Rive, said, displaying the attitude of a conscience-stricken department head;

"As realists and as a just, truth-loving people, we must acknowledge that we are faced with a dilemma."

"On the one hand there is moral justification for the elimination of the wage gap . . . on the other hand the cold economic fact that

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NATAL MERCURY 5/7/77

Gormley's warning to miners

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Mercury Correspondent

LONDON — Britain's miners have once again put a time-bomb under the British Government by demanding a hefty wage increase — but miners' leader Joe Gormley has warned his men, "you are being too greedy."

With Mr. James Callaghan poised to renew his precarious parliamentary romance with the Liberal Party to try to stave off an early election, only Mr. Gormley, formally the most militant of miners' trade unionists, can now save the Labour Party's bacon.

The Daily Telegraph in a hard hitting leading article said:

"This is the week when the National Union of Mineworkers makes our flesh creep.

"New ministers are told, on taking office, to light a candle every night to the great god coal, for otherwise Gormley will get them.

"Now it is Mr. Gormley who might, if he can fight off the demands of his men for an increase in wages which would make a nonsense of the Government's pay restraint policy, save the Government's position."

to changes in the demand for (BC_D) , Net domestic assets (NDA) are shown to depend simply on the $BC -$. Foreign assets (R)

of the reserve bank ratio (BC/R) . The level of gold and foreign assets is taken to be exogenous for this purpose. Arnon Hurwitz in his accompanying paper shows how the level of foreign exchange reserves may be endogenised⁽²²⁾ If the banks are short of cash, given the demand for and supply of BC , they will acquire cash via NDA. The private sectors demand for bank credit (P_{BC}) is assumed to depend upon a number of interest rates, the overdraft rate (i) , the corporate debenture

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the categorised causes of changes in the
money are independent of each other and
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high powered money (MB), money (M) and
model indicates the accommodation of MB
shown to depend simply on the $BC -$. Foreign assets (R)

SPECIAL MERCURY 4/7/77

Miners want 90 percent pay increases

LONDON—Britain's coalminers yesterday challenged the country's Labour Government by approving a call for a 90 percent pay rise from next November.

The National Union of Mineworkers also voted at its annual conference in Tynemouth, north-eastern England, to end the "social contract" with the Government, under which unions voluntarily limited wage demands over the past two years.

Phase two of the Government's incomes policy ends on July 31 and the miners' vote poses a serious threat to the success of a projected third phase.

The minority Liberal Party, whose 11 votes in Parliament are vital for the survival of Prime Minister James Callaghan's Government, insists that there must be a phase three if the four-month-old Liberal-Labour pact is to be extended.

The Liberal Party leader, Mr. David Steel, said on Monday night that he would only agree to prolong the pact into the next session of Parliament, which begins in October, if there were a phase three.

The Government wants to keep average pay rises over the next year at the same level —

about 10 percent — as in the past 12 months.

The miners' decision, which rebuffed the counsel of their own leader, would also put an end to an agreement between the Government and the unions that workers should have no more than one pay rise a year.

The miners' wages went up in March.

The Tynemouth conference called on the union leadership to seek R200 a week for coalface workers, compared with a current rate of R105. — (Sapa-Reuters.)

Answer

57

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Natal Mercury 9/7/77

EQUALITY IN INDUSTRY 'URGENT' SAYS CHAMBER

Mercury Reporter Mercury 9/7/77

PIETERMARITZBURG — Methods to achieve equality in industry, with emphasis on the "difficult and urgent problem" faced by Africans, are contained in a circular sent to members of the local Chamber of Industries yesterday.

In a foreward headed "Discrimination in Industry," Mr. W. A. Fuller, the chamber's director, sets out the view of his organisation on job reservation.

The circular outlines current legislation and shows how far employers can go within the law to advance their African workers.

The policy of organised industry in South Africa is shown as the elimination as soon as possible of job reservation, with the advancement of workers a short-term aim.

The circular points out that the Government has invited industry to sweep out discrimination in its own sector, brought about through industrial agreement and customs.

U.S. firms in SA stick to equal pay rules

Sunday Times Reporters

THE new "fair employment code" signed by a growing number of American companies in South Africa will have little immediate impact on the fortunes of their workers here, according to company spokesmen.

A survey by the Sunday Times disclosed that most of the companies which have signed the code — the so-called "Sullivan Manifesto" — already adhere largely to

its provisions.

- Equal pay for comparable work.
- Equal and fair employment practices.
- No segregation of eating, work or comfort facilities.
- Training programmes to prepare blacks in large numbers for top jobs.
- Improvements in employees' lives outside their work.

Earlier this year 12 US companies signed the manifesto, which was drafted by the Rev Leon Sullivan, a Negro.

They were IBM, American Cyanamid, Burroughs, Caltex Petroleum, Citicorp, Ford, General Motors, International Harvester, Mobil Oil, Otis Elevator and Union Carbide.

Now 21 more US companies have signed the manifesto, and Mr Sullivan

hopes that by the end of this year there will be 50. How much impact it will have is, however, open to question.

The managing director of Cyanamid, Mr W J de Genring, said "We have been doing these things for five years."

The regional personnel manager for Union Carbide Mr G Dominick, said: "The manifesto changed nothing. It was an articu-

lation of employment practices followed by companies in South Africa for several years — and not only by US firms."

A spokesman for IBM in South Africa said: "The fair practices manifesto has changed little. Like many non-American companies, United States firms are continuing to implement practices begun years ago."

"But we often preferred

to keep a low profile, believing we could achieve more without too much publicity."

International Harvester said they had implemented the manifesto's six points when they opened their plant in Maritzburg four years ago.

Mr J Napier, company Secretary for Otis Elevator, said blacks had been paid the rate for the job for 18 months, and some

were in supervisory positions.

Five of the manifesto points had been implemented — subject to South Africa's laws — he said.

Mr E. C. Woods, managing director of JM, said most of the points were common sense and any aggressive company would have introduced them without the manifesto.

In Port Elizabeth, Ford's director of industrial relations, Mr F Ferreira said the company had paid equal pay for equal work for about ten years.

There were training programmes to prepare blacks for higher positions. Also educational programmes to take people from total illiteracy to a degree — in company time and at company expense.

Employees' children were also assisted with their education up to university level if they had the merit.

Most segregation at lavatory and eating facilities had been removed and all apartheid signs were expected to be down soon he said.

"We will remove signs but we will not compel any employee to use a facility he does not choose to Nor will we permit employees to exert pressure on one another."

Eating

In Cape Town, Caltex and Mobil said they had complied with the six manifesto points — except the one on multi-racial eating facilities.

But Mr M Smith, chairman and managing director of Caltex said the company was building a multi-racial cafeteria, and had 69 blacks in supervisory positions. They aimed to increase this and 14 black staff were presently on a management course in Johannesburg.

Mr W Beck, managing director of Mobil said most of the principles were being practised before the company signed the manifesto in March.

The 21 companies which endorsed the manifesto this week are: Abbott Laboratories, Caterpillar Tractor, Colgate-Palmolive, Deere and Company, Donaldson Company, Eastman Kodak, Eli Lilly, Gillette, Heublein Incorporated, Goodyear International, Hoover, Masonite, Nabisco Incorporated, NCR, Pfizer, Rohm and Haas, Singer, Sperry Rand, Sterling Drugs, Phillips Petroleum, CPC International

**Black miners pay
up next week**

S.P. 27/7/77
JOHANNESBURG — The salaries of all black workers on gold mines and collieries will be increased by about six per cent from next week at an annual cost of nearly R30 million, the Chamber of Mines announced yesterday.

The new minimum starting rate for a novice underground worker will be R68,90 a month, plus free board and lodging. — SAPA.

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D.D.
6/8/77
(57)

Boss cuts pay, gives staff rise

DURBAN — A Durban company director claims he has taken a cut in his salary to allow other employees a monthly wage increase.

In a letter published in the Durban Chamber of Commerce information digest the director says he has cut his salary by almost 17 per cent.

As a result all the black employees in his company will receive a R10 monthly increase and other employees slightly more.

He said his company could not otherwise afford the increase. The letter calls on other businessmen to give serious consideration to doing the same.

A spokesman for the Durban Chamber of Commerce said it was the first incidence of this nature they had heard of.

They declined to reveal the name of the businessman. — DDC.

Warnings from Europe

attend because of the late arrangements, I

If further evidence is needed that the West is toughening up its attitude to foreign companies operating in SA, this week's meeting in Pretoria between UK Foreign Secretary David Owen and SA trade union and management men provides it.

Much of the meeting was taken up with discussing the effectiveness of the UK's 1974 "code of practice" for British firms in SA. Owen's impressions will certainly be taken back to the EEC when it draws up its own code.

Present at the meeting were six trade unionists — three from registered and three from unregistered unions. Non-union participants were representatives of Leyland (SA), Barclays, General Electric, AECI, the SA-British Trade Association and the Institute for Industrial Relations, a joint management-labour group.

Owen apparently told the meeting that the UK was under considerable pressure from some of its trading partners (including African states) to impose sanctions against SA, but was loth to do so.

Neither Britain nor other Western powers could resist these pressures, however, unless codes of conduct for foreign companies operating in SA could be made to work, he said. He was therefore canvassing views on the British code's effectiveness.

Toothlessness

The FM understands that some of the African unionists at the meeting were critical of the code, arguing that it was "toothless" and that it had not helped African unions in their attempts to gain recognition from employers.

The FM understands that Owen replied that the UK and other Western nations were aware of the problem and that Britain was considering trying to enforce the code more effectively, perhaps by sending government and trade union men to SA to monitor it. If that was unsuccessful, other methods would have to be tried.

How accurately the meeting reflected black shop floor sentiment is uncertain. African unions present apparently said little. Some observers believe this was because they feared repercussions.

Some of the African unionists are angry about attempts since the meeting to identify them and their unions with what the registered unions told Owen: "We weren't there to identify ourselves with other unions," says one.

Owen, did, however, run into flak from white unionists and management men, most of whom argued that the Wiehahn

Commission would recommend a "new deal" for labour relations and that the West would be best advised to wait for the commission's report and to encourage foreign subsidiaries in SA to submit evidence to it.

They added, however, that the commission wouldn't report for some time. According to a member of the commission at the meeting, legislation flowing out of its final report would only be tabled in 1979, although there would also be interim reports next year.

African unions, it seems, have every reason to fear repercussions from the authorities. This week members of two such unions — the Commercial, Catering and Allied Workers' Union (CCAWUSA) and the Sweet, Food and Allied Workers' Union — were questioned by police on their union activities. "Our activities are perfectly legal and this sort of thing is just an attempt to stop us growing," CCAWUSA general-secretary Emma Mashinini tells the FM.

FOREIGN FIRMS

Bucking the "code"?

Foreign-owned firms operating in SA are not taking international pressures lightly.

In recent weeks, the SA Foundation — at the initiative of its French committee has convened meetings of several of its international committees to discuss the code of conduct for foreign subsidiaries in SA currently being mooted by the EEC, and the threat of international

sanctions against apartheid.

"We've tried to get the heads of firms together so that we are more or less at one on our attitude to any guidelines or code of conduct which materialises," says the chairman of one of the committees involved.

Especially worrying to these firms seems to be the possibility that the EEC's code (unlike Rev Leon Sullivan's six-point programme for US companies in SA) may urge the recognition of black trade unions.

Says the Foundation's director, Peter Sorour: "They will try to indicate to their parent companies and governments that the US manifesto was reasonable and quite welcome in SA. But if anything unreasonable emanates from the EEC, it would be quite unwelcome."

Sorour adds that any "unreasonable" proposals which conflict with the laws of the country — or even "excessive" demands about recognition of black unions — could run into opposition from local companies, no matter what their parents' attitudes are.

The committees also discussed the possibility of sanctions against SA. "Being ordinary businessmen," Sorour tells the FM, "they just said that if sanctions come they'll have to learn to live with them."

This block contains a complex collage of text and graphics. At the top, it says "Oh! I must have any...". Below that, there's a line "stupid: the state of the...". A prominent line reads "NOVEMBER: I'm in the Church...". Other visible text includes "have any... you would... my address... Woodstock... my telephone... will the... collect... try to work... a family... a tremendous... success... for your... wonderful work... Church." There is also a map of Africa and a portrait of a man. The overall appearance is that of a heavily layered and somewhat chaotic graphic design.

Micky Palmer.

Before I started on this great project... could I ever be... for the... the m... look... can y... they... we ca... looki... face

the me... you I... couple... amount... ings of... ish that... committee... have also... and Mr... now we... Lesly... going all... success... Keith... day of... from B... to perfor... side show... happiest

THE INFANT-INDUSTRY ARGUMENT

In the form of a debate between MR PROTECTIONIST AND MR FREE TRADER

4

Mr. Free Trader: I have a question for you, do you think that free trade between nations will be more beneficial to the economic welfare of any one nation than the protectionist policy of the infant industry?

Mr. Protectionist: That's easier said than done! If we possessed perfect knowledge and information, if all the capital markets were perfect and if there were no such thing as externalities, your objection would be fully justified. However, as you know, this is not the case. In the real world, there are many factors that prevent the free market from operating perfectly. For example, the infant industry argument is particularly relevant in the case of developing countries where the market is not yet fully developed. The infant industry is often characterized by high fixed costs and low variable costs, which makes it difficult to compete in the international market. Moreover, the infant industry is often subject to externalities, such as spillover benefits that are not captured by the firm itself. These externalities can be in the form of technological spillover, which can lead to the development of other industries in the country. Therefore, the infant industry argument is a valid one, and it is often used to justify protectionist policies in developing countries.

EEC code aiming to put pressure on South Africa

BRUSSELS. — Common Market foreign ministers are hoping to agree on their much-publicised "code of conduct" for European firms operating or controlling subsidiaries in South Africa.

Whether the code will actually be enforceable is highly doubtful, but the main aim of the Nine is to be seen by black Africa to be doing something concrete about breaking down the apartheid policy.

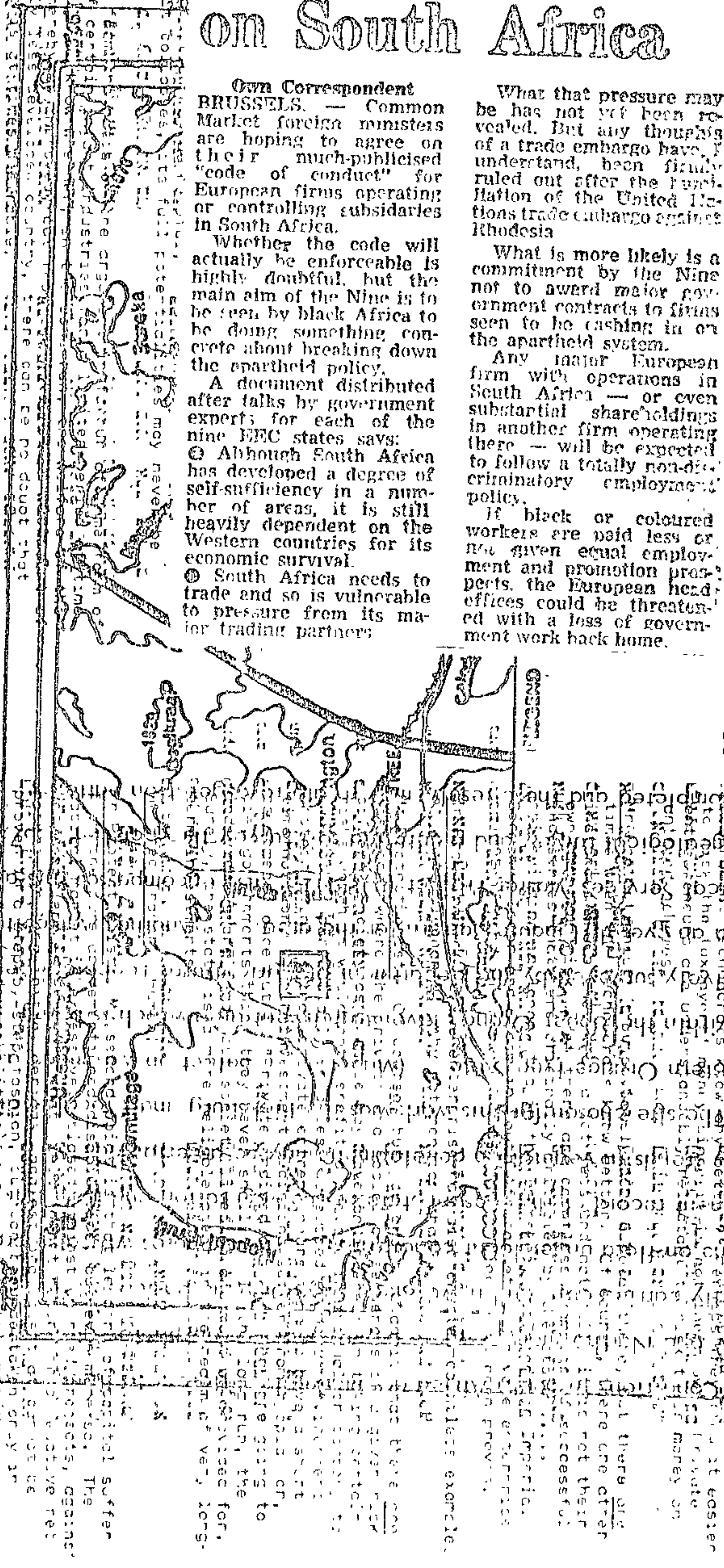
- Although South Africa has developed a degree of self-sufficiency in a number of areas, it is still heavily dependent on the Western countries for its economic survival.
- South Africa needs to trade and so is vulnerable to pressure from its major trading partners.

What that pressure may be has not yet been revealed. But any thoughts of a trade embargo have, understandably, been firmly ruled out after the UN Sanctions of the United Nations trade embargo against Rhodesia.

What is more likely is a commitment by the Nine not to award major government contracts to firms seen to be cashing in on the apartheid system.

Any major European firm with operations in South Africa — or even substantial shareholdings in another firm operating there — will be expected to follow a totally non-discriminatory employment policy.

If black or coloured workers are paid less or not given equal employment and promotion prospects, the European head offices could be threatened with a loss of government work back home.



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Scrap racial 'safeguards,' they say

W/E ARGUS 17/9/77

Employers urge (57) freedom of choice

By Marlene Davis

PEOPLE of all races should be given complete freedom of choice whether or not to become members of trade unions or employer organisations, the Cape Employers' Association recommends in its latest bulletin.

It says unions or employer organisations should operate at any level from individual factory to entire industry.

The compulsory splitting of trade unions on racial grounds — but with the exclusion of blacks — originally produced fears that unscrupulous employers would reach agreement with the union prepared to accept the lowest wages and that workers of other race groups would lose their livelihood.

The association says in practice employers pay a fair rate for the job, irrespective of colour, and it believes the law and regulations regarding 'safeguards against inter-racial competition' should now be scrapped.

RELATIVE PEACE

The relative industrial peace this country has enjoyed compared with other countries in the Western world — notably Britain — has been due mainly to:

- Responsible leadership of the industrial councils.
- Compulsory arbitration outlawing the right to strike in essential industries.
- The banning of people the State regarded as security risks.

Banning is especially distasteful, employers say, and the association thinks its recommendations could obviate the need for it.

On the other hand, it does not wish to generate the abuse of trade union power — such as striking for political ends and succumbing to political bribes and blackmail — and its recommendations incorporate a clause extending the definition of 'strike' to outlaw any stay aways from work not connected with any genuine employer-employee difficulties.

SINGLE ACT

The association envisages a single Industrial Relations Act to replace present industrial concilia-

tion, wage and Bantu labour relations regulation Acts. All are outmoded and discriminatory, it believes.

It advocates a single central labour board. One of its functions would be to encourage wage increases only within the limits of economic growth.

It favours trade unions as well as factory committees for all races. The factory committee idea is based on the system of 'enterprise unions' which, it says, contributed to the phenomenal post-war productivity and industrial growth of Japan.

The association believes acceptance of its principles would remove any need for job reservation.

Civil servants may soon get pay increase

Mercury Correspondent 23/9/77

(57)

CAPE TOWN — South Africa's 800 000 workers in the public sector are likely to receive pay rises in the near future.

Senior Government sources yesterday said five percent pay rises granted to Iscor and Escom workers earlier this month could be taken as an indication that increases were also in the pipeline for civil servants. They added that the percentage rise would probably be less than what staff associations were hoping for.

In keeping with this, an official of South African Railways yesterday said that the Administration did not understand recent remarks by the president of the Railways Artisan Staff Association, Mr. Jimmy Zurich, that the Government had ruled out increases even in the long term.

This was not the position of the Minister of Transport, Mr. S. L. Muller, and it was indicated that his rejection of the association's demand for an 18 percent pay rise hinged on the size of the rise.

Mr. Zurich was not available for comment yesterday.

Economists believe the Government will soon offer civil servants the five percent rise which was originally scheduled for last January but was postponed because of the depressed state of the economy.

Factors behind this are the snap national election called for November 30th and the size of the Escom and Iscor pay boosts.

The chief economist of the University of Stellenbosch Bureau for Economic Research, Mr. W. F. Kitum, yesterday said he had expected a public sector pay rise in June, "but the election changes things."

He believed the country could afford a five percent increase. Any economic upswing would require a stimulation of consumer demand.

Upgrading jobs

PLENTY of talk, but less concrete action, characterises the moves to eliminate the wage gap and the colour bar in industry. Thus it is refreshing to note examples of pace-setting, such as that described in The Star's Briefing section yesterday.

The firm in question, a large Transvaal engineering company, has set January 1 as a deadline to initiate equal pay for equal jobs. It has also embarked on its own training schemes to upgrade employees. The company forecasts a 26 percent rise in its wage bill but reckons it will be worth it.

"Closure of the wage gap must come sooner or later," says a spokesman. "We prefer to close it now and learn how it can be made to pay by better labour relations and productivity."

Other firms are implementing similar programmes, but others — too many others — are waiting passively for laws to be changed. It takes time for official policy to catch up with socio-economic reality. Firms which move ahead, even within the existing legal framework, are not only investing in their own future but helping to accelerate change.

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1.4.4. Winds
'Yes; you can go in the cars,' Winterbourne assented.

'Our courier says they take you right up to the castle,' the young girl continued. Jackson (1947), Talbot (1949), but my mother gave out. She suffers dreadfully from dyspepsia. She said winds from North North West, North North East, North North West - North North West - North, forming 22,2 per cent of the month's wind (Fig. 4) (Weather Bureau, 1960). Although most of the wind is northerly, there is no true prevailing wind. The slight variation between summer and winter is the result of the seasonal movement of high pressure belts (Weather Bureau, 1965) been to many places. But it will be too bad if we don't go up there.'

1.4.5. Precipitation
Rainfall in the area is dependent on air movements and a consequent influx of moist air over the Orange Free State. For rain to fall unstable air conditions are necessary. In the Orange Free State unstable air conditions are usually caused by one of three processes. Firstly, a cold front moving up the continent from the South West, as a result of a strong high pressure off the Mozambique-Natal coast, is marked by a cloudy period with precipitation. Secondly, an inflow of unstable maritime air from the North East, East or South East caused by an anticyclone off the South East coast following the passage of a depression. This results in widespread prolonged rainy and cloudy periods in summer and, in the Eastern Orange Free State, extensive snowfalls

FR. 77.77

We're ready for boycotts say industry chiefs

D. D.
28/7/77

JOHANNESBURG — South Africa "will not be caught with its pants down" if ever economic sanctions are applied, executives of the Federated Chamber of Industries said yesterday.

The FCI executives, who called a press conference to discuss the agenda for the chamber's executive council meeting in Pretoria next week, were closely questioned on press reports yesterday that new calls for sanctions might be taken seriously at the new session of the United Nations.

"We are not sitting on our backsides doing nothing," said one executive, "and neither is the Government."

Planning to counter sanctions had been going ahead for some time in strategic industries, they said.

"We think it's probably all a bit untidy at the moment," they said, "but there is a very close line between creating the mood for proper planning and creating an exaggerated feeling of alarm."

"We are probably not far off the mark at the moment—but we would feel a lot more confident if the Government confided in us a bit more."

The officials said the

whole question of possible sanctions and their extent and timing was all extremely hypothetical at present.

"There does appear to be a form of world hysteria about South Africa at present, with everyone anxious to expurgate their sins where it won't affect them too much."

"But at the same time we don't want to overreact. There is no need for panic stations at present, and plans for stockpiling and so on are going ahead quietly."

"It is basically up to the Government to determine what sort of contingency planning should be made. We are relying on them."

Sanctions will be one of the topics discussed at the FCI's executive meeting in Pretoria on Tuesday and Wednesday next week.

The representatives of organised industry will also discuss conditions throughout the economy in the light of the whole political spectrum such as the prospects of constitutional change, the snap, general election and the international pressure

for change.

Asked why there were no political items on the agenda, such as an item on racial discrimination on the agenda for the coming Assocom congress, an FCI executive said: "Racial discrimination is not practised in industry, so it does not apply. In any case, we don't see much value in discussing politics at our congresses."

Meanwhile, the director of the institute for strategic studies at Pretoria University, Prof Mike Louw, has said South Africa should take "low profile diplomatic pre-emptive action" to prepare for the possibility of economic and oil boycotts.

He was commenting on the European Economic Community's announcement at the UN that they were contemplating joint action against South Africa.

Prof Louw said the Government should strive for an understanding with the Iranian Government on the continued supply of oil, even if a UN boycott was passed.— DDC.

Hat, n., katiba, tšhōrō.
Hatch, v., of a hen, ho qhotsa, fuma; to *plot*, ho rera ka sephiring, kunuta.
Hatchet, n., seipē.
Hate, v., ho ila, hloea; n., kilo, hloeo.
Hatred, n., hloeo, bora, kulo.
Hatter, n., moetsi oa likatiba.
Haughtiness, n., boikakaso, boikhōmoso.
Haul, v., ho hula ka matla; se tsoasoang letloeng; *I have made a fine haul*, ke tsoasitse tse ngata.
Haunch, n., lethēka, thōpōla.
Haunt, v., ho lemalla ho ea lula ngalong e itseng, ho etela ngalo eo hangata; *a tiger haunts this jungle*, nkoe e atisa ho lula morung ona; *they say this house is haunted*, ba-re sethōtsela se teng tlung eo.
Have, v., ho ba le, ho na le, rua, tsoanela; *you will have to obey me*, u tsoanetse ho nkutloa.
Haven, n., kou ea likēpē.
Havoc, n., tšenyō, tšenyēho, polao.
Hawk, n., phakoe.
Hawker, n., motho ea tsamaeang a ntse a rekisa.
Hay, n., joang bo omisitsoeng, furu.
Hay-stack, n., setha sa furu.
Hazard, n., taba e hlhang e sa lebelloa.
Hazardous, adj., e nang le kotsi.
Haze, n., mohōli, moucane, mophethe.
Hazy, adj., e khunong.
Hazy, adj., e koahetsoeng ke mohōli.
He, pron., o, a.
Head, n., hloho, sehloho; hloho kapa qalo ea taba; *this has neither head nor tail*, taba eo ha e na qalo leha e le qetello (ha e utloa-hale); *the head of a family*, tota; *a head of cattle*, khomo e le 'ngoe.
Head, v., ho tsamaisa, ho ba oa pele.
Headache, n., ho jeoa ke hloho; *I have a headache*, ke opuca ke hloho.
Headiness, n., bohloho-thata.
Headlong, adv., ka potlako.
Headman, n., ramotse, ramotsana, monemotse.
Headpiece, n., katiba ea lesole

Headquarters, n., ngalo eo molao-li oa masole, kapa 'musisi, a lulang ho eona.
Headship, n., bohōlō.
Headsmen, n., motho ea bōlaeang ba ahloetsoeng lefu ke 'muso.
Headstone, n., lejoe le beoang le-bitleng la mothō le ngotsōe le-bitso la hae.
Headstrong, adj., e hloho e thata, e manganga.
Heal, v., ho folisa, phekoāla; *to be healed*, ho thuseha, folia.
Healing, n., pholiso, pholo, ho thusena.
Health, n., monate 'melieng oa mothō; *to be in good health*, ho iketla, bōlōkeha.
Healthy, adj., e monate, e tšileng, e matla 'meleng.
Heap, n., qubu, tutulu, sebotā, qhōba, setha; *of rubbish*, thōrō-bōlō; v., ho etsa qubu, koeletsā, bōkella.
Hear, v., ho utloa, mamela; *to make one hear*, ho hlabbōlla motho litsēbē.
Hearer, n., moutlo, momameli.
Hearing, n., kutlo, mamēlo.
Hearken, v., ho utloa, mamela, ela hloko.
Hearsay, n., taba ea bo-ba-re, ea bo-Khothe.
Hearse, n., koloi ea ho isa bafu phupung.
Heart, n., pelō; *with all my heart*, ka pelō ea ka eohle; *at heart*, ka nete; *to lose heart*, ho fela pelō; *to take heart*, ho khōthahala; *to take to heart*, ho soabisoa ke, ho tšepetsoa ke; *to set the heart on*, ho lakatsa hahōlō, ho pheella; *my heart is sad*, pelō ea ka e ntšo.
Heart-breaking, adj., e felisang pelō, e hlomōlisang hahōlō.
Heart-broken, adj., e felheng pelō, ea soableng hampe.
Heart-burn, n., lesokolla.
Hearth, n., lejifo; *hearth-stone*, le-tšēho.
Heartiness, n., tšisetso, matla, thabo mosebetsing.
Heartless, adj., ea hloakang lerekō; ea hloakang matla.
Heartly, adj., e etsang ka pelō eo-hle.

Heat, n., mofuthu, mofuthumala, lebatana, moathamela; v., ho futhumatsa, chesa.
Heathen, n., mohedene.
Heathenism, n., bohedene.
Heave, v., *to raise*, ho emisa, phahamisa; *to throw*, ho akhela, tšebēla; *to swell*, ho kōkōmōha.
Heaven, n., leholimō.
Heavenward, adv., limong.
Heavily, adv., thata; *he walks bute*.
Heaviness, n., pelō e boima.
Heavy, adj., e hlobo ba boima ho ba boima ho imela.
Hebrew, n., motšhe.
Hecatomb, n., folo tse ngata bangata.
Hedge, n., mōhōli.
Hedgehog, n., mōhōli.
Heed, n., hloko mamēlo; v., ho hlomōli.
Heedless, adj., e hlomōlisang.
Heel, n., serēthe ho tsoara, hōneng; *to show he is at your tsoara*.
Heifer, n., sethō.
Height, n., bophahamo; tšhe.
Heighten, v., misa, hōlisa.
Heinous, adj., hloehang, ilehang.
Heir, n., mojalēfa.
Heir apparent, n., ea tla lula tulo sa borēna mohla ho shoang morēna.
Heiress, n., mojalēfa oa mosali.
Hell, n., lihēle.
Helm, n., heleme, sefate sa ho tsamaisa sekēpē; (*fig.*) *to hold the helm*, ho tsamaisa mosebetsi, ho ba hloho.
Help, v., ho thusa, tšatsa, tšatsetsa, emela; n., thuso, kēmelo.
Helper, n., ea thusang, motšoaali, mothusetša, motšatsetša.



Smaller pay rises

JOHANNESBURG — Pay rises in the next few months are likely to be smaller all round but percentage rises are expected to be higher among non-Whites, says a new survey, "General Staff Remuneration and Fringe Benefits in South Africa — 1977."

The survey, published jointly by SMB Management Services (Pty.), a subsidiary of Standard

Merchant Bank, and Peronnes Salary Surveys (Pty.), covers all categories of employers other than top executives — covered in another survey published last month.

All race groups are included in the statistics, and data was drawn from about 500 of South Africa's leading companies, employing more than 700 000 people.

Heritage, n., lefa.
Hermite, n., motho ea phelang bo-motšing.
Hero, n., senatla, mohale e mohōli.
Heroism, n., bonatla, bohale bo bohōli.
Heron, n., kokolofitoe.
Hesitate, v., ho tsoafa, lika-lika, qea-qea, thinya-thinya.
Hesitation, n., tsoafo, tika-tiko, lesitšheho.
Hew, v., ho ratha, rēma, kaea.

07/10/77

A question of guts

The EEC's code of conduct -- even though many may regard it as unwarranted interference in our affairs -- is a thoughtful and constructive attempt to improve the state of SA's tense labour relations.

Contrary to opinions expressed in local and overseas business circles, it does not demand that anyone ignore SA law. But it does provide a set of guidelines which, if followed, would result in a dramatic improvement in the situation of black workers and in so doing contribute towards making our mines and factories -- and townships -- happier places.

Although there has been some improvement in black wages and working conditions in the four and a half years since the Durban strikes, there is no room at all for the complacency which business organisations in the UK, France, Germany and the Netherlands, and foreign subsidiaries here in SA, have revealed in their comments on the code (*FM* September 23 and 30)

Urban Foundation

If the state of industrial relations in SA were really as marvellous as some would have us think, the Urban Foundation would not be busy trying to draw up its own code of conduct; nor would so many businessmen be worried that blacks are beginning to reject the capitalist system.

Employers can't have it both ways. They can't complain in one breath that the code effectively demands that they ignore the law and in the next claim that they are in any case implementing most aspects of it.

Despite some relaxation, the job colour bar still operates in one form or another on practically every shop-floor in the country. Wages in many sectors are still painfully low. There is still widespread neglect by employers of their responsibilities under the Unemployment Insurance Act.

Men, and women, are still crowded together in bleak compounds all over the country. There is also a great deal of inertia on the part of managements in making use of available training facilities for Africans.

And hardly a week goes past without allegations of victimisation not only of African workers who join trade unions but even of members of officially sponsored works and liaison committees who

dare to question the behaviour or policies of managements.

These criticisms apply to foreign firms just as much as they do to local companies. So they have no justification for complacency. Nor do the registered trade unions, which still bar blacks from skilled jobs and refuse to indenture them as apprentices.

And government is certainly not entitled to be smug either -- not when it imposes Environment Planning Act restrictions, orders segregation in factories, refuses to recognise African unions, and relentlessly enforces the migrant labour system -- which the code correctly describes as an "instrument of the policy of apartheid which has the effect of preventing the individual from seeking and obtaining a job of his choice (and which) causes grave social and family problems".

Official restrictions like these notwithstanding, the code -- of which British Foreign Secretary David Owen was a prime mover -- offers a great deal of scope for action by the private sector. It is obvious that those who drew it up did so only after making a careful study of the labour situation in SA.

The demands which the Nine are making of European companies in SA are not exorbitant or unrealistic, but reasonable. With the exception of one rather more tricky issue -- African unions -- they are well within the powers of companies to accomplish. And, with a bit of guts, the union issue can be successfully tackled as well.

Desegregation

In the section where it urges firms to "abolish any practice of segregation" at the work place and in other facilities, the code is careful to stress that firms should do this "in so far as they are free to" -- a clear acknowledgement of the fact that such segregation is often imposed by law or by labour inspectors. *But not always.* At least one big foreign company says it has already removed all those offensive apartheid signs at its head office. But how many others can claim to have done likewise?

The code also urges firms to take action on fringe benefits for their African workers. There is no law against putting these on the same basis as for whites. But a recent *FM* investigation (September 9)



UK's David Owen . . . key man behind the code

found that pension schemes for blacks, for example, were the exception rather than the rule. A pensions adviser at Old Mutual says that many managers are making "excuses" to avoid starting pension schemes for their African workers.

On pay, the code says that "the minimum wage should initially exceed by at least 50%" the minimum theoretical level required to satisfy the needs of an employee and his family. The 50% is not an arbitrary figure, but based on research which shows that it is only when income exceeds the Poverty Datum Line by this amount that the typical black family has enough to feed itself properly.

At the same time, the code advocates the drawing up of "an appropriate range of training schemes" for blacks and the basing of wages on a "qualitative job evaluation". It also urges the application of "the same pay scale for the same work".

The code says too that "all jobs should be open to any worker who possesses suitable qualifications, irrespective of racial or other distinction". Here again, companies have it within their power to do much more than they are at present.

Not all aspects of the jobs colour bar are the result of statutory job reservation.

07/10/77

closed-shop industrial agreements, or other legally-binding instruments. Blacks are barred from a great many jobs by nothing more than racially discriminatory policies and practices voluntarily adopted by company managements. To cite but one example: a five-star foreign-run hotel in Johannesburg does not allow its African waiters to take food orders from customers in its restaurants. There is no legal reason whatsoever why it should not. And to add insult to injury, this same hotel employs a great many foreign waiters and waitresses.

White immigrants

On this last point, the code says foreign firms in SA "should reduce their dependence on immigrant white labour".

Dealing with migrant labour, the EEC governments are urging that "employers make it their concern to alleviate as much as possible the effects of the existing system". Here too, the scope for action — even within the migrant labour system — is large. Even the newest compounds which some companies are building house eight or more men to a single room. They wouldn't dream of expecting white workers to live like this. Why should Africans be expected to tolerate it?

The most detailed part of the code is the section on worker representation. Significantly, this issue is dealt with first, indicating that the Nine regard it as of paramount importance. The crucial underlying principle is that *all* employees should be able to choose *freely* the *type* of representation they want.

If they choose a trade union, this decision should not only be accepted by management but steps taken "to permit trade union officials to explain to employees the aims of trade unions and the advantages of membership, to distribute union documentation and display trade union notices on the company's premises," etc.

Moreover, the FM understands that this section of the code is designed to ensure that parent companies in effect instruct their SA subsidiaries (and their subsidiaries' employees) that bargaining with freely-elected worker representatives is "part of company policy".

Works and liaison committees are seen not as substitutes for trade unions, but as complementing them.

African unions, as the code points out, are of course, not illegal. Indeed the SA Department of Information has even boasted about them in the 1975 *Official Yearbook of the Republic of South*

Africa: The fact that "Bantu trade unions" are not "officially recognised" does not mean that they are "prohibited". In fact, there are quite a number of Bantu trade unions".

Until various pressures were exerted — allegedly by government — the Natal firm Smith & Nephew had a very satisfactory relationship with an African union with which it signed a wage agreement (*FM* July 22 and 29). The point about the S&N case, however, is that this company was much more vulnerable to such pressures precisely because it was left in the lurch by other firms, local and foreign.

Had other companies — backed by their governments — had the guts to follow S&N's earlier admirable lead, it would have been in a much stronger position to resist the pressures on it to drop its association with the union.

And that is surely the essence of the matter — guts. Companies can sit back complacently and raise nitpicking objections to the code. Or they can accept it in both letter and spirit, and show some of the imagination and boldness which, after all, are supposed to be the hallmarks of true entrepreneurship.

There is no doubt which course will benefit them more in the long run.



57

Mr Ackerman

Lead us plea to PM

THE HEAD of a major South African supermarket chain has appealed for a lead from the Prime Minister, Mr Vorster, for a move away from discrimination based on race in business.

The chairman of Pick 'n Pay, Mr Raymond Ackerman, said in the half-yearly report released yesterday: "It is all very well for the Urban Foundation and Chamber of Commerce to take the lead; we need the lead from the Prime Minister."

It was crucial that all races be given hope and confidence that they could share in the prosperity of the country.

Report by G Kling, 77 Burg St, Cape Town.

Pay increase for building workers

Labour Reporter

The 35 000 building workers of the Transvaal will get another pay increase next month while wages in most better-off industries are being eroded by inflation.

But the five to six percent rise in minimum pay, in line with the rise in the cost of living for the past six months, will ruin more employers and aggravate unemployment.

"In the two years up to August, about a quarter of our labour force has left the building industry," said Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association.

It was poor comfort that the agreement under which employers were obliged to offset the full rise in the cost of living

would expire after the next half-yearly rise.

Mr Pretorius said Transvaal employers had protested in vain against the new increase. The trade unions stood firm on their rights.

The November increase will raise the minimum wage of artisans from R2,50 to R2,63 an hour, and that of labourers from 62c to 66c an hour.

Employer contributions towards fringe benefits for the lowest rated artisan rise to R34,22 a week.

Unemployed artisans qualifying for payments under the industry's unemployment fund will get proportionate increases.

● Bifsa statistics show the building industry's total labour force has dropped by almost 20 percent, or 60 000 workers, in the past year — See Page 19.

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This community is represented by plots 145, 183, 162 and 172. Communities

community

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there is evidence to show that in the past it may have been a road site.

with livestock. Plot 195 is the exception, being far from habitation, but

locations, and the stresses that are associated with a large number of people

These plots are associated with bantu habitation in the form of kraals and

Kings of the pay packets

Sunday Times
WOMEN seem to suffer more discrimination than blacks when it comes to the principle of equal pay for equal work in South Africa.

According to Urwick International's annual wage and salary survey, only 59 per cent of companies that employ men and women in the same job operate a single pay scale.

The remaining 41 per cent have differing scales.

16/10/77
By TONY
KOENDERMAN

Brunnen Times
But of those that employ blacks and whites in the same position, 68 per cent pay the same to both groups and 32 per cent pay different rates.

The survey shows that the salaries of non-white groups are still rising faster than

those of whites, and that top executives seem to be adopting an "I'm all right, Jack" attitude.

Between 1973 and 1977, the salaries of white top executives rose 58 per cent, while those of white general staff rose only 51 per cent. Asians went up 79 per cent, blacks 80 per cent, and coloureds 60 per cent.

The survey covered 65 000 employees of 400 companies.

57

Nordberg close 57 the wages gap between their workers

Sunday Tribune 23/10/
Finance Reporter 77

NORDBERG Manufacturing Company are in the process of closing the wage gap for their 300 white and 400 non-white workers. The process is being completed in stages and will be finished by January next year. Total cost to Nordberg will be an 18 percent rise in the current payroll.

Nordberg's Personnel Manager, Ben Venter, explains that the company knew they would have to take the step and decided that the later they left it the more costly it would become.

"We felt that it was morally indefensible not to pay equal pay for equal work," says Venter, adding: "If black workers are to take advantage of concessions such as home ownership it is essential that their earning should be well in excess of any of the published subsistence levels."

To evolve a system of job evaluation which was not based in any way upon sex or colour of skin, the company called in the help of Charles Cogill, lecturer at Wits Graduate School of Business.

According to Cogill one of the most widely accepted methods employed to making a fair decision on what is a fair day's pay for a fair day's work is job evaluation. After that comes alignment of pay according to skill levels.

Closing the wage gap means that a company's salaries and wages will be based purely on the skills of the employees, though leaving room for performance incentives. Then as blacks move into jobs previously held by whites their pay will automatically coincide with those of whites on equal skill levels.

Cogill says the company were well aware that the increase in wage bill could not be offset by increased productivity, but they felt that it was a step that would be less costly now than later.

Cogill adds: "Some firms may find that they simply cannot afford the additional costs involved in closing the pay gap, but they can make some adjustments. These companies should look at two vital areas — raising the lowest wages above the minimum living level and narrowing the pay gap in jobs where whites and blacks are doing work at the same skill level."

City's wage

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gap may

be reduced

Star 26/10/77

The wage gap between white and black Johannesburg municipal workers may be closed more rapidly, Mr J F Oberholzer, chairman of the city council's management committee, said at yesterday's council meeting.

"There may be circumstances which will impel the council to increase the rate of narrowing the gap," he said.

At present blacks earn 80 percent of comparable white salaries, and coloured and Indian employees earn 90 percent.

In June this year, the council adopted a motion by Dr George Cohen (Progressive Federal Party) to investigate introducing equal pay for professional city health workers.

Officials reported that "medical officers" (doctors) already received equal pay.

No black, coloured or Indian veterinarians or scientific officers were yet employed. If any were, these would get equal pay.

But health inspectors, nurses and radiographers received less than their white counterparts. The cost of introducing equal

pay for such non-professional council workers would be "prohibitive" according to council officials.

Should the council equalise salaries and the State Department of Health disapprove, the council stood to lose R600 000 yearly in State subsidies.

Mr Oberholzer said the State had some time ago warned the council not to pay more than the State paid to its health workers.

But Dr Cohen said it would cost the council only R69 000 to equalise the salaries of 265 health department employees. Another R187 000 would have to be borne by the West Rand Administration Board.

Dr Cohen said the Minister of Health did approve of equal salaries, but may have to turn down a council request for equal pay as this would offend the Public Services Commission.

The council agreed to retain its present wage policy. The National Party and the independent Civic Group outvoted the Progressive Federal Party, which wanted equal health department salaries.

JCI adopts merit wage for all

RDM
7/11/77

Staff Reporter

JOHANNESBURG Consolidated Investment Company's workers will be paid on their merit, not colour, says the chairman, Sir Albert Robinson, in his annual report.

This development comes in the wake of a survey where all jobs were reviewed by the head office. A

uniform salary pattern has been established.

The chairman also disclosed facts on an opportunity for black staff at Consolidated Metallurgical Industries. The reason was that a feature of this plant — which can turn out 120 000 tons of high carbon ferrochrome a year — is manned by blacks, many

of whom are matriculants.

Referring to prospects for this year, Sir Albert urged the business community to play its part in applying pressure to encourage peaceful change, particularly in the fields of race relations and the breaking down of discrimination.

"All races should have

access to the private sector without restriction, and all are entitled to the benefits of the system," he said.

Sir Albert said building a nonracial business society, which provided equal opportunities for all, was a way of restoring the national image abroad and would give satisfaction to all South Africans.

Guilty staff now equal!

Mercury Report

DISCRIMINATION between White and non-White graded staff of the Durban Corporation is to be abolished.

Yesterday the Durban City Council agreed to apply to the Administrator of Natal to have certain rules relating to disciplinary measures changed.

In the past only certain employees, such as Indian and African bus drivers, apprentices, firemen and policemen, could receive fines.

These fines have been of up to seven days' pay and meant the men having to work without pay.

Other workers, such as White bus drivers, were subject to suspension without pay.

Now, with the agreement of the White and Indian unions, any employee guilty of misconduct may now, among other things, be suspended or receive a fine not exceeding R100 for any one offence.

Contention

This matter has been a bone of contention between the Durban Indian Municipal Employees Society and the Durban Transport Management Board.

The DIMES went to the Department of Labour and declared a dispute when it said the pay fines were "gross discrimination" against Indian bus drivers.

No agreement could be reached at the resulting conciliation board and it has been referred to an industrial tribunal.

However, Mr. Marshall Cuthbert, DTMB general manager, feels the tribunal is now no longer necessary, though "we will send the Council's decision to the tribunal."

Yesterday Mr. P. Henry, the DIMES secretary, said he would fight on.

He said, "We agreed to the Municipal Service Commission's recommendation for Corporation workers, but the DIMES is an autonomous body and our men are still forced to work without pay while the Whites just get suspended."

of the codes

EUROPEAN ECONOMIC COMMUNITY CODE OF ETHICS	CAPE CHAMBER OF COMMERCE	SOUTH AFRICAN COUNCIL OF CHURCHES	URBAN FOUNDATION
Everything possible to be done to desegregate in the factory		Non-segregation of races in all eating, comfort and work facilities.	Removal of discrimination in all aspects of employment practice
Improvement of fringe benefits.	Select, employ, train and promote without regard to race or colour. Benefits to all.	Equal and fair employment practices for all employees.	No discrimination based on race or colour in job advancement and fringe benefits.
Pay to be at minimum at Effective Minimum Level. Equal pay for equal work.	Determine salaries, wages on principle of equal pay for equal work.	Equal pay for all doing equal or comparable work.	Elimination of discrimination based on race or colour.
Development of training programmes for Blacks.		Initiation and development of training for large scale Black advancement.	Training programmes or facilities to improve productivity or skills to achieve advancement in technical, administrative and managerial positions.
	Select, employ, train and promote without regard to race or colour (as above)	Increase number of Blacks and other non-Whites in managerial and supervisory positions.	No discrimination in selection, employment, advancement or promotion of all employees.
Improvement of employees' living conditions at home.		Improve quality of employees' lives outside the work environment.	Accelerate the creation of employment opportunities at wage rates to maintain viable living standards.
Companies must recognise the right of the workers to be represented by trade unions.		Recognition and active encouragement of trade unions.	Recognition of basic rights of workers of freedom of association, collective negotiation, lawful strikes and protection against victimisation.
	Employers must help to ensure freedom of choice as to place of work, help alleviate effects of migratory labour.	No migrant labour unless married accommodation provided.	

URBAN FOUNDATION CODE

90 per cent endorsement by organised commerce

The Urban Foundation's Code of employment practice, endorsed by South Africa's 10 leading employer organisations, has been described by Mr. C.W.H. du Toit, chairman of the South African Employers' Consultative Committee on Labour Affairs (SACCOLA) as a "declaration of intent which is to be negotiated within the limits of the law, as the law evolves."

SACCOLA, which is responsible for the code of employment practice jointly with the Urban Foundation, represents through its constituent organisations nine tenths of organised commerce and industry in this country. According to a joint statement by SACCOLA and the Urban Foundation "SACCOLA has achieved the backing of each of its constituent organisations for the promotion and acceptance of the code by individual companies."

Organisations which are part of SACCOLA are: the Association of Chambers of Commerce, the Automobile Manufacturers Employers Organisation, the Afrikaanse Handelsinstituut, the Federated Chamber of Industries, the Federation of Civil Engineering Contractors, the Motor Industry Employers Association, the Sugar Millers Association, the Steel and Engineering Industries Federation, the Chamber of Mines of South Africa and the Building Industries Federation of South Africa.

BAN ON INVESTMENT Still the only way?

Although he has had considerable success in getting his statement of principles adopted by both American and European companies, Dr. Leon Sullivan believes that total withdrawal of all United States investment may still be the only way to push for the dismantling of apartheid in South Africa.

Dr. Sullivan, who is Black, is both a Zionist Baptist preacher and a director of General Motors. He is at present campaigning among the business community worldwide for the adoption of his code of conduct for businesses in South Africa.

DOUBLE STANDARDS Wages World Wide

Dr. Connie Mulder, Minister of Information, has stated that the South African authorities welcome the companies who have signed the Sullivan code with its "intent to give further impetus to existing development programmes that have enabled the Black man in South Africa to outstrip his counterparts on the African continent and elsewhere in all fields of endeavour."

Commenting on differences between workers in South Africa and those in other parts of the world, Dr. Mulder says: "An industrialist with interests and industries in different parts of the world told me that his firm pays a certain salary to workers in South Africa, 50 per cent of that salary to workers in Nigeria, and 25 per cent of that salary to workers in India, for identical jobs."

"Yet the company was continuously pressurised and criticised for paying unreasonably low wages in South Africa, but has no problems about the wages paid in Nigeria or India."

AMERICAN CHAMBER 37th in the World

During November all but a couple of the major American controlled companies in South Africa joined together to inaugurate the American Chamber of Commerce in South Africa.

South Africa is the 37th country in which an American Chamber of Commerce has been launched, and Mr John L. Caldwell, manager responsible for the international division of the United States Chamber of Commerce came out from Washington to help in the formation of the branch. The United States Consulate in Johannesburg also assisted.

"Our purpose is simply to encourage commercial relationships," said Mr Clifford E. Lyddon, chairman and managing director of Esso Standard SA (Pty) Ltd., and member of the first governing council.

"We do not see ourselves as a political grouping at all," he said. "But if the South African Government for instance, wanted to speak to a body representing the interests of American businessmen, well here we are."

↓ BE IMPLEMENTED

Government, employers and trade unions that the development of training schemes for Black workers (as for workers of all races) is of prime importance. Much is already being done. Over 280 industrialists have recognised in-service training schemes for Black workers, covering over 540 courses, the employers concerned receiving tax concessions of up to 97 per cent of the training costs incurred in these schemes. Present industrial and trade training facilities are being expanded. There is nothing to hinder the full and immediate implementation of this principle.

Increasing the numbers of Blacks in management and supervisory positions.

The real barriers to the implementation of this principle are qualifications and prejudice. The opportunities for gaining the qualifications necessary are rapidly improving for Blacks, and with a commonsense, evolutionary approach it is foreseen that prejudice will be broken down. The laws which may at present in some circumstances prevent the implementation of

this principle are currently being reviewed by a Government commission of inquiry.

Non-segregation of the races in eating, comfort and work facilities.

All that the law stipulates at present is that Inspectors of the Department of Labour may (not shall) require separate facilities to be provided for the different racial groups. Much segregation is also based on the criteria of status as opposed to race, even if race and job status lines do tend to coincide.

Trade Union rights for Black Workers.

Trade unions for Black workers, or mixed trade unions including Black workers are not illegal, but they may not be registered under the Industrial Conciliation Act. However, if Black workers are represented by a union and an employer wishes to recognise this and negotiate with it, there is nothing to stop him from so doing.

Summary

LABOUR CODES

The idea is sound

During the last few months codes of conduct for business, both expatriate and local, have been falling like autumn leaves, the latest being a purely home grown one from the Urban Foundation. This, however, is unlikely to be the last — there is already an Australian one in draft, and rumours of more from other countries.

It can be seen from the chart that the codes so far published all have much in common, although there are major omissions on perhaps the touchiest subject of all - explicit recognition of trade union rights for Black workers.

The codes also have in common the recognition that business has a moral obligation as a social innovator, and in this country must play a part in the uplifting and development of this country's Black workers.

As such TUCSA welcomes these codes of practice. They embody much of what we have been consistently campaigning for over the years. We believe that if all these codes were positively implemented great progress would be made not only in labour relations but also in race relations and the socio-economic development of our underprivileged classes. We hope that they means at present to monitor or enforce these codes, their implementation being dependent on the sincerity of the signatory or party to the particular code. While not specifically doubting the bona fides of the business community in this respect, we hope that these guidelines will not become yet another case of fine words and no action, for it must be borne in mind that it is perfectly legal and possible at this present time to implement nearly all of these codes. Indeed, companies pursuing enlightened labour policies have the principles already incorporated into their personnel and labour relations policies.

If the codes of conduct are to be really significant catalysts for change, there must be some means to monitor their implementation, and some means of sanction. The continued presence of parties to a code who are unwilling to implement the principles would merely undermine the credibility of the code and the business community.

A second shortcoming is that the very people these codes are designed to help have not been consulted. TUCSA, representing over 200 000 workers of all races throughout all sections of private commerce and industry, and with a well-known and positive stand on the issues embodied in nearly all of these codes, has not at any stage been consulted by anyone. This, surely, is inexplicable.

One further reservation is simply on account of the multiplicity of codes. Surely it would be better if the various parties were to get together to establish some means and criteria of monitoring signatories, and, more importantly, to draw up one final and consolidated code of conduct for all businesses in South Africa to adopt.

Further, we would like to see such a code of conduct adopted as an international ethic for commerce and industry. Such a code should then be adopted by companies investing in, or establishing themselves in, other parts of the world, in countries where human rights are held cheaply and trade union rights for anyone nonexistent.

	SULLIVAN CODE (UNITED STATES)	BRITISH COMPANIES GUIDELINES
SEGREGATION	Non-segregation of races all eating, comfort and work facilities	Aim at non-segregation but duplication of facilities separation required by law
EMPLOYMENT PRACTICES	Equal and fair employment practices for all employees	Fringe benefits for Blacks No discrimination in any sphere of work including promotion.
REMUNERATION	Equal pay for all doing equal or comparable work	Fair wages above Pover Datum Line and equal pay for equal work. Reduce wage gap.
TRAINING	Initiation and development of training for large scale black advancement	Internal or external training including artisan skills. Stop usage of White immigrant labour.
DEVELOPMENT	Increase number of Blacks and other non-Whites in management and supervisory positions.	Encouragement of training to develop full potential and non-racial promotion policy.
SOCIAL RESPONSIBILITY	Improve quality of employees lives outside of work environment.	Fringe benefits to aid home purchase, education, food
MIGRATORY LABOUR		Encourage lawful collective Recognise Blacks Union where they exist. Choose locations which permit family based labor. Legal aid for pass offenders.

NEARLY ALL CA

Equal pay for all employees doing equal work, or comparable work, for the same period of time.

No Agreement, Wage Determination, or any other wage regulating instrument in South Africa has ever laid down a maximum rate of pay minima only are prescribed. The Industrial Conciliation Act, in terms of Section 24 (Sub-section 2) specifically prohibits differentiation or discrimination on the basis of race or colour; in relation to remuneration. The only factor, therefore, which really governs this principle is the ability or willingness of the employer to pay, as there is no legal obstacle to the implementation of this principle.

Equal and fair employment practices for all employees.

There is nothing in South African legislation which debars any employer from extending all company benefits to any of its employees. Pensions, provident funds, training facilities, educational and other loans, sickness and

accident benefits, holiday bonuses, etc can be extended to all employees on any basis of equality which the employer wants to introduce.

Improving the quality of employees' lives outside of the working environment, in areas as housing, transport, school recreation and health facilities.

There is virtually nothing in the way of restrictions to prevent employers from improving the quality of their employees' lives in this area. Shortcomings on the part of companies in this respect are a reflection of the failure of the employers to accept their social corporate responsibilities for improvements to the quality of life of their workers.

Initiation and development of training programmes to prepare substantial numbers of Blacks for supervisory, administrative clerical and technical jobs.

There is an overall acceptance on the part

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Pittance or a pension?

The above resolution was passed at the 1976 TUCSA Annual Conference. It was forwarded to the relevant Government departments which deal with pensions for the various population groups. TUCSA has now received replies from all four Government departments, the major points of which are summarised for comparison in the table below.

Conference expresses its concern over the anomalies in the application of the Social Pensions Act to Old Age Pensioners and others. Conference considers it inequitable that a person who had contributed to a private pension should be penalised in respect of the granting of an Old Age Pension, should his private pension exceed the figure laid down in the regulations. Conference urges that the receipt of a private pension should not debar any person from being awarded an Old Age Pension, provided that the private pension does not exceed an amount of R2 352 per annum (being an amount equivalent to a return of 10,1% on the maximum assets allowed in the means test, namely, R22 400). Conference also expresses its deep concern over the anomaly that the Old Age Pensioners who find themselves hospitalised for some time have their pensions suspended for that period, irrespective of what their financial liabilities may be. Conference also urges once again that basic pensions be increased to a figure not less than the minimum subsistence level, which for purposes of the anti-inflation campaign, was calculated by the Department of Statistics to be R125 per month.

	DEPARTMENT OF COLOURED AFFAIRS	DEPARTMENT OF INDIAN AFFAIRS	DEPARTMENT OF BANTU ADMINISTRATION	DEPARTMENT OF SOCIAL WELFARE AND PENSIONS
PENSION: MAXIMUM POSSIBLE AFTER MEANS TEST	R42,50 per month	R42,50 per month.	R20,50 per month	R79,00 per month
PRINCIPLE	Pension is a supplement only. Principle of relying on pension in old age should be discouraged. The necessity of savings, investments, policies and Pension Funds should be instilled in all.	The duty of each and everyone to make every effort to provide adequately for old age.	The incentive for making provision for retiring age should be maintained.	People should be encouraged to make as much provision for themselves as possible, even to the extent where such provision will exclude them from qualifying for a social pension.
GUIDELINES FOR HOSPITALISATION	Pensions paid in full when recipient in a Provincial Hospital on temporary basis. Reduced pension paid to persons in hospital on permanent basis.	Pension paid in full if recipient admitted to a Provincial Hospital. Cancelled if recipient committed to a State Mental Institution in terms of the Mental Health Act, 1973.	In any institution at expense of the State or State aided organisation pensioner forfeits pension. Provision exists for application for disbursement on his behalf	If recipient is admitted to a Provincial Hospital pension remains. If recipient is admitted to a State or State aided institution (this usually implies long term) pension is forfeited.
UNIFORM MINIMUM FOR ALL RACES	No comment.	Uniform pension of R125 not feasible. It may be higher than what average social pensioner could have earned, and would discourage these persons from working for as long as they are able to.	Introduction of uniform social pensions for all races cannot be considered at present. Continuous attention is given to the gradual improvement of social benefits for Blacks.	No comment.

IF YOU ARE OLD
— AND BLACK

Only one Solution

If you were old and black with a working life behind you and totally dependent upon your old age pension as means of support, you would be existing on R20,50 a month. You would probably not have been able to scrape together a nest egg for your retirement. Your children probably can't help you much — their incomes barely stretch to cover their commitments. Your R20,50 buys three things, mealie meal, malnutrition and misery.

Muddle!

The necessity of urgent Government action is emphasised by the table above, which reveals the anomalies between pension rights for our various population groups. The most glaring discrepancy is, of course, in the actual amount paid out. Even the largest pension (for Whites) is grossly inadequate — and the smallest (for Africans) is over R100 less than the figure TUCSA insists is the bare minimum which should be paid out to every pensioner, regardless of race or colour. The differences between population groups as to policy for hospitalised pensioners should also be noted. The impression is one of confusion, with four separate government departments doing the same work, but each for a different population group. Wouldn't a single Government department to deal with pensions and other allowances for everyone be more sensible — and less wasteful in terms of manpower and duplication?

The key to understanding the present inadequacies of State pension provision lies in the underlying philosophy, outlined by all four Government Departments involved with pensions for different race groups, is that a State pension is merely a supplement, and that it is the responsibility of every person to make provision for his or her old age.

This principle is an adjunct of a free enterprise system, which TUCSA would like to see developed in South Africa, and as such we must accept it, but with two major and important reservations.

- With the vagaries of the economy in a modern and developing industrial country such as ours, it is virtually impossible for the average working person to make adequate and meaningful provision for his or her retirement in the future. Their savings, or the value of their private pensions, will be grossly eroded by inflation, and this is something that the average person can hardly be expected to account for.
- The sections of the community who are least able to cope suffer most. Low incomes, low skills and poor education go hand in hand with a lack of awareness and financial ability to plan for the future. Even if savings are made, the paltry amounts that can be spared from meagre incomes will be negated by rampant inflation and amount to nothing.

It is for the above two reasons the TUCSA is gravely concerned about the present provisions for pensioners, and has campaigned consistently for the establishment of a national contributory pension scheme.

TUCSA is firmly of the opinion that it is now urgent and essential for the Government to establish a national contributory pension scheme which would:

- Provide for those working people in their old age, who have no private pension scheme and who are at present a burden on the State and taxpayer as they are paid a State pension.
- Eliminate the present racial discrimination in the payment of old age pensions and provide for one viable pension to be paid to everyone regardless of colour or race.
- Abolish the means test, which tends to penalise the thrifty and favour those who have never made any attempt to save.
- Secure the preservation of an employee's pension rights upon changing employment.

The Government's report on the possible establishment of a national contributory pension scheme which was produced during 1977 is an indication that at long last the Government may be taking steps to take up its responsibility in respect of our aged. We await developments.

EDITORIAL COMMENT

Racialism and political opportunism

More than 200 000 workers of all races, Africans, Coloureds, Whites and Indians, belong to TUCSA — because their trade unions believe that a multi-racial organisation such as ours is the only way to achieve racial cooperation and progress in human relations.

In the complex world of today race has emerged as one of the most powerful motivating forces in international politics, and is being used both cynically and naively to further the causes of nations, ideologies and politicians.

Which explains why even a non-racial organisation such as TUCSA finds itself under pressure or attack from quarters which loudly proclaim their adherence to the ideal of the equality of all mankind.

To take a recent example, an attack launched on TUCSA by the president of the International Confederation of Free Trade Unions, Dr. P.P. Narayanan, who in his address to the United Nations World Conference for Action against Apartheid in Lagos, Nigeria, denounced what he called the "so-called liberal Trade Union Council of South Africa" for "betraying the cause of the banned African trade unionists and aligning itself with the Apartheid Minister of Justice, who imposed the banning order for legitimate trade union activities."

Now TUCSA, as all South Africans are aware, has consistently and perhaps more vocally than any other organisation in South Africa attacked the bannings and detentions imposed by this Government and the powers that have enabled the South African Government to act in an arbitrary and undemocratic manner. Indeed, TUCSA was the only major organisation in this country to seek an interview with the Minister of Justice to protest against the banning of the trade unionists referred to

by the ICFTU president.

TUCSA took that action in spite of the fact that the African trade unionists in question did not belong to TUCSA, were working on lines directly opposed to our non-racial philosophy, and were committed to the establishment of racially exclusive organisations.

One can only wonder at the degree of political distortion and opportunism which enables the main organisation in South Africa working for racial cooperation to come under attack from people who profess to believe in the same ideal. The phenomenon is, of course, indicative of the political forces at work, using South Africa's racial situation for their own ends.

Just as TUCSA as an organisation is subject to such pressures, so will individual trade union members from time to time find themselves under pressure from people seeking to use race as a political weapon.

The middle road is seldom an easy one especially where ordinary people, bewildered by the complexity of the situation, tend to seek simple "black and white" formulae.

TUCSA deplores the type of political opportunism displayed by Mr. Narayanan. His attack is both groundless and false: TUCSA's record as a liberal and non-racial organisation is exemplary — indeed TUCSA came into existence because of those two ideals.

To attack TUCSA as anything else is to either demonstrate basic ignorance or to display the opportunist partisanship which unfortunately bedevils the world today, and which serves no purpose other than the harassment of the truly sincere organisations whose only objective is the genuine progress in human relations.

Democracy: Judgement by peers

One of the most controversial resolutions presented to TUCSA's annual conference in Durban in September concerned the extension of the Council's disciplinary powers. It was passed almost unanimously, but not without some heated discussion, and subsequent adverse comment, most of which would appear to stem from a misunderstanding of the Council's powers and intentions.

In proposing this amendment to the constitution, the National Executive Committee was not seeking to invest itself with draconian new powers: already written into the constitution was the power to take disciplinary action against any member of the National Executive Committee, or an Officer, or any Area Division, or an individual member of any Committee or Sub-Committee established by the National Executive Committee. There were, however, no provisions for the disciplining of individuals who are not members of the National Executive Committee, or Committees or Sub-Committees of the National Executive Committee, or Officers of an Area Division. The amendment merely sought to extend the powers incorporated into the constitution to cover this latter category.

With the adoption of this resolution individuals who are deemed to be acting in a manner contrary to the interests of TUCSA or the trade union movement, may be suspended and prevented from participating in any of the affairs of the Council.

This does not affect in any way the individual's relationship with his or her own union, since the domestic affairs of such member unions, and the right to conduct their own domestic affairs in a manner suitable for their own interests, is firmly entrenched into the Council's constitution.

The intention is simply and solely to prevent individuals from member unions from acting in a fashion which is contrary to the interests of the Council, or of the trade union movement.

As far as is possible the individual has been safeguarded from inequitable or arbitrary decisions by the National Executive Committee. No suspension may take place until statements or charges have been submitted to the individual concerned in writing, and until the individual concerned has been given the opportunity of appearing before the National Executive Committee to answer the charges.

In addition there is a further appeal procedure: the individual may make an appeal directly against a decision of the National Executive Committee to an Annual Conference, which may either confirm or reverse the decision of the National Executive Committee. This appeal serves to emphasise that the Council's disciplinary procedures are fair, and uphold the criteria of judgement by one's peers.

The Council has no new arbitrary powers, nor was this resolution proposed and passed with the objective of stifling criticism, as has been claimed. TUCSA is both democratic and much concerned with democracy, and like any other free organisation has a constitution and rules which have been endorsed by the majority of its members. Any organisation, if it is to survive in any meaningful form, must have not only rules but also sanctions to use against those who break the rules or who seek to damage the organisation itself. This is all the Council sought in proposing the controversial resolution, and with its adoption the Council has been given the power to take disciplinary action in a democratic fashion.

STOP PRESS**BOTHA AXES JOB CURBS**

During December, the Minister of Labour, Mr Fanie Botha, scrapped 12 statutory job reservation determinations and suspended a further two. This means that there are now only five determinations still in force mainly in the building, mining, and iron and steel industries.

The determinations which have been withdrawn — 20 in all — affect the passenger lift service industry, the clothing industry, the motor transport, wholesale meat, liquor and refreshment, footwear and furniture industries.

Welcoming the news TUCSA president, Ronnie Webb, said: "TUCSA has always opposed job reservation. It is a discriminatory measure, which, while having no real effect on the industrial situation, has done tremendous damage to South Africa's international image, and, more importantly, to race relations at home."

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Organised commerce and industry has officially declared war against race discrimination in employment.

In endorsing the Urban Foundation's code of employment practice, South Africa's 10 leading employer organisations, representing nine-tenths of organised commerce and industry, have also:

- Agreed to strive for the recognition of the "basic rights" of free association, collective bargaining and the "lawful withholding of labour."

- Agreed to the maintenance of "viable living standards."

The code, published in Johannesburg today, is too open-ended to carry any kick.

But it is a firm commitment towards the removal of racial discrimination from all areas of employment.

Within legal limits

And it spells out these areas in some detail.

The advantage is that it sets goals without arousing any of the antagonism prompted by similar codes abroad, according to Mr C W H du Toit, chairman of the South African Employers' Consultative Committee on Labour Affairs (Saccola).

He described the code as a "declaration of intent" which is to be negotiated within the limits of the law, as the law evolves.

Promotion a priority

"As time goes by this code will become more concrete," he said.

"Employer organisations will make sure their members understand what is meant."

"It will be one of the priorities of the Federated Chamber of Industries to promote the code and give it practical effect," Mr du Toit said in his capacity as chairman of the FCI's labour affairs committee.

Mr Justice J H Steyn.



MR JUSTICE J H STEYN



MR ARTHUR GROBELAAR

'War' declared on job prejudice

STAR 7/12/77

57

Reports by Siegfried Hannig, Labour Reporter

The code of conduct

South Africa's 10 largest employer organisations have committed themselves to the elimination of race discrimination from the labour scene

They have agreed to "strive constantly for the elimination of discrimination based on race or colour from all aspects of employment practice."

That is the key undertaking in the South African "Code of Employment Practice" announced in Johannesburg today by the Urban Foundation and the South African Employers' Consultative Committee on Labour Affairs (SACCOLA).

The undertaking applies to:

private sectors to promote:

- Accelerated creation of employment opportunities "at wage rates aimed at the maintenance of viable living standards" and

- Progressive transition to a system in which pay and benefits will render unnecessary any differential subsidy based on race or colour.

"SACCOLA has achieved the backing of each of its constituent organisations for the promotion and acceptance of the code by individual companies," said the joint

statement by SACCOLA and the Urban Foundation.

The constituent organisations are the Association of Chambers of Commerce, the Automobile Manufacturers Employers Organisation, the Afrikaanse Handelsinstituut, the Federated Chamber of Industries, the Federation of Civil Engineering Contractors, the Motor Industry Employers Association, the Sugar Millers Association, the Steel and Engineering Industries Federation, the Chamber of Mines and the Building Industries Federation.

Cont.

07/12/77

executive director of the Urban Foundation, described the code as a sincere effort by commerce and industry to move away from discrimination, create equal opportunities irrespective of race, and regulate labour patterns according to the demands of merit.

Blacks involved

Black commerce and industry was involved in the negotiations which led to the code.

And the executive of the National African Federated Chambers of Commerce has endorsed the code.

Trade unionists were not consulted because it was regarded as an employers' code.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa said he could not fault the code.

But it would be up to the employers to "put their money where their mouth is."

It was difficult to monitor and police such codes even if they were very specific.

Ultimately specific legislation was the only answer, Mr Grobbelaar said.

● The selection, employment, advancement and promotion of all employees.

● The remuneration of employees.

● The provision of pensions and other fringe benefits including housing assistance.

● The provision of "physical working conditions and facilities related thereto."

● The provision of training or facilities to achieve advancement in technical, administrative and managerial positions.

● The recognition of the basic rights of "freedom of association, collective negotiation or agreements on conditions of service, the lawful withholding of labour as a result of industrial disputes, and protection against victimisation resulting from the exercise of these rights."

RELATIONS

The code further commits subscribers to promote and maintain, through contact and consultation, sound and harmonious relations between employers and all categories of employees.

Finally it calls for co-operation with organisations in the public and

Equity, fairness

ARBUS 7/12/77

THE code of employment practice, drawn up by the Urban Foundation and Saccola, conformed to the requirements of democratic free enterprise systems, Professor Meyer Feldberg said today.

'If the new code is generally acceptable to the business community, then it must be well publicised and implemented, lest it become lost in the plethora of such codes,' said Professor Feldberg, who is the head of the University of Cape Town's Graduate School of Business.

He went on: 'It is gratifying that the code emphasises the importance of the free enterprise system as a means for bringing about meaningful change in South Africa.'

'Equity and fairness are the pervasive features in the code, and as such it conforms to the standard requirements of most democratic free enterprise systems.'

RACE FACTOR

'I wonder, however, if it might not have been simpler to issue a code calling for the elimination of racial discrimination and a return to the free market system.'

'The only specific item in the code that causes discomfort is the one on the "rights of workers of freedom of association, collective negotiation of agreements on conditions of service, the lawful withholding of labour as a result of industrial disputes..."'

'I question the desirability of a foundation, funded

seen in

jobs code

by the business community, actively supporting collective bargaining or trade unions,' Professor Feldberg said.

IMPLEMENTATION

Professor S P Cilliers, head of the Department of Sociology at Stellenbosch University, said the significance of a code of employment practice lay not so much in the wording or format, but in the implementation.

In this respect, he was hopeful this new code would succeed. 'There is, to my mind, a difference from the various overseas codes which have been widely publicised. The difference is that the Urban Foundation's code has been drafted by, and signifies an undertaking by employers themselves.'

g business d to d racism

ARGUS
7/12/77

57



Mr Justice J H Steyn

NINETY PERCENT of organised commerce and industry in the private sector has come out in support of a code of employment practice which could mean the end of racial discrimination in business.

The code, announced in Johannesburg today, has been drawn up by the Urban Foundation and the South African Employers' Consultative Committee on Labour Affairs.

According to Mr Justice Jan Steyn, executive director of the Urban Foundation, it 'expresses the re-

solve of commerce and industry to eliminate discrimination in employment practice.'

Among the organisations committed to the terms of the code are the Association of Chambers of Commerce, the Automobile Manufacturers Employers' Organisation, the Afrikaanse Handelsinstituut, the South African Federated Chamber of Industries, the South African Federation of Civil Engineering Contractors, the South African Motor Industry Employers' Association, the South African Sugar Millers' Association Ltd, the Steel and Engineering Industries Federation of South Africa, the Chamber of Mines, and the Building Industries Federation of South Africa.

Endorsed

The terms of the code have been endorsed by the National African Federated Chambers of Commerce.

Subscribers to the code are committed to strive constantly for the elimination of discrimination based on race or colour from all aspects of employment practice, and to apply this principle in good faith, with due regard to different job categories fairly determined on considerations other than race or colour, especially in:

- The selection, employment, advancement and promotion of all employees.
- The remuneration of employees;

Pensions

● The provision of pensions, medical aid, leave, sick pay, employee insurance, assistance with housing and like facilities, physical working conditions and facilities, and training programmes or facilities to improve the productivity and skills of employees to enable them to achieve advancement in technical administrative and managerial positions, and

○ The recognition of the basic rights of workers of freedom of association, collective negotiation of agreements on conditions service, the lawful withholding of labour as a result of industrial disputes, and protection against victimisation resulting from the exercise of these rights.

(Page 3: Equity, fairness)

BIC

L.D. 22/12/77

(57)

Mudge equal pay plea

SWAKOPMUND — The chairman of the Democratic Turnhalle Alliance, Mr Dirk Mudge, last night appealed to the Administrator-General of South West Africa, Mr Justice Steyn, to do everything in his power to narrow the wage gap between whites and blacks in the territory.

Speaking at the DTA's first meeting here since its formation two months ago, Mr Mudge said discriminatory pay would have to be done away with to convince the rest of the world that South West Africa was on the "right path."

He could also no longer defend or condone the wage gap which existed between the whites and blacks in the territory.

"I cannot accept that a white man gets a higher salary than a black or brown man who does the same work and has the same qualifications," he said.

Earlier, Mr Mudge said unless a free and democratic election was held, all hope of attaining a peaceful settlement for the territory would be lost.

During the next year the people of the territory would have to decide who they would want to lead them, he said.

About 1 000 people, mostly holidaymakers, attended the meeting, which was also addressed by the president of the DTA, Chief Clemens Kapuuo, and the Coloured leader, Mr Andrew Kloppers. — SAPA.

(1/16/78) 57

Hundreds demand equal pay for women

By JILL McILRAITH

HUNDREDS of working women who say they are discriminated against have protested to a study group working for a Government commission.

More than 200 phone calls and letters have been received since the group was formed last October.

"For the first time women in South Africa feel they have a channel through which to express their grievances," say the joint secretaries, Mrs Babette Kabak and Mrs Roberta Johnston.

Ironically, when the Wichahn Commission was formed to investigate labour practices, no women were appointed to it.

Demands

After complaints from women's organisations, including the Women's Legal Status Committee, of which Mrs Kabak and Mrs Johnston are co-conveners, the study group was formed.

Mrs Kabak spent three months in America last year studying equal opportunity practices and collecting ideas that might work here.

"Many women don't work because of the demands of their traditional role as mothers and homemakers," Mrs Kabak said this week.

"But this does not mean those who choose to work should be paid about 15 to 20 per cent less than their male counterparts."

The higher the woman's qualifications, the greater the discrimination and more resistance there is to her moving into the

ranks of middle and top management, she says.

In "lower income" jobs, the pay discrimination was often as much as 25 per cent.

"And the problem here is that the Wage Act and the Industrial Conciliation Act allow it.

Benefits

"Most women who contact us begin by saying that they are not women's libbers but do believe in equal pay. But often the discrimination is of a subtler kind . . . in fringe benefits such as bonuses, pensions, medical aid benefits, housing grants and quality of company cars.

"We need more women to bring their cases forward, especially black women. We want information from across the population and income spectrums."

Women who do approach the study group can remain anonymous.

Complaints received so far have been used to prepare case studies which have formed one of four preliminary reports on women in employment submitted to the 14-man commission headed by Professor Nic Wichahn.

SA's 'big apartheid' criticised

(57)

ARGUS

7/2/78

The Argus Political Correspondent

CONDITIONS in Soweto and the maintenance of 'big apartheid' while petty aspects were scrapped, were criticised in Cape Town today by the leader of a West German parliamentary delegation.

Dr Uwe Holtz and a number of other members of the Social Democratic Party, one of those ruling the West German Bundestag, are in the country on a ten-day fact-finding mission.

They have so far met whites and blacks over a wide spectrum including church and trade union leaders, businessmen and politicians.

SPONSORING

Today they were meeting members of the National Party, the Progressive Federal Party and the New Republic Party at Parliament.

Dr Holtz emphasised that his party was spon-

soring the visit and they were not here as guests of any South African organisation.

Although he was critical of many things, he said there was the need for gradual change to majority government with protection for minorities.

The situation in South Africa was very complicated and there was no example in history where such a situation existed.

Unlike French and British colonists, the whites in South Africa were an established community with no European country they could return to.

QOBOZA

He was especially critical of the gap in the living standards of whites and blacks.

On a visit to Mr Percy Qoboza and other detainees in the Transvaal, the delegation was disappointed because they were only allowed to see him for one minute.

The Minister of Police, Mr J T Kruger, turned down a request for the delegation to see Mr Nelson Mandela on Robben Island on the grounds that, in contrast to Mr Qoboza, he was serving a sentence on criminal charges.

Parliament

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Government has

fused?

failed to ARGUS
9/2/78 (57)
narrow pay gap

3. What

rk?

The Argus Parliamentary Staff

4. What

THE Government has failed to narrow the pay gap — or maintain the trend in that direction — in its pay increases this year to qualified staff at state and provincial hospitals.

Mr Dalling said anomalies of this sort could only cause resentment and a drain from South Africa of qualified people who were not white.

Do y

This has emerged from questions put to the Minister of the Interior, Mr Schlebusch, by Mr Dave Dalling (PFP, Sandton) in the Assembly.

The salary scales given by Mr Schlebusch show that coloured and Indian specialists earn about 83 to 85 percent of their white counterparts' pay while black specialists earn just under three-quarters of what white specialists earn.

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Commenting on the salary scales divulged by the Minister, Mr Dalling said: "The gap is not being narrowed with any consistency or with sufficient speed.

A white chief specialist/ professor, for instance, now earns R17 490 a year. This is R2 640 a year more than the salaries of coloured and Indian specialists of the same rank and R4 620 a year more than is earned by blacks in similar posts.

gether to get something

Ha

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Major anomalies still exist in the salary structures. It cannot be correct or just that a white medical officer at the top scale can earn the same as a black professor or chief specialist, whose salary is fixed and not subject to increment.

YEAR AGO

To

Compared with a year ago, some of the salary scales of doctors who are not white are percentage-wise fractionally better than a year ago, but others are fractionally lower.

will

Equal pay

Why

The Argus Political Correspondent

THE Minister of Coloured Relations, Mr H H Smit, said yesterday that approval had been given to white and coloured professors and lecturers at the University of the Western Cape to receive equal salaries.

At the level of medical officer, however, a clear narrowing of the gap appears to have taken place. Coloured and Indian medical officers now earn 88,8 percent of the salaries of white medical officers' and blacks 79 percent, whereas a year ago the percentages were respectively 84,6 and 72,3.

14/1/78

Equal pay for black staff

ALICE — There will be no differentiation in salaries paid to black and white academic staff at Universities in South Africa as from April 1, according to an announcement here today by the rector of the University of Fort Hare, Professor J M de Wet.

He said the decision had been taken by the new Minister of Bantu Administration and Development, Dr Connie Mulder, after consultation with the Minister of Finance, Senator Owen Horwood. — Sapa.

15/2/78
Equal
pay at
varsity (57)

Mercury Correspondent

ALICE - There is to be parity in the salaries of White and Black academic staff at all universities in South Africa from April 1.

The rector of the University of Fort Hare, Professor J. M. de Wet announced this yesterday in a statement issued to all academic staff.

He said the decision was taken by the new minister of Education and Training, Mr. Willem Cruwagen after the Minister of Finance, Senator Horwood.

The parity also applies to professional staff, library staff and senior laboratory assistants.

An additional pensionable allowance of 10 percent also applies to Black and White staff.

Equal pay for all at universities

57
15/2/78

ALICE — The Rector of the University of Fort Hare, Prof J. M. de Wet, announced yesterday that the salaries of white and black academic staff at all universities in South Africa would be equal from April 1.

In a statement issued to all academic staff, Prof De Wet said the decision was taken by the new Minister of Education and Training, Mr Cruywagen.

The parity also applies to professional library staff and senior laboratory assistants. At Fort Hare, this will affect about 55 black academic staff.

Prof De Wet said white academic staff had previously received an additional pensionable allowance of 10 per cent and the black staff an additional pensionable

allowance of 20 per cent.

The allowance for both would now be 10 per cent.

The Vice-Rector of Fort Hare, Prof A. Coetzee, said the white staff welcomed the decision. Parity of salaries had been sought by the Fort Hare Senate and Council for many years and they had put forward many resolutions to this effect.

Prof J. C. Seretlo, a senior black professor of physics at Fort Hare said: "It is very exciting news indeed."

He said lower salaries for black academics in the past had been "frustrating."

Prof Coetzee confirmed yesterday that it was the policy of Fort Hare to increase the number of black academic staff whenever possible. — DDC.

Council workers'

STAR 21/2/78

(57)

pay row looms

A dispute is looming between Johannesburg's municipal workers who are asking for pay increases of at least 20 percent, and the city council, which is likely to support only five percent.

The council's work force of almost 23 000 has not had a pay increase for two years.

The last increase was approved by the council in 1976. About five percent was granted in July 1976 and another five percent in January 1977.

Last year the Johannesburg Municipal Employees Association (JMEA) agreed to waive general increases in view of the council's financial position, and because of Government pay policies.

But it is understood that this year the JMEA, which represents most of the council's 8 000 white workers, will link its pay requests to the Consumer Price Index for the Witwatersrand.

This increased by 19,3 points between January 1977 when the last pay increase applied, to December last year. Further increases are inevitable before July 1 this year

when the city council's financial year begins.

But the city council is likely to insist on only five percent. This has already been granted to municipal workers in Cape Town and Durban, and has been officially announced for civil servants as well.

A pay increase for whites will mean possibly

even larger increases for black, coloured and Indian workers. Council policy over the past few years has been to narrow the wage gap.

At present blacks receive 80 percent of white pay in comparable jobs, and coloured employees and Indians get 90 percent. Many professional employees receive equal pay.

25/2/78 10(57)

Racial pay lashed

CAPE TOWN — Discriminatory salaries paid to employees of different races in the Cape Province's medical services were disgraceful and totally unacceptable, the PFP spokesman on health in the Provincial Council, Dr John Sonnenberg, said yesterday.

It was common knowledge that it would cost R186 000 to equalise pay between white and black doctors in the Cape Provincial service, he told the council yesterday.

Seven student dieticians had been appointed to Groote Schuur Hospital recently. All of them had B Sc degrees and had completed a one-year diploma course at the University of Cape Town.

Since January this year they had been doing six months internship at the hospital.

"Six of these employees are white, one is Coloured. The net monthly salary for white student dieticians is R263,04. The net monthly salary for Coloured student dieticians is R224,31. The salary difference is R38,75 a month or R450 a year.

"I consider this not only to be grossly discriminatory and unfair. I consider it to be disgraceful and I would like to know how members on the other side feel about it."

"Are they happy about it? Do they consider it fair? Is this moving away from racial discrimination? Would they be prepared to die for it, or rather for an apartheid sign in a lift?"

"It is totally unacceptable to us and we regard it as a scandal. The quicker this miserable business is corrected the better," Dr Sonnenberg said. — PC.



SOME of the new recruits of the South African Police at the passing out parade

Equal pay in police appeal

(Mercury) Reporter

THE SOUTH African Indian Council would make representations to the Government for equality in salaries paid to White and Indian policemen, Mr. J. N. Reddy, executive chairman of the SAIC, said at a police passing out parade at Wentworth in Durban yesterday.

Mr. Reddy said Prime Minister Mr. Vorster had recently made it clear that as far as he and his Government were concerned discrimination in salaries of State employees was a "thing of the past."

"I am certain that when the Prime Minister makes a promise he will keep it. Unfortunately this assurance cannot be put into immediate effect because of the economic climate.

"The SAIC will see to it that this promise is fulfilled when the economic climate improves," he said.

Recruits

Yesterday's passing out parade of 34 recruits at the South African Police Training College, Wentworth, was attended by a number of dignitaries and high ranking officers including Brigadier Hennie de Witt, Divisional Commissioner of Police Port Natal.

Mr. Reddy said that in recent years more and more job opportunities had been created for Indians in various fields. The South African Police was one of them.

"I am glad the police are giving Indians an opportunity to rise to senior positions in addition to improved conditions of service.

He said it was the intention of the Minister of Police to see Indian policemen rise to higher positions and take complete responsibility in areas such as Chatsworth and Phoenix.

He was confident that improved conditions of service and more attractive salaries would mean more Indians would want to join the

1967
**PFPP call
to end
pay gap**

THE ASSEMBLY -- There was sufficient "fat" in the Post Office budget to eliminate the wage gap between workers of different races, Mr Alf Widman (PFPP Hillbrow) said yesterday.

He moved an amendment declining approval of the budget unless the Government provided an efficient, speedy and reliable telephone service, eliminated the telephone backlog and introduced equal pay and service conditions for employees of all races.

Dr Paul Bodenstein (NP Rustenburg) said the PFPP's amendment called for equal salaries and wages for all Post Office officials, but that it was already government policy to narrow this gap. It could, however, not be done immediately since it would completely paralyse the Post Office.

Mr Brian Page (NRP Umhlanga) said morale of servicemen on the border and their families would be bolstered considerably if postal delivery problems were put right.

Sen Van der Spuy rejected the PFPP's amendment. All three aspects called for enormous expenditure of capital that was not readily available.

The amendment was defeated by 108 votes to 21, and the Bill was passed a second time. **SAPA**

Teacher

57 6/3/78 mm

pay gap

narrows

Mercery Correspondent

PRETORIA — The salary gap between White, Indian and Coloured teachers has been narrowed but is still substantial according to a S.A. Indian Council source.

He said one major advance in the new structure for Indian teachers (and Coloured teachers fall into the same category) was that there was now to be one key scale for White, Coloured and Indian teachers.

Under the existing system there are two key scales.

The Indian Council spokesman said particularly at the higher paid level there had been a significant advance.

Under existing scales Indian teachers salaries at this level are between 75 and 80 percent of White salaries.

"We are reasonably satisfied with the new pay pattern, but will continue to exert maximum pressure for complete parity with Whites," the spokesman said.

Equal pay for equal work (57)

PERHAPS nothing creates racial hostility more than pay discrimination. So it is good to hear from Mr. J. N. Reddy, chairman of the South African Indian Council, that the Government considers discriminatory salaries and wages "as a thing of the past."

At an Indian police passing-out parade at Wentworth in Durban last week Mr. Reddy said that the Prime Minister regretted that this measure could not be introduced at once because of the recessive economic climate.

This is understandable. Nevertheless, we share Mr. Reddy's opinion that when Mr. Vorster makes a promise he keeps it. An encouraging

sign is that according to the SAIC the salary gap between White, Indian and Coloured teachers has been narrowed. There is no mention of African teachers, but there have been indications that the Government is aware that the status, pay and training facilities for Blacks need urgent review.

Without doubt the most significant advance in the equal-pay-for-equal-work movement is last month's announcement that from April 1 equal salaries will be paid to academic staff at all universities.

The payment of the rate for the job is not only morally right, but it is also economically sound because it helps to lift the ceiling for economic advancement in the country.

No race bar in pay—Fanie Botha

Spectacular facts and figures on the elimination of racial discrimination at work have been presented by the Minister of Labour, Mr Fanie Botha, at a multiracial labour conference.

The closed conference of the Trade Union Council of South Africa at a Jan Smuts Airport hotel was called to devise labour strategies.

Labour legislation specifically prohibited racial discrimination in wage prescription or employment conditions, the Minister said.

Wages were prescribed

irrespective of race. The gap between workers was the result of their skill, efficiency and experience.

"But never is the race or colour of a person the deciding factor," Mr Botha said.

● Average black wages in the public sector had increased at more than four times the rate of white wages — by 105 percent between 1973 and 1976 for blacks compared with 22,8 percent for whites.

● Statistics rejected the claim that South Africa had often minimised the participation of workers other than whites in the labour market.

In the professional, se-

miprofessional and technical jobs, coloured workers increased by 71 percent from 1971 to 1977, Indian workers by 65 percent and blacks by 49 percent.

● Suspicions that the spectacular advancement of other races was to the detriment of whites were contradicted by the fact that white unemployment had increased only from 0,6 percent to 0,7 percent last year.

Despite increased unemployment, last April's manpower survey revealed a shortage of nearly 100 000 workers, mostly artisans and professional, semiprofessional, technical and communication workers.



MR FANIE BOTHA

Who is happy about his wage level?

THE ignorance shown by the average employer of black labour in South Africa is both disturbing and dangerous. A week before the 1976 riots Mr J D Farrell of the University of South Africa's Institute of Labour Relations conducted a survey reflecting the opinions of 1 591 firms employing 212 603 black workers. Among his findings: 80 percent of employers believed black workers were satisfied with their wages, 93 percent were satisfied that their workers were being treated fairly, only 44 percent believed equal pay for equal work was necessary for better labour relations, only 25 percent believed the recognition of black trade unions would improve relations, only 8,7 percent believed the recognition of black trade unions was necessary for better relations.

On the credit side, almost half the respondents saw inadequate communication as the biggest shortcoming in labour relations. This is certainly proved by the complacent belief of 80 percent of the employers that blacks are satisfied with their wages—nothing could underline the com-

munication gap more effectively than this misconception.

It needs only the most superficial contact with black workers to know that the vast majority of them are not satisfied with either their working conditions or their treatment. Anyone above the level of unskilled labourer is subjected to gross discrimination by the entire system in South Africa (with rare exceptions) and he knows it. Even the Government has finally got the message and is now in the process of investigating a completely new labour deal for blacks.

Employers must realise that the days of paternalism are past. They should appreciate that in most cases the machinery of "works committees" fails to create effective communication. The most promising method for achieving proper communication—and ensuring that wage gaps and labour bargaining powers are adjusted in time—is to use fully fledged trade unions. The sooner employers begin working towards that end, the better it will be for both the workers and their bosses.

Cape Times 15/4/78
726 firms pledge ① 57
no discrimination ②

Industrial Reporter

THE Cape Town Chamber of Commerce yesterday published a list of 726 firms in the city which have adopted its manifesto committing business to a policy of total and genuine non-discrimination.

The director of the 1450 member body, Mr Brian MacLeod, said the number of signatories would have been considerably higher but for takeovers by firms which already subscribe, and the closing down of businesses because of the economic slump.

Mr MacLeod pointed out that signatories were required to give a written undertaking that they would put the principles of the manifesto into practice. Although it was necessary for firms to adhere to the law in implementing the code, he added, this law was gradually changing. "It will be expected of members to take full advantage of this."

Many firms had indicated that they were in the process of instituting changes in the workplace which would enable them to adopt the manifesto. Others had put qualifications to their acceptance but this was not permitted.

The manifesto calls on employers, within the provisions of the law, to:

- Select, employ, train and promote staff without regard to race or colour.
- Determine salaries and wages in accordance with the principle of equal pay for equal work.
- Undertake to promote understanding and harmonious relations between employer and employee and between individual employees irrespective of their race, colour or employment status.



● Malcolm Schofield — not much difference in salary increases for executives and staff.

Bosses play fair in the salary stakes

SUN. EXP. 8.45
16/4/78
(57)

SOUTH Africa's top executives are not giving themselves bigger increases than they are giving their staffs.

Overall the increase in top executive salaries has been 5,7% since August while general staff salaries, on a similar annualised basis, have improved by 5,8%. These statistics are contained in the generally more optimistic salary survey put out by Urwick International.

The group's mini-salary survey concentrates on basic salary movements in all sectors for the period August to March and this year for the first time, includes a wider breakdown.

Working with Manpower and using the categories selected by Manpower for its quarterly survey of employment prospects, Urwick has been able to isolate salary movements in various industrial sectors as well as in geographical locations.

According to Malcolm Schofield, Urwick's senior partner, in those companies where salaries have been reviewed in the past few months, top executives are receiving 10,9% more than they did a year ago. The chief executive has in fact received the largest average increase of all — 12,3% — and the finance and data

Schofield takes heart from the 10,9% indication and expects that the figure for this year will be an improvement on last year. "My conclusion from this 10,9% to date is that things look a little more optimistic," he said.

Blacks Asians and Coloureds did better overall as far as salary rises are concerned. Of those companies which have reviewed salaries recently, increases for Blacks averaged 11%. (Where reviewed, the general staff increase for Whites was 8,2% on average.)

When the Urwick information is married up with Manpower's quarterly survey of employment prospects, one can see a correlation. For instance, in the construction industry, Manpower research throws up rather pessimistic indications for employment for both Blacks and Whites.

From the Urwick review one can see that salary increases in the construction industry have been below average. Overall White workers have received a 3,6% salary increase as against the industrial average of 5,8% while Blacks received 6,4% against 7,9% for all sectors.

Employers in the materials manufacture field anticipate rising employment, according to the Manpower survey, and this is confirmed by the Urwick salary review where increases in salary have been above average.

Schofield contends that the increases recorded in the mini-survey tend to be a good indicator of levels for the remainder of the year. "We therefore expect to record similar percentages in our major survey, but with a likely higher level for Black employees because they are generally reviewed more frequently than other race groups."

processing executives are also doing better than average with increases of 11,9% and 11,8% respectively.

Personnel executives have also done well receiving salaries 11,3% higher than a year ago.

Looking back over the past five years, Schofield noted that it seems as if the declining trend in top salary increases has eased. From past major Urwick salary surveys it can be seen that executives' annual salaries increased in 1973/74 by 12,5%, 15,3% in 1974/75 while a year later this increase had dropped to 10,8% and fell still further in 1976/77 to 10,1%.

Code orders 50pc rise for blacks

Own Correspondent

OTTAWA — Canadian companies operating in South Africa must now follow a specific code of conduct promulgated yesterday by the Canadian Government.

The rules outlined are designed to improve working conditions for blacks and coloured people.

Preamble to the code of conduct reads: "In South Africa, there are policies, legislation, and practices based on the principle of racial discrimination which are repugnant to the Canadians, and which the Canadian Government has condemned as contrary to internationally accepted standards of human rights."

ANNUAL REPORT

The new code will require Canadian companies operating in South Africa to report annually, the first report no later than March 31, with the results being made public.

Blacks, says the report, should receive at least 50 percent more pay than the minimum level needed to meet living costs.

Companies are instruc-

ted to step up training programmes to advance blacks and coloureds into skilled and semi-skilled positions; and non-white trade unions must have participation in the collective bargaining process.

The aim is for all Canadian companies operating in South Africa to achieve equal status for whites, coloureds, and blacks on the payroll, without discrimination, says the code.

The code of performance concludes by saying:

"Companies should, to the fullest extent possible, integrate the working, dining, recreational, educational and training facilities.

"Companies should seek advice and assistance of such South African organisations as the Institute of Race Relations and the National Development and Management Foundation which have done extensive studies of the problem of worker productivity and efficiency and which can provide invaluable advice on ways to find solutions which benefit both workers and companies."

Remove race barriers, firms told

Mercury Reporter

SOUTH African industrialists have been warned by their own national employers body that they are not trying hard enough to remove race discrimination in the workplace.

The S.A. Federated Chamber of Industries (FCI) says in a letter aimed at its 8 000 member firms that Black workers' conditions can be much improved, even within the framework of Government restrictions and discriminatory laws.

"Indeed many people contend that the removal of the remaining legislative discriminatory measures will produce little practical result, if employers are not prepared to change traditional practices to enlightened practices."

The letter outlines an "action programme" which includes appeals for: equal pay for equal work; improvement of fringe benefits; upgrading of workers to jobs not restricted by law; literacy programmes; employing Black township youths rather than migrant workers in White urban areas, and improving labour relations and training Black workers in industrial relations.

While the directive has been welcomed in some quarters, a spokesman for Black Durban unions dismissed it as "useless unless it recognises Black unions."

"If management has failed all these years to do anything to remove all discrimination, what guarantee do we have that they are going to do it now?" he said.

"The only way to ensure anything is done is to allow the workers themselves to organise in unions and do it themselves."

"It is useless unless it is concrete. After all what does 'promoting sound industrial relations' really hold management to?"

The FCI sees its action programme directive as a follow-up to the Code of Employment Practice drawn up last year by the Urban Foundation, a code which itself followed the publication by the EFC and the U.K. of codes for their firms

access to factories.

"The overseas codes also say to the unions, 'if you achieve a certain level of membership, we will talk to you.' That is something concrete that workers can hold management to," he said.

The FCI's position on unions is not explicit. In the action programme, recognition is not mentioned at all but an earlier "thirty point action programme" contains a point which is regarded as a definition of union rights, including the right to strike.

It recognises "the rights of employees to organise and associate for the purpose of collective negotiation of agreements of conditions of employment, including the right to withhold labour resulting from an industrial dispute, and to be protected from victimisation."

Dr. Gavin Macdonald, University of Natal economist and executive member of the S.A. Institute of Race Relations welcomed the FCI statement.

"I agree completely that we have customary prejudice in the workplace. We can't blame it all on the Government, we have to remove the customary barriers."

Asked if he thought the move would be an effective form of pressure he said yes but suggested a system such as the American Fair Play for Cuba Committee.

the late '60's would help ensure success.

In this programme firms which passed the non-discrimination test were given an equal opportunity badge to Black employees looking for work would know where to go.

Mr. J. Pohl, labour adviser and deputy executive director of the Durban branch of the Urban Foundation, said the chamber would be launching a programme to "educate" its member firms of the new change in attitude, signalled by the code of

South African Union
of Industrial Workers
Durban Branch
100, Victoria Road
Durban
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Let's work to a plan (57)

Nm 2514/78

WHILE WE wholeheartedly welcome the Government's decision to allow Blacks to negotiate 99-year leases on their homes, the measure makes it all the more difficult to understand why they should still be denied freehold tenure.

Events are moving swiftly in this part of the world, and one would require a king-size crystal ball to divine the political position in South Africa 99 years hence. To all intents and purposes the Government has now accepted the permanence of Blacks in White areas, so why talk about "permanence in inverted commas?" It is but a small step from granting a 99-year lease to bestowing freehold rights. Why cling to an irritating distinction in Black home ownership that means very little in practical terms?

We all realise, of course, that the Government must take the volk cautiously along the road of Black emancipation. However, its practice of moving with stealth rather than boldness has had the effect of underplaying its progress, with the result that industry, commerce and the

public generally seem to lack a sense of urgency about removing race discrimination.

Thus the S.A. Federated Chamber of Industries has seen fit to remind its 8 000 members that conditions of Black workers can be improved considerably even within the framework of Government restrictions and discriminatory laws. The main areas concern equal pay for equal work, improvement of fringe benefits, and training and upgrading of workers.

Instead of its unco-ordinated movement towards breaking down racial barriers, the Government might do better to take the bull by the horns and commit itself to, say, a five-year plan to bring about the vital changes that are necessary to a foundation for good race relations.

Housing, education, equal pay for equal work, and the recognition of African trade unions represent some of the most important areas of Black aspirations. If the country were given a deadline for the removal of discrimination in these sectors, then at least it would acquire a sense of purpose, and the Government's sincerity would be placed beyond doubt.

At least 11 unions were
23/5/78 R.D.M. (57)

Race bar may go in steel industry

By RIAAN DE VILLIERS
Labour Correspondent

A PLAN to scrap the colour bar in the steel and engineering industry will be put to employers and trade unions today.

It has been drawn up by a joint sub-committee appointed after employers and trade unions met in a full Industrial Council meeting last month. The two sides will meet separately today before ano-

ther council meeting tomorrow.

Leaders of the ten trade unions involved in the talks, representing 150 000 white, coloured and Asian workers — were reluctant to discuss the plan yesterday.

Wage and fringe benefit adjustments offered by the employers' organisation, the Steel and Engineering Industries Federation of SA, have fallen far short of the unions' demands, but Seifsa may be willing to reconsider its wage offers if agreement can be reached on the scrapping of the colour bar.

CNA chairman urges end to racial discrimination

JOHANNESBURG — The chairman of CNA Investments, Mr. Slater, said in his annual statement that the company could not realise its full earnings potential "until every vestige of legislated racial discrimination is swept from South Africa's statute books."

After listing a number of better performance indicators, Mr. Slater warned of factors which could adversely affect the improved earnings capacity.

He mentioned the "increased incidence of shrinkage from both internal and external sources. Greater emphasis is accor-

dingly being placed on all aspects of security in our stores and at additional cost, which we have not previously found it necessary to incur."

Other factors were: "The unpredictable reaction to the four percent sales tax and the continuing costly and sales-depleting disruption caused by the hitherto appalling irregularity infrequency and late delivery of container shipments from the United Kingdom since the cessation of the regular mailboat service.

"Unless the carriers can improve their handling service as was promised from April, our sales budgets will

be at the mercy of fate rather than our planned marketing programme."

Mr. Slater said the position was so serious for regular weekly importers of perishable reading matter that the group "has established its own specialist freight forwarding and clearing company to minimise importing delays and rising costs."

On Rhodesia, he said that the management, "in the face of lower import quotas and all the difficulties besetting that unhappy country, maintained earnings at the previous year's level." — (Sapa.)

Equal pay in Cape

RBM
25/5/78
57

CAPE TOWN. — The Cape Provincial Administration is committed to the total abolition of the wage gap between employees of different races, the Administrator of the Cape, Dr L A P A Munnik, said yesterday.

He told the Provincial Council it was the province's policy to apply one salary scale to all groups "as soon as the economy allows."

Doctors, nurses and teachers would be among those who would benefit.

Dr Munnik added that had the economic recession not occurred, the gap might already have been eliminated. Its abolition would simplify the running of the province and bring an end to adverse criticism.

All three opposition political parties had called in the Budget Debate for

Dr rejection of the 1978-79 provincial Budget unless the Administrator undertook to eliminate the wage gap.

In his reply Dr Munnik said the National Party had accepted the principle that the wage gap should be eliminated.

"Thus members must not think that when this gap is removed that they can take any credit." — Sapa.

RDM 25/5/78

Whitman's must review all SA job practices

Politics
July

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BY RIAN DE VILLIERS
Labour Correspondent

BRITAIN is to ask all UK companies operating in South Africa to reveal their employment practices which are open to the Department of Trade before June 30, informed sources said yesterday.

And it is understood that the information from the companies will be made public by the British Government.

Britain is expected to announce these steps today when it tables a White Paper in Parliament which will commit it formally to the EEC code of employment practices for firms operating in South Africa.

The White Paper will urge the firms to do everything they can to implement the code, agreed on by the nine members of the Common Market last year.

Sources say the White Paper will contain no provisions to force companies to observe the code.

It appears the government will rely on public pressure — but with full disclosure of companies' employment practices this may be very effective, especially in the light of



Sanctions

Radical sectors, including some trade unionists, would like to see commercial sanctions levied by the government against British companies which failed to comply with a code of conduct, the "Mail" London correspondent reports. They advocate that firms which break the code should be denied government contracts where this is applicable and be subject to limitation of tax relief.

Britain has had its own code of conduct governing companies in South Africa since 1974.

The government felt, however, that it would be more effective and the position of Britain would be less undermined, if a joint move was made by other countries as well.

For this reason the member states of the Common Market drew up the 1977 code of conduct, which the White Paper will commend today.

○ See Page 8

the role played by UK pressure groups in the past.

Britain will be the first of the EEC countries to commit itself formally to the code.

The others have been cooperating closely and are expected to follow suit soon. They may take similar steps to monitor the code.

The White Paper, together with a questionnaire and covering letter, will be supplied to chairmen of all companies operating in South Africa, sources say.

Firms will be asked to complete a new questionnaire each year.

Among the provisions of the code are:

Suitable

- Equal pay for equal work, and all jobs open to suitably qualified people, irrespective of race.
- The right of all workers to be represented by trade unions.
- Minimum wages to be 50% above the minimum living level (formerly called the Poverty Datum Line).
- Efforts to abolish segregation in the workplace.
- Alleviation of the effects of the migrant labour system.
- Training programmes for black workers.
- Funds for providing for workers' leisure and improved fringe benefits.

It has been estimated that the code will affect 145 British companies operating in the Republic with a shareholding of 50% or more, owning a combined total of 450 subsidiaries.

The fact that there will be no penalties for the non-observance of the code has led trade union organisations in the UK to point out that it is not binding and therefore lacks teeth.

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View 25/5/78 57

Employers, unions hail non-race work deal

Sieg Hannig, Labour Reporter

The colour bar in industry is expected to give way rapidly to non-racial employment security after the "epoch-making" breakthrough in the 500 000-worker metal industry.

The non-discriminatory "security of employment" formula in the metal industry is to go into effect on July 1 together with pay increases which unionists describe as reasonable.

"I have no doubt that this concept will soon be extended to most secondary industries in South Africa," said Mr Ben Nicholson, secretary of the 100 000-strong Confederation of Metal and Building Unions.

"My union has many other agreements and shall attempt to build the same principles into those," Mr Nicholson said in his capacity as general secretary of the 20 000-strong Electrical Workers' Association.

WATERSHED

It was gratifying to the unions to have found a formula which provided security of employment and job protection for its members while eliminating racial discrimination.

Di Errol Drummond, director of the Steel and Engineering Industries Federation, said the agreement was "an epoch-making event — a watershed in industrial relations.

"Skill and merit will be the only criteria for job advancement," he said.

"There will be improved training and retraining facilities for everybody.

"Union and non-union workers will participate in plant-level negotiations

for continuation

*refer to
Industrial relations —
Employer's Organisation*

RDM
Shell 27/5/78

aims at racial harmony

57

By RIAAN DE VILLIERS
Labour Correspondent

THE Shell group believed in equal treatment and opportunities for all its employees, Mr K Geeling, chairman and chief executive of Shell in Southern Africa, said this week.

But, in this area, the group's activities were frequently hampered by social and industrial laws, he said.

Shell disagreed with certain major laws such as the Group Areas Act and the Factories Act which prescribed differentiation between employees of different race groups.

But the company had gained the cooperation of Government departments in some key areas relating to personnel policies where some flexibility in the application of Government policy was allowed, Mr Geeling said.

His comments appeared in a Press statement outlining Shell's employment practices in SA released in Johannesburg yesterday.

Shell's social and employee policy was aimed at promoting racial harmony and the company had identified several areas — including race relations, housing and black education — through which it could contribute to the "healing of breaches in society," Mr Geeling said.

The statement said the company had about 2 500 employees — 58% white, 29% black, 9% coloured and 4% Asian.

IsCOR to drop job race barriers

By Sieg Hannig, Labour Reporter

South Africa's top steel producer, IsCOR, and other big steel and ferro-alloy industries will adopt non-racial employment security — but Sasol and Escom will not follow the same pattern.

This was disclosed today by Mr Wessel Bornman, general secretary of the powerful South African Iron, Steel and Allied Industries Union.

Speaking before the expected completion of IsCOR's house agreement with the trade unions, he said such agreements used to be negotiated under separate systems for every establishment.

Now all house agreements would go through the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry — the prime watchdog of the non-racial employment security system.

Negotiations with Sasol and Escom were continuing on an entirely different basis, Mr Bornman said.

DRAMATIC

There had been no suggestion of introducing the employment security formula in these establishments because they did not have proper industrial agreements, Mr Bornman said.

Therefore any changes in Sasol and Escom would continue to be negotiated as in the past.

Mr Bornman sees nothing dramatic in what has been described as the "epoch making" employment security agreement which eliminates race from the bargaining table.

"To me it has never been a question of job barriers to anybody — but a question of job protection," he said.

The new agreement was a "better form of protection" for trade unions who had to look at non-union labour in recent years when enough union labour was no longer available, he said.

SURVEY SHOWS BOSSSES NOT KEEN ON UNIONS

LABOUR
MIRROR
1978
57

Discriminatory work practices are being removed at a greater pace by companies with British or American links than by South African owned ones - although the gap is small enough to be closed quite quickly.

This emerges from a study of Non-White advancement conducted by the Johannesburg human resources consultants, Fine Spamer Associates. The survey, which was conducted earlier this year, was completed - on a confidential basis - by 167 companies representing all sectors of the economy, and together employing almost a million workers.

Trade unions did not come out very well. While most companies would not stand in the way of their staff belonging to a trade union, they would prefer them not to. It does not appear, however, that companies are against the idea of all forms of organised labour and collective bargaining, since over 80% said that they had liaison or works committees. In the majority of cases the companies said that the objectives that they had set for liaison committees had been achieved, and that they were satisfied with the impact the committees had made on the management of the company.

Some of the most interesting findings were:

- The level of objections that companies expect from Whites to mixing or dealing with non-Whites does not occur when such integration actually happens.
- Over two thirds of the companies said that they consider all staff for promotion, regardless of race.
- Although relatively few companies reported having non-Whites in supervisory positions over Whites, those that do reported very little negative reaction from Whites.

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Examination of the Importance of the Variable, "Length of Residence" on Local Imagery.

Transkei : An Illustration of its Potential.

Cape Town Electoral Districts.

Perceptions of the Cape Peninsula Landscape 1900 - 1977.

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Black traffic officers to get new powers of arrest

2/16/78

The Government plans to give black traffic officers the same powers as their white counterparts — including the power to arrest white motorists. This has been disclosed by Mr J F Oberholzer, chairman of the Johannesburg City Council's management committee.

He said the move to give black traffic officers more powers would be made by the Minister of Justice, Mr Kruger. Municipalities will be given the choice of granting these powers to their black officers, and Johannesburg is likely to do so. At present Johannesburg Municipalities will be given the choice of granting these powers to their black officers, and Johannesburg is likely to do so.

Johannesburg's black traffic force is not permitted to ticket white traffic offenders. The city council could have authorised its black traffic officers to ticket motorists, but it did not have the power to authorise black officers to arrest whites. Mr Oberholzer said the

council had ordered its black officers not to ticket white motorists as this could lead to race friction which could be blamed on the council. Black officers may ticket parked cars, but they have instructions to walk away if a white owner arrives as the ticket is being written, so avoiding possible incidents.

White officers may ticket black motorists. It is understood that if the Government gives black traffic officers the same powers as whites, the black officers will be permitted to carry firearms as do their white counterparts. Each municipality with black officers would then have to decide whether to

let the officers carry arms. At present Government policy forbids the wearing of arms by black traffic officers. Mr Oberholzer disclosed that his management committee had recently decided that black traffic officers would wear uniforms identical to those of white officers.

Black officers on motorcycles have been wearing the same uniforms as their white counterparts for some time — with legging and black breeches. But black officers on foot have black uniforms, while whites wear fawn-coloured uniforms.

9/6/78 R.D.M.

Now Sybrand defended pay

By HELEN ZILLE
Political Reporter

THE Administrator of the Transvaal, Mr Sybrand van Niekerk, yesterday made his second shock stand on discrimination in two days, as he defended race and sex wage gaps.

In the wake of his threat to private schools admitting black pupils, Mr Van Niekerk made a speech in the Provincial Council which drew accusations that he was justifying wage discrimination and contradicting Cabinet Ministers.

He said there was justification for the wage gap between race groups and on grounds of sex, based on the "sound economic principle of supply and demand."

It was the "height of irresponsibility" to call for the rate for the job "and damn the consequences".

But he insisted that he supported the Government policy of closing the wage gap. However, the Government had not set a time limit within which this should happen, he said.

If it happened too quickly the effect on the country's economy would be disastrous — it would take decades to recover, Mr Van Niekerk said.

If there was a high demand and short supply of members of a particular group in any profession, that group had a stronger bargaining position than any other. They could command a higher price on the market, in accordance with sound economic principle, he said.

Male teachers had this advantage over female teachers. "There is justification for women's and men's salaries not being the same . . . some people may say this is exploitation. I do not," Mr Van Niekerk said.

The same principle applied to black and white nurses and traffic police, he said.

He said if the wage gap between black and white nurses was closed too quickly it would seriously prejudice the employers, who had to draw labour from the black female pool.

Black women were also needed as "house servants, shop assistants, clerks, packers, etc," he said.

If nurses' salaries were equalised in a "disorganised fashion" it would have a ripple effect through the entire economy and employers in every sphere would suffer.

And he said blacks themselves did not wish the wage gap to be scrapped "in a disorderly manner."

In the case of doctors, whites were more in demand than blacks.

He doubted whether many whites would go to a black doctor, though he knew blacks patronised white doctors in large numbers. Therefore white doctors were in a stronger bargaining position than black doctors, Mr Van Niekerk said.

Mr Van Niekerk said his speech would be adversely interpreted by the Press, who would fail to mention that at black hospitals, black doctors were given preference over whites in job selection.

When considering equal pay for equal work, the socio-economic background of different groups had to be considered, he said.

If Soweto had a suburb like Houghton or Waterkloof Ridge, where doctors paid the same for water, electricity and rates and taxes "this would give them further claim to equal treatment".

Mr Douglas Gibson, leader of the official Opposition in the Council, accused Mr Van Niekerk of repudiating the Minister of Health, Dr Schalk van der Merwe, the Minister of Labour, Mr Fanie Botha, and the Administrator of the Cape, Dr Munnik.

He said Mr Van Niekerk had given "a long dissertation seeking to justify discriminatory pay scales".

STAR 27/6/78

Mining chief calls for equality

Labour Reporter

An urgent plea for equal opportunity on the labour front was made today in the annual presidential address of the president of the Chamber of Mines, Mr L W P van den Bosch.

"The Government should not shrink from the leadership that will be necessary to bring about change rapidly in this vital sector," Mr van den Bosch said.

He warned "Cost escalation in the absence of progressive relaxation of the restrictions on the more productive employment of labour can only lead to the destruction of the mining industry."

Yet it was on mining that the country relied absolutely for the economic thrust on which solutions to the country's political and economic problems ultimately depended.

Even at the present time of recession and unemployment there was a chronic shortage of competent miners. This would get worse when new mines such as Deelkraal, Elandsrand and Unisel went into production and others completed their expansion programmes.

"The Government has declared its belief that all persons have an equal right to be trained and to qualify for any position," Mr van den Bosch said.

"This policy should be expressed in legislation as soon as possible."

The education system had to be geared to meet the demand for educated people. And the law "must be so administered as to ensure equal opportunity for training and employment of all those with the necessary educational qualification."

Mr van den Bosch welcomed the "widespread acceptance, embracing all political groupings in South Africa, that job reservation based on racial discrimination is no longer defensible or practical."

The urgent needs of the time posed a crucial challenge to the State, the employer and the trade unions "who must in concert bring about change in a pragmatic and non-disruptive manner," Mr van den Bosch said.



(1) — 216

(2) — 57

(3) — 179

Labour

race bar is going fast — survey

① 57
② ~~57~~
③ ~~57~~
④ ~~57~~
ARGUS
29/6/78



About two-thirds reported an integrated pay structure for all races and said they paid equal pay for equal work, mainly based on a system of job evaluation.

Minimum wage

The average reported minimum wage was R135 a month, excluding fringe benefits which post provided irrespective of race, the main exceptions being medical aid, housing assistance and life assurance.

Most companies would their staff belonging to a not stand in the wway of trade union. They did not appear, to be against the idea of organised labour since more than 80 percent said they had established liaison or works committees.

Executives

More than 80 percent of senior executives in the 166 participating firms said they were prepared to have somebody other than white as a superior.

An important finding is that the objections expected from whites to mixing or dealing with workers of other races do not occur when this actually happens.

The survey was conducted on a confidential basis. More than half the firms were South African-owned, 28 percent had strong links with Britain and 15 percent with the United States. — The Argus Correspondent.

Warning by Oppenheimer — Page 4...

JOHANNESBURG. — A big swing towards black advancement and the elimination of labour discrimination is disclosed in the first comprehensive survey conducted on this subject.

Nearly two-thirds of 166 companies employing almost a million people expressed the belief that employment discrimination could be removed within the next five years.

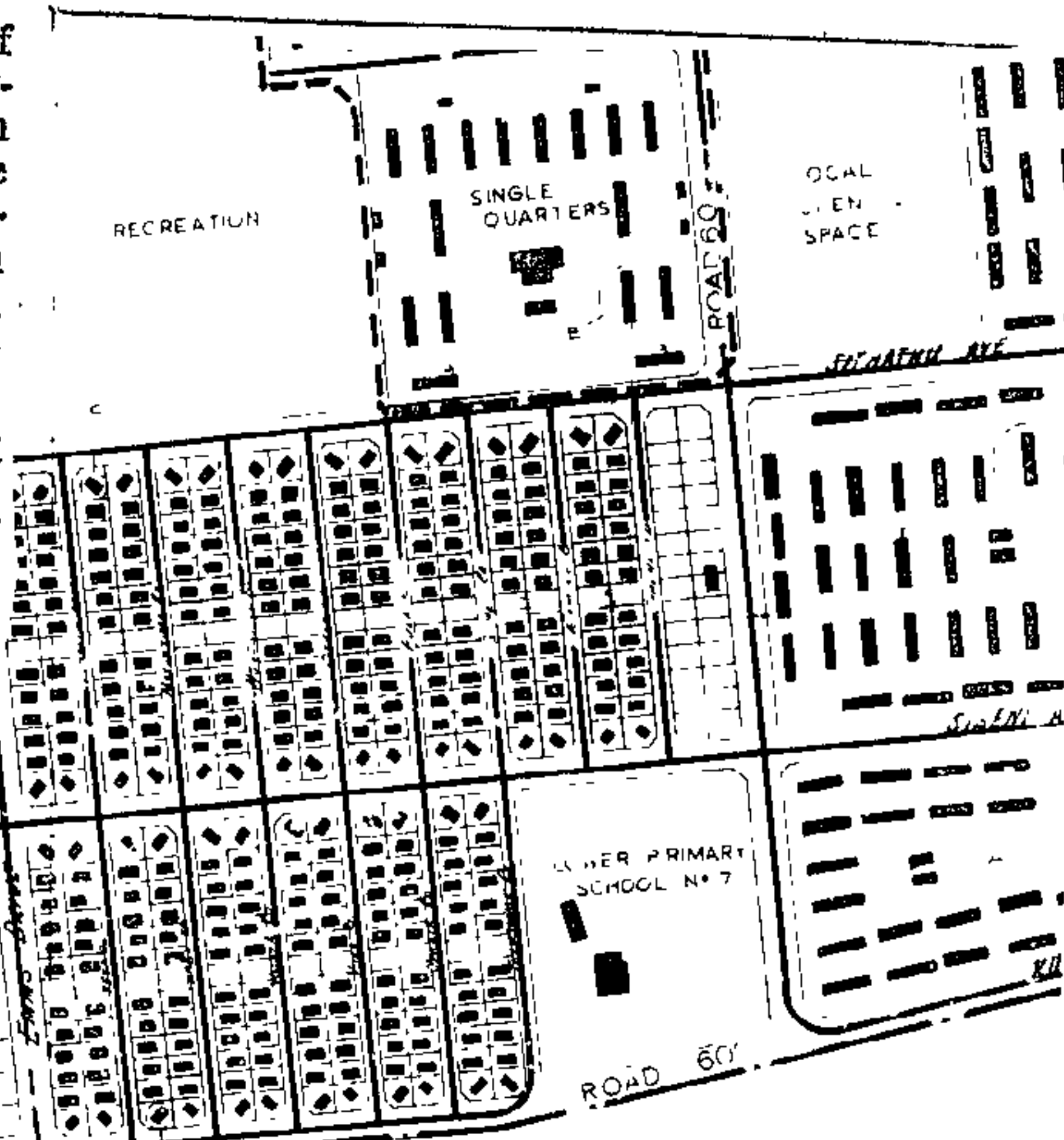
The survey, conducted by Mr Bernard Chalmers of Fine Spamer Associates, a Johannesburg personnel consultancy, shows that:

Almost seven out of 10 companies consider all existing staff for promotion, regardless of race.

Same level

More than half the 166 companies surveyed reported that they had white and workers of other races working at the same level.

Many companies have races other than white sharing offices, toilets and canteens without any major objections from white staff.



The weather Cold, rain

(Details page 3)

WOMEN

Up against discrimination

Discrimination against women is not generally regarded as a problem in South Africa. Yet it is both legally and socially entrenched. The Women's Status Committee (WVSC) found plenty of evidence of sexism to put before the Weibahn Commission into labour legislation when it gave evidence in court.

Separate minimum wage scales for men and women are confirmed by law. Male/female wages in the clothing industry, WVSC data show, differ by as much as 60%. Liquor, catering, road, baking and distribution are just a few.

The average annual income for white males in the manufacturing industry is over R2 000 says Blackie, chief of the Institute for Labour Relations.

"Females do not possess the same physical strength" is the excuse given by N Rossouw of the Department of Labour to WVSC last year. "It might wash in the case of manual labour but little else."

Rossouw has more up his sleeve. "The fixation of lower wage rates for females has created employment opportunities for them" he argues. "A substantial percentage of employers are reluctant to engage female labour if they must pay them a wage applicable to males."

Traditional discrimination runs even deeper than that on the statutes. Swart claims that only 10% at most of the average wage gap between white males and females is due to the difference in productivity. The rest is traditional discrimination.

"Labour market discrimination, or obstacles to advancement not connected with age, education or experience, account for the rest," he asserts. This is especially marked because the average educational level of white men and women is exactly the same.

Black women suffer similar discrimination. But the educational handicap they inherit still account for up to 11% of the gap. "Nevertheless," Swart continues,

"when the educational differences are rectified, it is likely that black women will encounter the same problems as whites do now."

Women tend to concentrate in professions where upward mobility is severely limited. Nearly 75% of white women in

the manufacturing sector are in a so-called job grade system earning between R1 000 and R1 500 monthly. The majority of black females are in production and related sectors, with a further 10% in administration.

But even all of the limitations imposed by the wage gap to limit the flow of women into jobs.

Change may be a long way off. The text of the Bill regulating changes recommended to WVSC by the women's study group of AVEW remains in the hands of the all-male commission.

Inkatha bid to enforce work codes

Argus
12/17/78
① 57
②

The Argus Correspondent

JOHANNESBURG. — Leaders of the 150 000-member Inkatha movement have disclosed details of a campaign to force hundreds of foreign companies to adhere to employment codes of conduct and to recognise black trade unions.

South African companies will not be immune from a campaign calculated to give an unprecedented boost to black trade unionism and efforts to gain better employment conditions for blacks.

The campaign is being launched after behind-the-scenes discussions held overseas recently between Inkatha leaders and foreign governments, trade union movements, employer organisations and pressure groups. Local black trade union leaders have also been consulted.

4 CODES

Inkatha plans to make companies in South Africa adhere to four different codes of employment — The European Economic Community code, which applies to EEC-based companies, the Sullivan code for American companies, a code drawn up for Canadian companies and the Urban Foundation code for South African concerns.

British and European companies are expected to be the first in the firing line. Inkatha leaders have already earmarked several prominent concerns as prime targets.

This week at the Inkatha annual congress in Natal all delegates are being issued with pamphlets bearing clauses from the EEC code and the names of nearly 200 companies to which the code applies. The code states that the companies should allow their black employees to have unions.

STRATEGIES

Inkatha members employed in these companies are going to approach their employers to ask them to adhere to the code, should it apply to them. Should an employer

refuse, a variety of strategies are envisaged:

- Pressure on management in South Africa by Inkatha leaders.
- Pressure on the parent company abroad.
- Protests by Inkatha to the Government in whose country the company is based.
- Calls by Inkatha on trade union movements and pressure groups in these countries to exert influence.

Should these measures prove unsuccessful, Inkatha president, Chief Gatsha Buthelezi, is expected to attack such a company from the many platforms he is granted in South Africa and abroad.

Blueprint for blacks a must — Qoboza

Cape Times

12/7/78

057

2-100

Chief Reporter

MR PERCY QOBOZA, editor of the Post, in Johannesburg, said in Cape Town yesterday there was an urgent need for the drafting of a blueprint for black participation in the economic life of South Africa.

Blacks would be primarily responsible for efforts that must be made to restore confidence and credibility in the Republic's free-enterprise system, he said.

"For this reason I would call upon them, as a matter of urgency, to establish a black economic commission under the auspices of the National African Chamber of Commerce. Such a commission would call in black experts in our community to draw up a blueprint for black participation in the economic life of our country."

Mr Qoboza — whose former newspaper, the World, was banned last October and who was kept in detention for five months — was speaking at a lunch given by the University of Cape Town Graduate School of Business Association.

He said the main task of the commission he proposed must be to examine the various codes of conduct and draw up its own code for industry and commerce.

"I am getting a bit weary of all the people who draw up codes of conduct in terms of what they consider to be fair and just for us. Maybe the time has now come when we ought to be telling people loud and clear what we consider to be fair and just for us in terms of our aspirations."



Mr Qoboza — yesterday's picture

Mr Qoboza said he visualized a five-year plan in which all business concerns would undertake to ensure that within this period:

- 24 percent of their middle management was black;
- 20 percent of top management in the same period would be black; and
- At least 20 percent of the companies' boards of directors were also black.

"I am aware this proposal will evoke the usual hue and cry and people will label it radical and that it does not take account of the realities of our situation.

"These arguments bore me to tears. We have five years to see the deal through and so instead of sitting down and shedding crocodile tears let's get on with the job."

Pay discrimination

NM 15/1/78 (57)

FOR too long the Civil Service Commission has talked about moving towards equal pay for equal work regardless of colour without initiating a national programme to achieve its goal within a reasonable time.

A recent example is in the Defence Force. Although Indian officers in the Navy will get the same facilities and opportunities for promotion as Whites they will not get the same pay. A spokesman says that this is because of the salary scales laid down by the commission.

He said that the pay gap had been narrowed considerably, and this would continue until pay differentiation was eliminated. But when will that be? At present there is a disquieting tendency to juggle with percentages which widen the gap.

For example, a Coloured earning R300 a month gets a 20 percent increase, while a White on R650 a month gets a 10 percent rise. The Coloured now gets R360 and the White R715. In other words the difference in the salary has widened from R350 to R355.

The official argument is that to do away with pay discrimination overnight would be highly inflationary. Admittedly, when things are bad economically it is much more difficult to eliminate wage and other discrimination. But no one is asking for immediate solutions.

To retain credibility the Government should move much more rapidly towards the principle of the rate for the job. The bogey of inflation need not be taken too seriously. Better pay for all means better business, and the Government would get its share of the cake through increased tax revenue.

Also job reservation too often puts an artificial premium on wages. When jobs for drivers on Durban's buses were opened to all races, the Corporation lowered the starting wage by R75 a month. Whites were not affected, and none of them was dismissed. Most of them have been promoted.

Meanwhile commuters are quite happy to be driven by Indians, Coloureds and Africans.

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53231

Source

Wage Interval	Numbers	Per cent
Under \$10	119 670	46,31
\$10 - \$20	108 560	42,17
\$20 - \$30	17 970	6,95
\$30 - \$40	6 120	2,37
\$40 - \$50	2 340	0,91
\$50 - \$60	1 690	0,65
\$60 +	1 660	0,64
Total	258 380	100,00

JUNE, 1975

CASH WAGE DISTRIBUTION OF PERMANENT AFRICAN AGRICULTURAL WORKERS

TABLE 5

57
139
60

LABOUR FM 21/7/78

Muscle for the unions

Labour relations may never be the same again. Employers who refuse to recognise African trade unions could find themselves with a massive consumer boycott of their product on their hands.

This is one implication of Chief Gatsha Buthelezi's Inkatha movement's decision—described by Inkatha publicity secretary Gibson Thula as "one of our last options against discrimination"—to attempt to monitor and enforce the various codes of employment practices which have been issued or late.

Says Thula, "We have powerful consumer leverage. If our plans are accepted by the other members of the SA Black Alliance next week, we will have even greater leverage."

There's also little doubt that the main thrust of the Inkatha campaign will be the union recognition issue. Says Thula, "Our main purpose is to strengthen the existing trade union movement." And he adds that, while Inkatha is using the codes as its base, it is not using those codes which ignore, or are ambiguous about, the trade union issue.

"We regard the FIC code as the most effective of all and our congress passed a resolution urging the leaders of all the codes to improve them," says Thula.

For their part, the unaffiliated African unions seem prepared to cooperate with the project. Black unionists canvassed by the *FM* this week took a cautious view but generally welcomed the move. Says one, "We are prepared to accept the support of anyone genuinely interested in unionism. After all the false promises of help from registered trade unions, we're pleased somebody else is coming to our aid."

But there are reservations. Such as the feeling that Inkatha should not attempt to supplant the unions' own role—and a doubt on the part of some that Inkatha has sufficient labour expertise to handle the issue.

Union meeting

On the first point, Thula replies that Inkatha's aim is to work with the unions and accept their guidance. "We don't necessarily want them to join us. They must keep their hands clean politically. We're offering this as a service to all workers, regardless of colour. Indeed, Thula is due to meet Red trade unionists on August 1 to put Inkatha's plans to them.

On the second point, Thula acknowledges Inkatha's lack of expertise but adds, "That's precisely why you're look-

ing for the cooperation of other groups, not only unions but churches and anyone else who has an interest in workers' rights."

If it discovers traces of unfair employment practices, Inkatha will, he says, act on the initiative of workers and their representatives in the industry to take up the matter rather than simply sending Inkatha officials to

check things out. Among his aims, he says, is to stimulate a broad awareness of the codes, which will mean the companies are doing to comply with them. For that it may call on foreign arms and capital to tackle the problem in the next few months.

How effective will Inkatha be? Buthelezi has promised some results within a year and observers point out that he has already made a promise he doesn't fulfil. He can deliver a union a consumer boycott could be a powerful weapon but not if it hits firms whose products are not in demand on the African market?

Overseas contracts

Says Thula, "We have made contact with overseas employers, organisations, trade unions and governments. Every case of non-compliance by a foreign firm or organisation of workers who complain will be reported to them." And he adds, "Every firm has some vulnerable workers."

Will Inkatha mean business? If so, relations between employers and their African workers will take on a new dimension with employers, for the first time under sustained local pressure, to introduce changes.

All this is a significant change of direction for Inkatha. Like many black political organisations, it has not hitherto concerned itself directly with the problems of the working man. By doing so now, it has not only altered the SA landscape but may well have opened a new avenue for worker

organisations. The initiative's credibility among black workers will depend on the expertise of the Inkatha men who run the project. But Buthelezi's reputation doesn't even have a labour minister at present and there are no labour specialists in Inkatha's ranks. That may depend on whether the movement finds one.

The second part of the wages and conditions programme, including Buthelezi's own membership drive, are regarded as all below standard and some critics are

already citing them as a question mark against Inkatha's sincerity. The extent to which they are tackled will be vital to the credibility of Inkatha's new direction.

You will then be contacted for a meeting for you to en-

YEAR OF STUDY:

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The membership fee per annum is R1. Membership entitles you to attend

STUDENTS ECONOMICS SOCIETY

More pay and NM 28/7/78 (57) same pay for all says NRP

EAST LONDON — The Cape congress of the New Republic Party yesterday adopted a motion calling on the Government to immediately increase salaries and to provide for equal salaries for national servicemen of all races.

The motion, adopted unanimously, also called for national servicemen to be called up at the beginning of the year should they intend enrolling at universities or institutions of higher education.

It also called on the party's public representatives to investigate whether it was necessary to call up national servicemen for two full years.

Congress unanimously adopted a resolution calling on the Minister of Justice, Mr. Jimmy Kruger, to resign his portfolio immediately.

Mr. Harland Bell, former MP for East London City, proposed the motion calling on Mr. Kruger to resign because of his "arrogance in a statement made last year after the death in detention of Mr. Steve Biko."

If Mr. Kruger decided not to resign, he ought to appoint a judicial commission of inquiry to investigate deaths in detention.

It was possible today for detained people to disappear from the face of the earth without families knowing what happened to them.

Referring to the high number of people who had jumped from buildings while in detention, Mr. Bell said it was obvious that Mr. Kruger had no control over his department because he had issued instructions to curtail repetition of such events.

A judicial inquiry into the deaths of detainees had become necessary. Members of the legal profession were qualified to carry out such an investigation because of their complete independence, whereas magistrates could be regarded as part of the executive.

The motion was adopted unanimously and with delegates applauding it.

Congress decided to appoint a constitutional consultative commission to discuss as an on-going process, constitutional problems with South African leaders, irrespective of race. — (Sapa.)

PP to draw up crystal-cut policy

The opposition, has congratulated the party's Grahamstown, was so he had and from the dele- party leader- to avoid embarrassing on the

franchise issue, although one delegate stated flatly that he favoured a system of one man, one vote. The congress resolved to leave formulation of policy proposals to the constitutional committee under Dr Frederick van Zyl Slabbert and decisions to the party's national congress in November.

Summing up at the end of the congress, Mr Eghin said his conclusions were much the same as they had been after the Natal Congress last month: "The message that comes to me

is that we must sharpen the definitions of our image and our policy. We must see we have a policy that is crystal clear with no confusion and no double talk.

"At least by the time we go into the next parliamentary session, we will have a crystal-clear image and policy."

He was loudly applauded when he said the message he had was that, if the party was to make mistakes, they should be "on the side of boldness and not on the side of timidity"

The congress urged Dr Van Zyl Slabbert, during the earlier debate, to recommend "full citizenship rights for all South Africans under a Federal Constitution that guarantees such rights" when his committee reported to the federal executive in the next few months.

Mr Roger Hulley, MPC for Constantia, opened discussion on behalf of the provincial executive and said the party's commitment to full citizenship rights did not specify a

franchise system. "Congress cannot instruct the Van Zyl Slabbert committee by specifying one or other system but us not pass resolutions binding the party in any way in respect of mechanisms."

Mr Mike Mitchley of East London said, while he personally believed in one man, one vote, the PFP should decide on this or a qualified franchise because of its voter appeal. He should prepare for effective government, but go into a National Convention with its credibility and principles intact.

Dr Van Zyl Slabbert said it was a pity so much of the debate on constitutional alternatives focused on the franchise.

"I don't think the problem in South Africa is the franchise. It is one of avoiding domination — white domination, black domination, totalitarian domination," he said.

The congress adopted a resolution supporting statements such as those of the chairman of the PFP federal executive, Mr Harry Schwarz, despite criticism of Mr Schwarz for "warmongering" from Mr Mitchley, of East London, who said Mr Schwarz fell into the Government trap of setting up a war psychosis in South Africa.

Among the resolutions adopted by the congress were:

- ⊙ That the Crossroads squatter camp be accepted as a suburb of Cape Town and be provided with municipal services and housing loans.
- ⊙ That open amenities and the immediate desegregation of beaches and public transport be supported.
- ⊙ That minimum wage levels for domestic workers and labourers be called for.
- ⊙ That black leasehold rights in the Western Cape be called for.

PP clear

GRAHAMSTOWN. — The Leader of the Opposition, Mr Colin Eghin, has committed the Progress Federal Party to having a crystal-clear image and policy by the next parliamentary session.

This, he told the party's Cape Congress in Grahamstown at the weekend, was the main message he had had from debate and from private talks with delegates.

Earlier the party leadership had managed to avoid a possibly embarrassing detailed debate on the

THE US

Inkatha sells itself

FM 11/8/75

Inkatha's latest drive to harness consumer and worker power assumed a new dimension this week. Speaking in Los Angeles, Inkatha president Gatsha Buthelezi laid down the guidelines — and the limitations — of the US's role in the Inkatha scheme.

Always a staunch opponent of disinvestment, Buthelezi stressed that economic pressure for change in SA must not come from abroad.

In fact, he argued, no attempt to liberate SA could succeed if local black leaders were not consulted: "We remain suspicious of shuttle diplomacy between apartheid bosses and front line presidents without consulting us."

Americans, blacks in particular, had a responsibility to facilitate peaceful change in SA. This is where Inkatha's latest tactic comes in. One of the few remaining non-violent tactics is to strike at the "Achilles' heel" of white society — its economic dependence on blacks.

Inkatha's first step is to monitor the implementation of employment codes. At least 104 US-owned firms in SA have signed the Sullivan code (which has only recently been amended to take account of trade unions).

What US citizens can do is urge US businessmen with SA interests to meet Inkatha and the trade unions and talk. "This is your responsibility; they are your investors and they represent your society."

Inkatha, claimed its president, with its 150 000 paid-up members and wide support, was the first body sufficiently organised to sustain such a drive.

Buthelezi realistically conceded that he could not expect Americans to fly in the face of their own economic interests. But, he continued, "the vested interests of the US would be served better if there were a real participation by you in the struggle for liberation in SA."

The Star

Friday August 25 1978

The answer to disinvestment

à R

THE United States companies which plan to spend millions of rands to improve the lot of black workers in their South African subsidiaries give the answer to the apostles of disinvestment. The US firms now offer constructive change, where the others offer only chaos and confrontation.

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The seven multinationals intend increasing investment to abolish racialism, improve skills by training, demolish the wage gap for equal work and improve the quality of life for blacks outside their work environment. These are all highly desirable goals which should give the black man a stake in an ordered economy and sharpen his incentive and productivity.

The application of the Sullivan principles should dispel fears that white South Africans

would return to their bad old ways if the threat of economic disaster were removed. Indeed South African companies would be obliged to follow the American example in a competitive labour market which a stimulated economy would bring about.

Ironically, the move by the multinationals represents a turn-about, for South African employers were the frontrunners in improving conditions for their black workers. Now they are being left behind, ignoring even a Government lead.

Only at their peril can they continue to stay in the rear when the American companies prove that fair treatment will not cause the sky to fall in. And fair treatment will require, not merely passive acquiescence, but much training and effort by local businessmen.

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nageant dans la mer ?

Pour l'instant, Prouhèze, l'Épée retirée du cœur de Rodrigue, gît toute ensanglantée. La mort du sacrifice, dit-elle, est tout ce qu'elle peut donner à Rodrigue (Th II, 779) et ce n'est que quand tout le sang aura coulé de cette blessure, quand Rodrigue crucifié par elle connaîtra son "vide impitoyable", qu'elle pourra le donner à Dieu découvert et déchiré pour que Dieu le remplisse dans un coup de tonnerre, c'est alors " [qu'elle aura] un époux", et qu'elle verra "sa joie" (Th II, 780). C'est ainsi que parle Prouhèze, et la Lune lui "baise le cœur".

Cette même lune contemple aussi Rodrigue dans son bateau qui, l'Épée retirée de son cœur :

(...) dort (...),
Le sommeil sans bords d'Adam (...).
Car comme Adam dormait quand la femme lui fut enlevée
du cœur, n'est-il pas juste que de nouveau il
Dorme en ce jour de ses nocces, ~~(...)~~ ?

(57) 30/9/78 J.T.

Equal pay for equal work at GM plant

By Harvey Thomas,
Motor Editor

General Motors executives meet in Port Elizabeth today to launch a R4-million programme to abolish apartheid in the corporation's South African operations.

The programme embraces equal pay for equal work, and GM consider that none of their plans violate South African law. The President of GM,

Mr Elliott Estes, announced in Detroit yesterday that the programme was being undertaken to implement more fully the "Sullivan Principles," the guidelines formulated by Dr Leon Sullivan for US companies operating in South Africa.

Dr Sullivan, a black church minister, is a director of General Motors.

I understand that the

programme removes the barriers previously preventing blacks from attaining top managerial positions in GM (South African) and the number of blacks being trained for top jobs will be tripled.

Another cornerstone is a totally revamped and much expanded training programme where "anyone with the right qualifications will be able to get ahead."

When the programme is complete General Motors "will have modern, fully integrated dining facilities, locker-room and rest-rooms in all its plants in South Africa," said Mr Estes.

GM's response to the "Sullivan Principles" has drawn attention to the lead the US-owned motor companies in South Africa have taken in dismantling discrimination in their plants.

FAIR DEAL

When the chief executive of the Ford Motor Company, Mr Henry Ford II, was in South Africa recently, he also announced a "fair deal" training programme for all workers and implied that there would be no stopping a capable black reaching the top at Ford.

Both companies have spent millions of rands on special recreational and housing facilities for their black workers in the Port Elizabeth area.

GM employs about 4 000 people in South Africa, nearly half of them black and the majority in the Eastern Cape.

● GM said today that its next, phased price increase would come in on September 4. Passenger cars would go up by about 4.5 percent and commercial vehicles by from four percent to eight percent.

Job bars may go says Botha ^{7/9/78} ⁵⁷

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Therefore average co

= R⁽³⁾

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Finally the relative

monthly cost of maintaining each group:

<u>Group</u>	<u>Monthly Cost</u>	<u>Weighted Factor</u>
Adult (<u>not</u> school-going)	R32,81	1,0
" (school-going)	R40,48	1,2
Child (<u>not</u> school-going)	R12,00	0,4
" (school-going)	R16,18	0,5

BLOEMFONTEIN — The Minister of Labour, Mr Fanie Botha, yesterday gave a strong indication of the scope and content of the Wiehahn Commission's recommendations on labour legislation, due to be tabled in an interim report next month.

Addressing the National Party's Free State congress, Mr Botha said the following recommendations could be expected:

The scrapping of job reservation;

"A unitary system" to include all races in the bargaining process between employers and employees;

A special labour court to deal with labour disputes; and

A body including employers, employees and labour experts to have a direct hand in formulating the country's labour

legislation

Mr Botha said he would have no hesitation in accepting the commission's recommendations.

He said South Africa was the only country in the world with a law to maintain job reservation on its statute book.

Although he did not directly refer to trade union rights for all races, Mr Botha said a "unitary system" would have to be devised to include workers of all races in the bargaining process.

Mr Botha said South Africa could not ignore the worldwide labour movement, and had, in consultation with the Department of Foreign Affairs, set up a bureau for international relations.

The task of the bureau was to keep close contact with international labour movements.

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Transkei

620 x 15,76)

derived from the

End of job reservation, hints Botha

31
7/9/78 R.O.M.

Political Correspondent
BLOEMFONTEIN. — The scrapping of job reservation is almost certain to be one of the main recommendations of the Wiehahn Commission, the Minister of Labour said yesterday.

Mr Fanie Botha said he would have "no hesitation" in accepting the commission's recommendations.

Addressing the National Party's Free State congress, Mr Botha said the following recommendations could be expected:

- The scrapping of job reservation.
- "A unitary system" to include all races in the bargaining process between employers and employees.
- A special labour court to deal with labour

disputes.

● A body — including employers, employees and labour experts — to have a direct hand in formulating the country's labour legislation.

The Wiehahn Commission's interim report is due to be tabled next month.

Mr Botha said South Africa was the only country in the world with a law to maintain job reservation.

Other methods would have to be found to protect workers, he said.

The system of works committees, to provide liaison between black workers and their employers had also become unwieldy due to the great increase in the numbers

of black employed in factories.

Although he did not directly refer to trade union rights for all races, Mr Botha said a "unitary system" would have to be devised to include workers of all races in the bargaining process.

Mr Botha said South Africa could not ignore the world-wide labour movement, and had, in consultation with the Department of Foreign Affairs, set up a Bureau for International Relations.

The task of the bureau was to keep close contact with international labour movements and had on three previous occasions successfully thwarted trade union attempts to impose boycotts on South Africa, he said.

CODES OF CONDUCT

MORE MONITORS

Employers must be told about codes of conduct and that they are there for the benefit of new business organisations which are obliged to monitor them.

That is the bulk of Inkatha's message that in place of the traditional union structure, a new code which offers a way of life where unionisation is not necessary.

It is a code of conduct, however, he says, and it is about it that President Feroze Mehta told the ANC a detailed strategy has been worked out yet. "We have not the time to discuss it in a plan," he said, "but we need the time to do it."

Why then should we have taken this do-

✓
cision now is as unclear as how it plans to tackle its campaign. Tucsa men argue that, as a trade union body, it is better equipped to handle the task of monitoring compliance with codes than an "interloper" like Inkatha. They add that most of the points contained in the codes have been Tucsa policy for years.

But why now? Most of the codes have been around for over a year and Tucsa has shown little interest in trying to monitor them up to now.

Which suggests that Tucsa is reacting directly to the Inkatha move by attempting to neutralise what it sees as "political" influence on the shop floor.

Not so, says Webb. "Our decision had nothing to do with Inkatha's. It's natural that we, as a labour organisation, should be involved in monitoring a labour code."

A key question-mark hanging over Tucsa's decision is its relations with the unregistered unions which have no links with it. These are at a low ebb, and monitoring the codes is likely to bring Tucsa into situations where it will have to act with, or on behalf of, these unions.

Webb says Tucsa hasn't discussed the issue with the unions, nor yet decided whether it will; but he concedes that Tucsa "would most probably" take up the cudgels on behalf of the unions —

whether or not they are linked with Tucsa.

The unions themselves are not saying anything about the Tucsa move yet — but they are likely to greet it warily.

Many an employer, of course, is likely to welcome the Tucsa move. They will probably feel more at home with a fairly moderate labour outfit like Tucsa than with a mass black party like Inkatha.

But the effectiveness of Tucsa's move will depend on the confidence it evokes from black workers on the factory floor. An attempt to secure the co-operation of their unions is an obvious key step in that direction.

w/e ARGUS 9/9/78
EST
(2) 57

SUCCESS

Colour no longer a criterion for success—in some city firms at least

By Gerald Prosalendis

AT the age of 47, Mr Freddie Overmeyer is well up the ladder of success. Twelve years ago he joined a large supermarket group as a receiving manager.

Today he is manager of one of their more difficult stores. He has a company car, subscribes to a medical aid and pension fund and supervises a large staff.

He has access to a housing loan scheme and an educational fund for his children.

Mr Freddie George joined a larger motor firm as a mechanic's assistant in 1964. He has worked his way up through the ranks to the position of sales representative.

He, too, has a company car and medical aid and pension benefits. Other benefits he enjoys are a petrol allowance and expense account.

Mr Stanley Nongogo is assistant manager of a supermarket store. He has worked for his company for 16 years and recently moved into his new home financed by his company.

New breed

All three men are among a new breed of Cape Town executives.

They are also black and operating in a predominantly white business structure. All of them insist colour is no longer a criterion for success in their firms.

'We are employees like anybody else — in fact we do not want to be distinguished as black at all,' Mr Overmeyer said.

Their rise and that of other like them has been made possible not only by their ability but also by the 'non-discriminatory' manifesto launched by the Cape Town Chamber of Commerce two years ago.

Openess

'The atmosphere in this office has changed since the manifesto was launched — there is an openness and the opportunity to express one's feelings freely,' Mr George said.

Mr Nongogo feels there are still firms who use the excuse that they must conform to Government policy when dealing with black employees.

Mr Sidney Snyders, who works as an administration manager, said the manifesto had 'cleared the air' for many blacks working in white firms.

Several employees interviewed emphasised that their firms had adhered to the principles in the manifesto even before the chamber launched its campaign.

Significant changes

Weekend Argus this week investigated a number of city firms to see how they were putting the code into practice and found that many employees feel it has brought about significant changes in attitudes toward employing, training and promoting black staff.



MR FREDDIE OVERMEYER, manager of a supermarket store: 'We are employees like anybody else — in fact we do not want to be distinguished on the grounds of colour at all.'

The manifesto calls on employers within the law to:

- Select, employ, train and promote staff without regard to race or colour;
- Determine salaries and wages in accordance with the principle of equal pay for equal work;
- Do everything possible to promote understanding and good relations between employer and employees regardless of race.

More than half the Cape Town Chamber of Commerce's 1400 member firms have signed the manifesto.

Business executives told Weekend Argus this week the manifesto had been 'timely' and had given many firms the courage to go ahead and implement changes.

Mr Brian McCleod, director of the Cape Town Chamber of Commerce, said firms which signed the manifesto had to show they had done so by displaying a specially prepared document setting out the principles in the manifesto on their premises.



MR FREDDIE GEORGE, sales representative for a motor firm: 'There is an openness and opportunity to express one's feelings freely.'

Looking
at a
new
breed
of
Cape Town
executives

If employees feel they are being discriminated against they can complain to the Chamber of Commerce. The complaint is then investigated.

Mr McCleod said few complaints were received.

'Where we have taken up complaints they have been rectified in all cases,' he said.

No friction

Company executives this week said the manifesto had been implemented without friction among employees.

Mr Raymond Ackerman, head of Pick 'n Pay, said: 'We select, train and promote our employees to the highest levels regardless of colour.'

Mr J L Venter, General Manager Manpower and Personnel Development of Foschim (Ltd), said his firm has been working towards the situation where employees are promoted on ability alone for a considerable time.

Professor Francis Wilson, Professor of Labour Economics and director of the Southern African Labour and Development Research Unit (SALDRU) at UCT, said:

'As a movement away from racial discrimination within the economy the Cape Town Chamber of Commerce manifesto is a welcome beginning. But if firms are really serious about abolishing racial discrimination they have got to get to grips with some fundamental structural inequalities in the South African system.'

Trade unions

He said the Cape Town code was considerably weaker than many overseas codes.

'It is important that two particular areas be looked at — trade union rights for black employees and also the rights of employees to live with their families within commuting distance of their work,' he said.

It had also be recognised that the present educational structure was heavily biased against blacks, he said.

Professor Wilson said this was not asking firms to break the law but rather to exert their influence in pushing for change.

20/9/78 R.D.M. 53

At the other end of education at all There is therefore of the worker and direct because it particular legal relationship between It is therefore his educational In summary, it so we do not know contracted into of getting the

Assocom appeal on labour rights

57

CAPE TOWN. — Assocom has adopted 40 principles to guide member firms in abolishing discrimination based on race in the workplace.

In a statement published in the Cape Town Chamber of Commerce bulletin, the association requests members to "bear these accepted principles in mind whenever dealing with this subject".

The principles include the recognition that human resources are South Africa's greatest natural asset.

They also recognise labour as a commercial commodity which all workers should be able to offer in the best market.

Other suggestions are:—

- The Bantu Labour Act should be repealed and a unitary system for all labour be introduced under the Department of Labour.
- Trade unions should be free to represent all ethnic groups, subject to registration and should represent

the interests of all employees in a given industry.

● Full rights of ownership and totally secured titles of occupation should be provided for urban blacks.

● The rights in land and fixed assets should be extended to full and unconditional ownership rights.

● Restrictions on the recruitment of labour in the homelands by private enterprise should be removed.

● Prohibitions on the performance of work by blacks, coloureds and Asians should be repealed.

● Family accommodation should be provided for workers wherever possible.

● No action should be taken against blacks found to be "unlawfully employed".

Assocom believed that increased wages and improved conditions of service would make it possible for services such as transport, welfare and housing to be provided on an economic basis. — Sapa.

ers with no categories. level of skill ver not very ; with a .cally significant tract workers. termines both os, why this is tended to be best chance itably qualified.

1.2 Length of We endeavoured of workers. I worker at the t held.

There was no association between length of service and job category. In particular, there was no indication that borners in the higher operative category held their jobs, on average, for any longer than migrants doing the same type of work or that either group had a longer average record of service than their counterparts in the unskilled heavy labour category. Indeed, those with the longest service were most often to be found in the unskilled menial labour category. This was partially due to the fact that 10(1)b's predominated this labour category. Out of the nature of their legal status they tended to remain with the same employer for longer periods than other workers (see Table 6).

There were almost as many workers (48%) with more than 4 years of service as there were with 4 or less years. Despite this overriding tendency towards long service, the actual length of service was influenced by legal status. Table 6 illustrates the effect legal status had on the length of time a man was likely to remain in his job,



SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT

RESEARCH DIVISION,
SCHOOL OF ECONOMICS,
BEATTIE BUILDING,
UNIVERSITY OF CAPE TOWN,
RONDEBOSCH,
7700.

TELEPHONE 69-8531 (EX 453 440)



The Secretary,

Dear

Thank you very much for your
union membership for our

your help.

Yours sincerely,

DELIA HENDRIE

Research

A big boost for equal wages

Own Correspondent
PORT ELIZABETH.
Over 60 of the top 100 companies in South Africa give the same benefits to employees of all races, according to a survey by Liberty Life Association. Mr Monty Hilkowitz, general manager of Liberty,

told the Trade Unions Congress of South Africa yesterday that 46 of the top 100 companies surveyed did not differentiate at all, and 16 differentiated only minimally. More than a third had

made independent improvements to benefits for blacks since 1973. He said 70 were local companies and 30 foreign controlled. This showed differentiation was unaffected by country of origin.

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ppreciate

COY

OBJECTIVES:
 To obtain optimal contact between individuals and health & community training staff
 To identify and solve local health problems
 To train people to take responsibility for their own health care
 To train people to help their own health care
 To train people to help their own health care

Star 22/9/78
Low wage group hit by Col

SELECTION OF VILLAGES:
 by mothers a NCH Clinic through: Chief, MO, in charge
NUMBER OF VILLAGES:
 Originally 10, but one dropped; up to 120 in

South Africa's low income groups have been hit hardest by the country's rising cost of living over the past year.

Figures released by the Department of Statistics show that in the 12 months ending August 31 this year, the cost of living for South Africans earning less than R2 000 a year (which includes the majority of blacks) rose by 13,2 percent.

For the middle income group (earning R2 000 to R5 999 a year) it rose by 11,8 percent and for the higher income groups (earning R6 000 and more a year) it rose by 11,2 percent.

The overall cost of living increase in this period was 11,7 percent. This represents a slight drop in the high inflation rate for the 12 months ending July 31 — the cost of living increased by 12,5 percent over this period.

During the month of July this year, the Consumer Price Index leapt by a record 4,2 percent. General Sales Tax, which was introduced on July 3, was the major reason for the exceptional leap.

In August the Consumer Price Index rose by only 0,6 percent for all income groups. In July, the cost of food increased by 5,9 percent.

Last month the increase was down to 0,3 percent.

LOCATION OF VILLAGES: 9 vil Outhi
INITIAL TRAINING: One we
SUBSEQUENT TRAINING: Two to ever
TRAINING CONTENT: Group domestic, immunization, basic family program, women, home, basic TB at hospi

SERVICES PROVIDED:
 Motivational Reports, community, drinking water, local, Encourage NCH Clinic, Family Contact, 3 fam for

SCOPE:
 The improvement of the level of health in the villages on the front Hospital region

COMMUNITY SERVICE:
 Identification

PLANNING:
 Education, PWA, 100, Village

IMPLEMENTATION:
 & communication, health materials

EVALUATION:
 called by various VHW

CONCLUSIONS:
 called for of VHW's

RECOMMENDATIONS:
 10; 16 dropped

Each community chose 5 volunteers; 10 staff selected 2 staff members for VHW program
 2 to 4 each village

TECHNICAL SUPPORT:
 18.
 Terebellong
 Villages surrounding the hospital
 Two days
 Approximately every 2 months
 Demonstrations on: immunization, hygiene, nutrition, TB
 1 week lecture, 1 week practical, 2 months
 10 discussions on: nutrition, communicable diseases, health edu. methods, practical training in: health education

Motivation/Promotion:
 infectious disease outbreaks, immunization, NCH Clinic utilization, latrine building, patients to continue drug therapy (continued on next page)

Motivation/Promotion:
 Encourage NCH Clinic utilization, Follow up: chronic conditions, TB defaulters, hygiene, Treatment: scabies and sorea, care of aged

(57) 22/9/78 RDM

A big boost for equal wages

Own Correspondent
PORT ELIZABETH. —
Over 80 of the top 100 companies in South Africa give the same benefits to employees of all races, according to a survey by Liberty Life Association.
Mr Monty Hilkowitz, ge-

neral manager of Liberty told the Trade Unions Congress of South Africa congress yesterday that 46 of the top 100 companies surveyed did not differentiate at all, and 16 differentiated only minimally.
More than a third had

made independent improvements to benefits for blacks since 1973.
He said 70 were local companies and 30 foreign controlled. This showed differentiation was unaffected by country of origin.

In conclusion, as a result of our perhaps necessarily sketchy and impressionistic survey, we feel that we have canvassed the opinion of a sufficient proportion of South African industry to provide reasonably reliable, though not comprehensive, information to serve as a guide for those courses which should be included initially in the curriculum of the proposed Technical College.

White-black wage gap continues to narrow

Stat 28/9/78

Labour Reporter
The disparity in average incomes of whites and blacks decreased in all economic sectors from 1970 to 1977, Professor Arnt Spandau, business economist of Witwatersrand University, said today.

In that period the average black/white earnings ratio narrowed most obviously in the mining sector from 19,79 to 1 in 1970 to 7,57 to 1 in 1977.

INCENTIVES

Although the difference in average incomes increased in all economic sectors in money terms, it dropped in 10 out of the 14 sectors in real terms (after making allowance for inflation).

But, owing to higher taxation for higher income

groups, "the degree of income equalisation is considerably larger than is apparent from these data," Professor Spandau said.

He was addressing the annual convention of the Institute of Personnel Management in Johannesburg.

The professor said higher white earning power was probably needed to keep up professional and managerial incentives.

It could not possibly be the objective of economic

policy makers to further curtail white income standards.

What was needed was to enhance black incomes relative to white incomes, he said.

The controversy between capital and labour had changed into a more dangerous controversy — that between the employed and the unemployed.

Only a labour-intensive, efficient and export-orient-

tated policy for economic growth could bring a solution to the serious issues facing South Africa, he said.

Professor Spandau said increased incomes need not always result in increased unemployment.

They could increase employment and economic growth under certain conditions, particularly when higher incomes allowed the implementation of technical economies of scale.

W

Toit and the UF's Judge Jan Steyn say their organisations have not asked the commission to include the code in its recommendations. Du Toit says Saccola's evidence to the commission was presented before the code was drawn up. Steyn says "there has been some loose talk" about monitoring the code and that



UF's Jan Steyn . . . I didn't say a thing

LABOUR CODES

The law's long arm

^{FM 6/10/78}
The Urban Foundation/Saccola code of conduct on the statutes as part of SA's labour law? It's a possibility if some of the code's supporters have their way.

The *FM* understands that the Wiehahn Commission has discussed the code and that it will take it into account when it reports its findings. Some sources believe the commission has been asked to recommend that the code be written into law — presumably to be enforced by the labour court which seems likely to emerge after the commission reports.

Certainly many labour men believe that the commission is in favour of a "fair labour practices code" becoming part of SA labour law. And it's also pretty evident that Saccola and the Urban Foundation are looking around for ways of monitoring their code — the FCI, for example, has decided to undertake a monitoring exercise.

Many supporters of the UF/Saccola code believe the ideal way to monitor it is to have it placed on the statute book. This would presumably establish it as the code most likely to be observed by all firms in SA — including those with foreign parents who would point to the need to obey SA law as a reason for adopting the local code rather than any of its overseas equivalents.

Nevertheless, both Saccola's Chris du

getting it legal backing was one of the options touted around. He adds, however that "I know nothing about this beyond that." The UF did not give evidence to the commission, he says.

So the code's two sponsors have apparently not asked the commission to give it legal sanction. But the idea has its backers and it would come as no surprise if at least part of the code were included in the commission's recommendations,

AMERICAN EXPORT-IMPORT BANK CONNECTION

Direct pressures for labour changes coming

By Sig Hannig,
Labour Reporter

For the first time direct pressure for labour changes is about to be brought to bear on wholly owned South African companies — provided they rely on American Export-Import Bank guarantees.

But the move is expected to have a limited impact both on South African employment conditions and on American exports to South Africa.

It came in the form of the "Evans amendment" to the Export-Import Bank Authorisation Bill which was approved by the Senate last week and will become law as soon as it is signed by President Jerry Carter.

The amendment denies the bank's facilities to any South African purchaser

who fails to get certification from the State Department that he is proceeding towards implementation of:

- ① Non-segregation of the races in all work facilities.
- ② Equal and fair employment for all employees.
- ③ Equal pay for equal work.
- ④ Initiation and development of training programmes to prepare non-white South Africans for supervisory, administrative, clerical and technical jobs.
- ⑤ Increasing the number of non-whites in management and supervisory positions.
- ⑥ A willingness to engage in collective bargaining with labour unions.
- ⑦ Improving the quality of life for employees in such areas as housing, transportation, schooling, recreation and health facilities.

The new law also applies to any export which would contribute to enabling the South African Government to maintain or enforce apartheid.

And it applies to exports to South African Government agencies unless the President determines that significant progress has been made toward the elimination of apartheid.

It is understood that the bank was committed to the tune of close to R200m for periods of no longer than 3½ years in respect of exports to South Africa last year.

But it is impossible to ascertain from local sources how much of South Africa's annual trade of close to R1 000m with the United States is dependent on guarantees from the bank.

The bank does not grant

direct credit to South Africans as a result of a previous political ruling. Since the bank's function is to promote American exports, and since America is not the sole source of supply for most South African imports, the move must hurt America more than it does South Africa.

Mr J J Bouver, general manager of the Credit Guarantee Insurance Corporation of South Africa, pointed out that there is a private firm in the United States which provides facilities similar to that of the Export-Import Bank.

He said European banks which had the same function as the Export-Import Bank provided credit guarantees for about 10 percent of their countries' exports on average, he said.

Essentially foregone a basic right conferred by the law. The right he confers upon others benefits at no cost to himself and with no return to himself.

Botswana represents a clear case of the need to evolve traditional forms to accommodate the commercial world. One of the forcing houses of the modern world is the company concept: essentially simple yet radical. A parallel development would be to upgrade the right to graze (that is, the right of access to land) into shares over communal land controlled equally by member households. The shares would refer to grazing units according to the grazing capacity of the communal land. In other words, the community would become a company in the modern sense, the asset base of the company being the land it controlled. In this way the right to grazing would be converted to a right over an asset i.e. land which has a certain grazing capacity. At annual general meetings of the company (the equivalent of the community) it would be decided what the carrying capacity

CAPE TIMES 25/10/78

NGK vote for pay equality

Own Correspondent

BLOEMFONTEIN. — The General Synod of the influential Ned Geref Kerk last night accepted the principle of equal pay for equal work regardless of race.

Acceptance of the principle was recommended in the report of the important mission commission of the general synod which was laid before the delegates yesterday.

Its recommendation was endorsed by the synod with a minimum of debate and a minor stipulation, that the work for which there should be equal pay should be equally responsible.

In the report the commission detailed its negotiations with the authorities on the position of urban blacks in the wake of the 1976 unrest in black townships.

It implicitly claimed credit for the decision to abolish Afrikaans as a compulsory medium of instruction in black high schools after the protest marches and police shootings in Soweto in June 1976.

After outlining its recommendations to the then Minister of Bantu Education for the suspension of Afrikaans as a compulsory medium, the commission said in its report: "Members of the synod will take note that the later decision of the state on Afrikaans in schools was in large measure in line with our proposals."

The commission made representations to the authorities on the general position of urban blacks, describing the aspirations of urban blacks as the "burning question" facing South Africa.

"Without doubt we are concerned with the underlying problems of the urban blacks," It said in its representations on the 1976 unrest.

"They are the most highly developed of the black people and consequently feel any discrimination against them most acutely."

"Many have no direct ties with the homelands and do not regard themselves as belonging to a homeland."

"The demand for a say in management institutions exercising power over them is getting stronger and stronger, as are their feelings on questions such as citizenship, the vote, and a share in central decision-making in South Africa."

57

339

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GENERAL NEWS

Appeal for relaxation of job bars

57
33
27/10/78 R.A.M.

By DEREK SMITH
SCOTTBURGH. — Skilled black workers in the building trade face the spectre of instant demotion to labourer if a white artisan is out of work.

The practical application of this system was immoral, said Mr Lou Davis, vice-President of the Pretoria Master Builders' Association.

Each man's position and future should be entrenched

in the building industry regardless of race, he said.

He was speaking at the annual congress of the Building Industries Federation of South Africa (Bifsa), in Scottburgh yesterday.

Black operatives working under a temporary exemption system were perhaps the greatest problem faced by the building fraternity.

The exemptions allowed black operatives to do cer-

tain limited aspects of artisan work. In practice a black trainee was brought to a level of skilled competence by expensive training methods, he said.

At this stage the man became a fully productive unit contributing in every way to general economic progress and stability, he said.

But after the advantages of personal status and job satisfaction he could then once again be reduced to the level of labourer.

This was simply because a white artisan with perhaps less work potential was out of a job, he said.

This problem gave the relevant State departments their greatest task, Mr Davis said.

"Only in this way could commercial building survive in the face of impending labour shortages.

It was critically important for the State to actively involve itself in the provision of an adequate labour reserve, he said.

This would be achieved only by a relaxation of job reservation and a scientific approach to extensive training programmes.

"Let us not delude ourselves when we talk of skilled workers as relating to a privileged white few.

"We must have the courage to acknowledge this fact, and the foresight to provide permanent secure employment opportunities for all interested people," he said.

Mercury Bureau

Pietermaritzburg — The City Council yesterday became the first city council in South Africa to implement equal pay for equal work for all its employees, regardless of race.

In the latest in a series of moves to eliminate racial discrimination, the council yesterday voted unanimously to integrate salary grades from February 1.

Individual councillors who spoke on the motion at the meeting said they were proud to be members of the council taking this step.

After the meeting councillor Mrs. Pat Rainier, chairman of the Staff Committee, said the move would cost the council an extra R64 000.

Harmony

"This is a small price to pay in the interests of racial harmony and equality of opportunity to progress in the municipal service," Mrs. Rainier said.

She called it a "great step forward," and said she hoped the impartiality and goodwill shown by the decision would be received and

15/12/78 (57)

Equal pay yes by council

appreciated in the spirit which it was given.

The decision was the result of a two-year in-depth study to determine posts where the worker — of whatever race — had the same responsibilities and undertook the same duties.

The remaining posts, filled only by non-Whites, had been integrated into a common salary scale.

"The latest step brings about complete integration based solely on the merits of

the person concerned," Mrs. Rainier said.

Integration of salary grades would mean adjustments in the municipality's grading scheme, and heads of departments would report on this, she added.

Committees in the South African Industry, Bloemfontein, U.O.F.S., 1974, p.9.

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

28. Hansard 10 column 691, 15 April 1975.

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

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

31. Ibid, p.17.

TABLE 10: EMPLOYMENT

Star 14/12/78
**Equal pay
 move by
 city council** 57

Year	White	B3	Total
1946	686	10	11 269
1947	767	10	11 625
1948	751	10	10 870
1949	824	11	12 339
1950	908	1	12 066
1951	918	1	12 613
1952	920	1	12 869
1953	976	1	12 967
1954	1 125	1	14 049
1955	1 188	1	14 785
1956	1 278	1	14 594
1957	1 556	1	15 629
1958	1 548	1	17 625
1959	1 646	1	18 650
1960	1 749	1	18 198
1961	1 778	17 135	18 913
1962	1 781	16 755	18 536
1963	2 004	17 001	19 005
1964	1 919	19 665	21 584
1965	2 100	21 378	23 478
1966	2 237	21 824	24 061
1967	1 887	18 407	20 294
1968	1 967	20 058	22 025
1969	1 948	20 502	22 450
1970	1 798	19 740	21 538
1971	1 790	19 037	20 827
1972	1 814	18 732	20 546
1973	1 911	19 484	21 395
1974	1 921	19 181	21 102
1975	1 703	19 544	21 247
1976	1 618	15 701	17 319
1977			16 877

Own Correspondent
MARITZBURG — The Maritzburg municipality may become the first local authority in the country to introduce pay equality among all its employees next year.

This possibility follows a decision by the city council's staff committee asking the council to rationalise salary scales for its white, black, Indian and coloured employees as from February 1 next year.

The rationalisation would add R60 000 a year to the city's R10-million wage bill according to the city treasurer, Mr Peter Cox.

Investigations into the feasibility of the move have been conducted for the last two years follow-

ing a statement from the city council. This is the first time that a committee has made a definite recommendation to the council.

ASSESSMENT

The deputy town clerk, Mr Ken Vale, said the delay had been caused by "a careful assessment of the types of jobs which held equal responsibility and which would therefore be liable to equal salary scales.

"As you can imagine this was a long and difficult task," Mr Vale said.

He emphasised that certain job areas in the municipality were already rationalised. These included artisans, tradesmen, and weekly paid employees of the municipality.

Black miners must get more — Oppenheimer

15/11/78
211
5
11

Wages for black workers in the gold mining industry had to be substantially increased, Mr Harry Oppenheimer, chairman of the Anglo American Corporation, said on television last night.

Interviewed on the programme "Profile," Mr Oppenheimer said the South African Government made it difficult to employ black workers to the best advantage.

"And you need to use them to the best advantage to pay them to their best advantage," he said.

Mr Oppenheimer, who recently retired as chair-

man of the executive committee of Anglo American, said the Government did not in any direct way prevent the mines from paying workers what they wanted to pay them.

Asked whether other members of the Chamber of Mines were holding Anglo back in increasing wages, Mr Oppenheimer said: "The industry as a whole is keen to see higher wages. Anglo has been leading in this field, but it would be wrong to say that other companies haven't been thinking the same way."

The 70-year-old mining

magnate also said he would like to see black unions recognised.

"Personally I prefer mixed unions, but workers must make up their own minds on this matter and not be dictated to by their employers," he said.

Mr Oppenheimer said he believed people should move as far away from the migratory labour system as possible.

"We are making some effort to provide housing for some workers, particularly skilled workers."

But this was not taking place on a large scale, as it would be impractical.

14/11/78 57 134 132

Equal pay for all call at seminar

JOHANNESBURG — Equal pay, opportunities and rights for all workers under a single set of industrial laws were called for by labour and business leaders at a weekend seminar, one of the organisers, Dr G. F. Jacobs, announced here yesterday.

The parties to the call are about eight top industrialists, leaders of six registered trade unions, black unionists from the Transvaal and Natal and academics from three universities.

The seminar was an in-depth assessment of industrial relations under the auspices of the Graduate School of Business Administration of Witwatersrand University.

Study groups were appointed to pursue the issues raised and to analyse their conclusions at a further seminar after the publication of the interim report of the Wiehahn Commission into labour legislation.

Dr Jacobs, Director of the graduate school, said the parties at the meeting had agreed on the following points:

- Full equality of employ-

ment conditions for all workers, and advancement on merit is in the interest of all South Africans.

- Trade unions are one of the proven methods of handling negotiations, resolving grievances, maintaining acceptable standards of skills and protecting workers against exploitation;

- The state should not be involved in employer-labour relations directly, but should provide the basic industrial relations structure after consultation with the parties concerned, should facilitate registration of bodies of representatives and should set minimum conditions of service; and

- Negotiation of agreements should be on a national level where possible.

Dr Jacobs said the seminar had produced a 'no-holds-barred' exchange of views.

"More discussions of this kind could help greatly to bring about better understanding between organised labour and employer organisations and to facilitate stability in industrial relations," he said. — SAPA.



Dr Jacobs: no-holds-barred exchanges.

Star, 13/11/78.
'Unique' seminar
57
calls for equality
of workers

Labour Reporter

Equal pay, opportunities and rights for all workers under a single set of industrial laws have been called for by labour and business leaders as a "unique" seminar.

The parties to the call are about eight top industrialists, leaders of half a dozen registered trade unions, black unionists from the Transvaal and Natal, and academics from three universities.

ASSESSMENT

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That was announced in Johannesburg today by Dr G F. Jacobs, director of the Graduate School.

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● Negotiation of agreements should be on a national level where possible.

Dr Jacobs said the seminar resulted in a "no holds barred" exchange of views.

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We are not interested in blacks — Paulus

Vereeniging Bureau

"We know how to protect whites. We are not interested in black people," Mr Arrie Paulus, chief secretary of the SA Mineworkers' Union, told a jubilant crowd of about 400 Iscor employees in Vanderbijlpark last night.

His speech was part of the union's campaign to recruit members from the steel industries in Vanderbijlpark.

Mr Paulus launched a bitter attack on the 10 trade unions which had signed an agreement with Seifsa (the Steel Engineering Industries Federation of South Africa) which effectively

does away with job reservation, calling for the retention of job reservation.

He said the trade unions which signed the agreement, known as Section 35, tried to make out that it protected the white worker.

"But its basic principle is to promote and recruit according to merit, or to promote equal job opportunities for all groups of employees, black, yellow and pink," he said and the crowd cried "skande" (shame).

Mr Gert van der Berg, chairman of the local branch, which claims to have 1 000 members, said

that no worker needed to fear discrimination against him if he joined the Mineworkers' Union.

"If they fire you, we all walk," he said.

SEPTEMBER, 1978.

Dear Forest Glader,

Half a year has passed since our last A.G.M., and you may like to know what has been, and is, happening in the Association.

1. COMPOSITION OF THE BOARD

We have sadly had to accept the resignations of R.A. Provan, H.S. Rumbelow and G.C. Bunn from the Board.
Mrs. Mary Greenhalgh, who was co-opted to the Board immediately after the A.G.M., was elected as Chairman, J.O. Read as Vice-Chairman, and Mr. E.S. Monk was co-opted as a Director. The Board of Directors now comprises the following:-

- Mrs. Mary Greenhalgh (Chairman) - Hse No. 81 (Hamlet 2) Tel. 723719
- J.C. Read (Vice-Chairman) - Hse No. 58 (Hamlet 3) Tel. 724726
- A. Fox - Hse. No. 44 (Hamlet 4) Tel. 721718
- D.S. Roberts - Hse. No. 1 (non resident) Tel. (Office) 432086
- G.L.R. Burne - Hse. No. 30 (Hamlet 4) Tel. 727994
- E.S. Monk - Hse. No. 39 (Hamlet 4) Tel. 723946

They will be glad to help you if they can, so please feel free to contact them if you have problems about your house or the estate or matters you would like discussed at a Board Meeting.

2. FINANCES

Since the increases in the monthly levy, we have managed to meet our commitments and to use the funds coming from the extra levy of R5.00 per month per house raised for that purpose, for the gradual painting of the exterior walls of the houses. Thus so far this year the finances of the Association have been satisfactory, though constant control of expenditure has still to be exercised to maintain this. If anyone wishes to have further details about this, the books, budgets etc., are available at the Secretary's house - No. 44.

3. PROBLEMS WITH ENCLOSURES

The Directors have had their attention drawn to the fact that some members have been enclosing their own property and in a few cases, enclosing parts of the common area with private erfs, so appearing to stake a claim of ownership to it. If allowed to continue this enclosing will gradually undermine the whole open-plan concept of Forest Glade, and it also can cause illfeeling between neighbours.

These enclosures have been made in various ways - by walls, fences or hedges, or by less obvious, but just as effective barriers made from careful landscaping or planting of plants. The Directors have been put into a very difficult and worrying position over this, and have felt obliged to conclude that it is in the interests of all members to retain the open-plan scheme for Forest Glade. It is not possible to consider the individual merits of the various cases without appearing invidious, and therefore, it seems in the best interests of the members generally, to insist that the regulations should be complied with.

Members are reminded that no walls, fences or other external erections are allowed on their property without the prior consent of the Board of Directors and the Divisional Council. The common area must be kept open for the use and enjoyment of all members. No full enclosures of any sort can be permitted, and all which have been made must be completely opened up. Barriers or obstructions

put on the common area and interfering with the enjoyment and use of the common area of all must be removed.

We quite realise that some people have gone to a lot of trouble and expense to plant on their own or the common area. Thus where enclosures have been made by planting, we hope that they can be opened up by the least possible disturbance and the judicious moving of certain, rather than all, plants. Mr. Roberts, the Architect for the estate, and member of the Board, will be glad to discuss and advise on the possible methods of doing this, and we would suggest that people who have enclosures made by plants should contact him before moving or removing plants themselves.

It is tentatively decided that if these enclosures barriers

Whites told to stop insults

EAST LONDON — The easy tendency of whites of all ages calling blacks of all ages "boys" was terribly hurtful to blacks, an executive member of the Urban Foundation, Mr Grey Mbau, told an all-day seminar here yesterday on equal employment opportunities.

He cited, too, the case of a young white woman receptionist who addressed a young black matriculated youth by his Christian name, Joseph.

He replied by calling her by her first name. Astonished and angry, she reported the incident to a senior manager, complaining she felt terribly insulted by this young 'native boy'. It led to Joseph's dismissal.

He warned, too, that blacks would no longer silently suffer whites insulting blacks.

Turning to the question of blacks holding senior

positions in a company being allowed to use the same facilities as whites — such facilities as toilets, cafeterias and sick bays — Mr Mbau said his observation was that white men were slightly tolerant, while white women would rather not use the same facilities.

Elaborating, he said: "In an enterprising South African-owned company, a top Indian woman with a university education was not allowed to use the 'whites only' toilet.

"She shared the same office on the plush 15th floor with lesser qualified white women, but had to use a toilet used by cleaners in the basement."

Senior management had refrained from intervening.

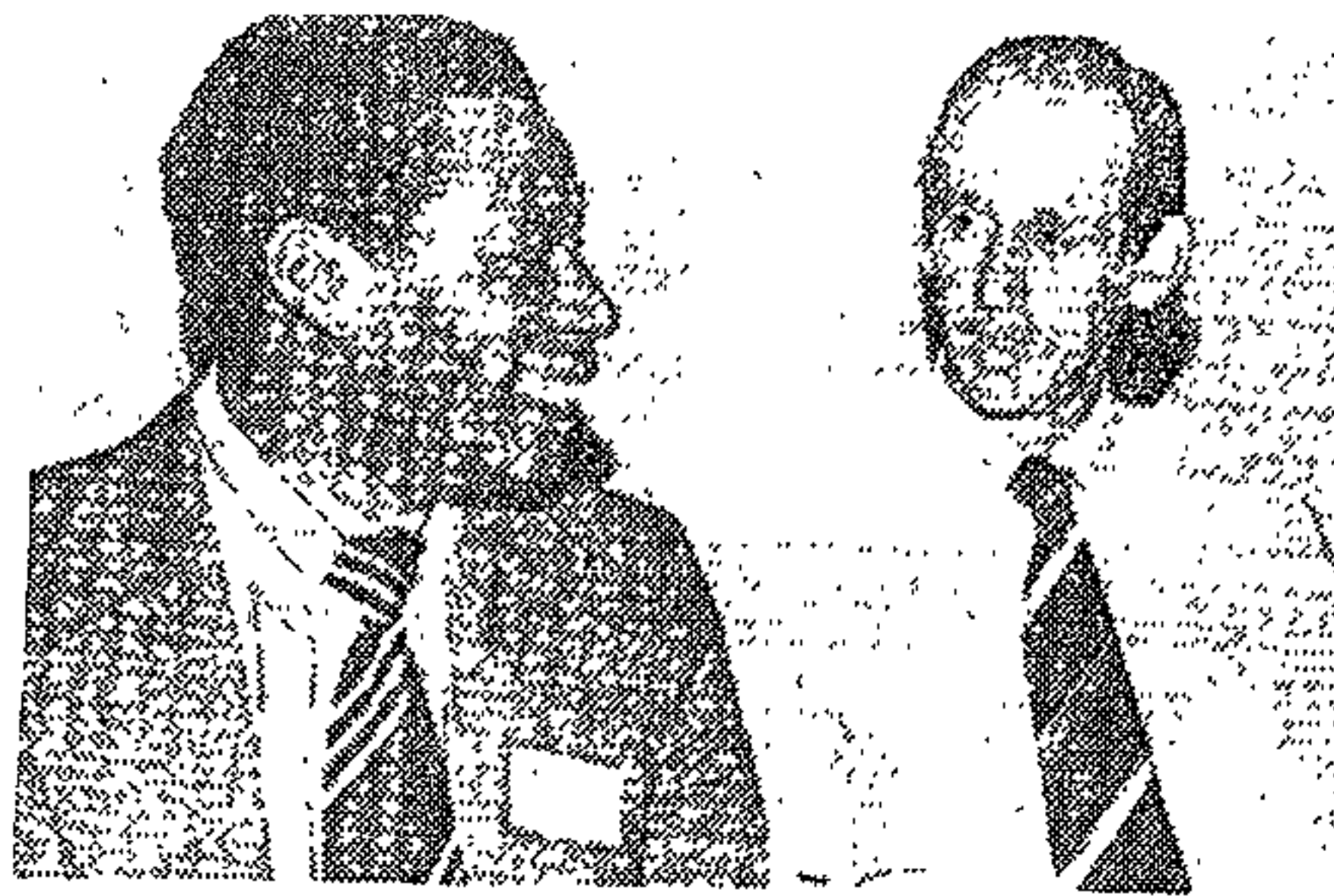
That sort of situation did nothing to improve labour relations in South Africa, he said. — DDR

in future no one may keep a pet without first obtaining the permission of the Board, which can of course be refused. To try to decide on a future policy to contain this problem and be fair to pet-lovers, we wish to have a complete picture of the situation. For this we need details of the pets kept in each household, and we should be grateful if you will complete the attached form and return it to Mrs. Fox, House No. 44 (Hamlet 4), as soon as possible.

6. The Directors have received complaints that quite a few people have washing line up on their balconies in the full view of passersby. All the houses have yards especially to avoid this unattractive feature. Moreover, it is quite possible to put up lines at a very low level on 1st floor balconies so that washing hanging on them cannot be seen from the ground or from other houses. Please would people refrain from putting washing in a place or at a level where it can be seen by others.

7. EXTERIOR LIGHTS

For a glorious few weeks after the repair work on the lights had been completed



Two of the speakers at the seminar in East London yesterday on equal employment opportunities — the manager of the Urban Foundation's home improvement and projects division, Mr Grey Mbau, and Prof Roux van der Merwe of the Department of Industrial Organisation Psychology at the University of Port Elizabeth.

Social changes coming says UPE professor

9/11/78 M (327) (57)

EAST LONDON — A powerful social movement that had been under way in many countries for some decades had more recently begun to make its presence felt in South Africa, Prof Roux van der Merwe said here yesterday.

Prof Van der Merwe of the Department of Industrial Organisation Psychology at the University of Port Elizabeth, was addressing an all-day seminar on equal employment opportunities organised by the Border branch of the Institute of Personnel Management.

He said the movement was the desire of more and more people today to have greater control over their lives; greater influence over their destinies.

In the workplace it was reflected in the drive for industrial democracy, or the need to share decision-making, power and control in the job situation.

The challenge to industry — which it was only beginning to realise — was to make its policies and practices consistent with those social values in the world outside, and to accommodate rather than oppose them.

The alternative was for management to risk losing control and being unable to manage at all.

"The present reality, as we well know, is far from the ideal of industrial democracy and most managers still instinctive-

as a prerequisite for the survival of our sort of society.

"Unless we can make our free enterprise society attractive to the majority of our citizens — blacks included — and unless we can give them a say in that society, then we must face the possibility that they will seek a society of a different form."

Outlining why black trade unions were important, Prof Van der Merwe outlined the case of how one large company moved from a liaison committee to a black trade union in an orderly way, but added:

"The essence of this well-managed transition period was not the absence of problems — many had to be resolved — but that the company avoided the pitfall of almost instinctively opposing the union and thereby creating a legacy of struggle and distrust.

"Instead, the union was placed on its mettle to conduct itself in a responsible manner and to win and demonstrate support among the workforce."

Dealing with problem areas in establishing black trade unions, the UPE academic said perhaps the greatest fear was that blacks would establish a power base which would lead to political action.

"Let's be realistic and recognise that trade unions are political bodies because they are concern-

Cont...

ly shy away from giving up power to workers or trade unions which, they are convinced, are the root cause of industrial conflict.

"But we should reflect that the sort of power allotted to unions in the past has all too often only been the power to obstruct and oppose.

"Where, however, more enlightened relationships have given to workers the chance of a creative, constructive role, they have proved to be a force for facilitating positive change, rather than opposing it.

"Involvement in change is a necessity for all of us if we are to survive the challenges of our rapidly-changing society.

"Work involvement leads to the better running of enterprises — in the future it may be essential for them to run at all.

"But involvement is a democratic right. Without it it is dishonest to speak of the free enterprise system — and dishonest systems run the grave danger of being taken over by other more plausible ideologies."

Turning to free collective bargaining, he said the South African economy was based on free enterprise. "We know it as a competitive, acquisitive society which strives to maximise profit.

"But if this is accepted as right and proper, then the employees' right to maximise their share of the acquisitive society must also be granted and this can only be realised by free and competitive bargaining from an adequate power base — which, it must be admitted, is almost unknown in South Africa.

"But whether we know it or like it, or have in the past simply ignored it, we must now face up to the reality that freedom of association and collective bargaining is the only way to resolve the basic distributive conflict of our sort of society.

"There is no other way that we know of to deal with this conflict which is acceptable to all concerned. Thus free collective bargaining emerges

ed with the distribution of power and wealth.

"But let us also note that it would be preferable to have political consciousness develop at the workplace among those more moderate persons who are in employment than among the unemployed and the rabble-rousers."

Though "company unions" were preferred by some they had too many shortcomings, including the fact they were likely to be rejected by blacks; could mean management might have to bargain with more than one union and possibly face conflicting agreements.

Advocating multi-race unions, he said the danger of all-black unions included polarisation and "ethnic" stands on political issues that did not belong in the workplace.

Conversely, with multi-race unions, management would be bargaining with one union only; the more experienced white and Coloured unions could assist with administrative expertise; financially the union would be more viable; there was less likelihood of a multi-race union taking a party-political stand; and the union would have a stronger base from which to bargain.

"The strong power base may be seen as a disadvantage, but stable industrial relations depend on a balance of power, not on domination by one party. At present this balance is overwhelmingly on the side of employers."

There was only one problem with a multi-race union and that was white opposition.

"It is a significant problem and must not be underrated, but the fact that it has been solved in many instances recently seems to suggest it is not as intractable as is often made out."

Concluding, Prof Van der Merwe quoted Prof Nic Wiehahn on industrial relations: "All the options are dangerous. The only option not open to us at present is to do nothing."

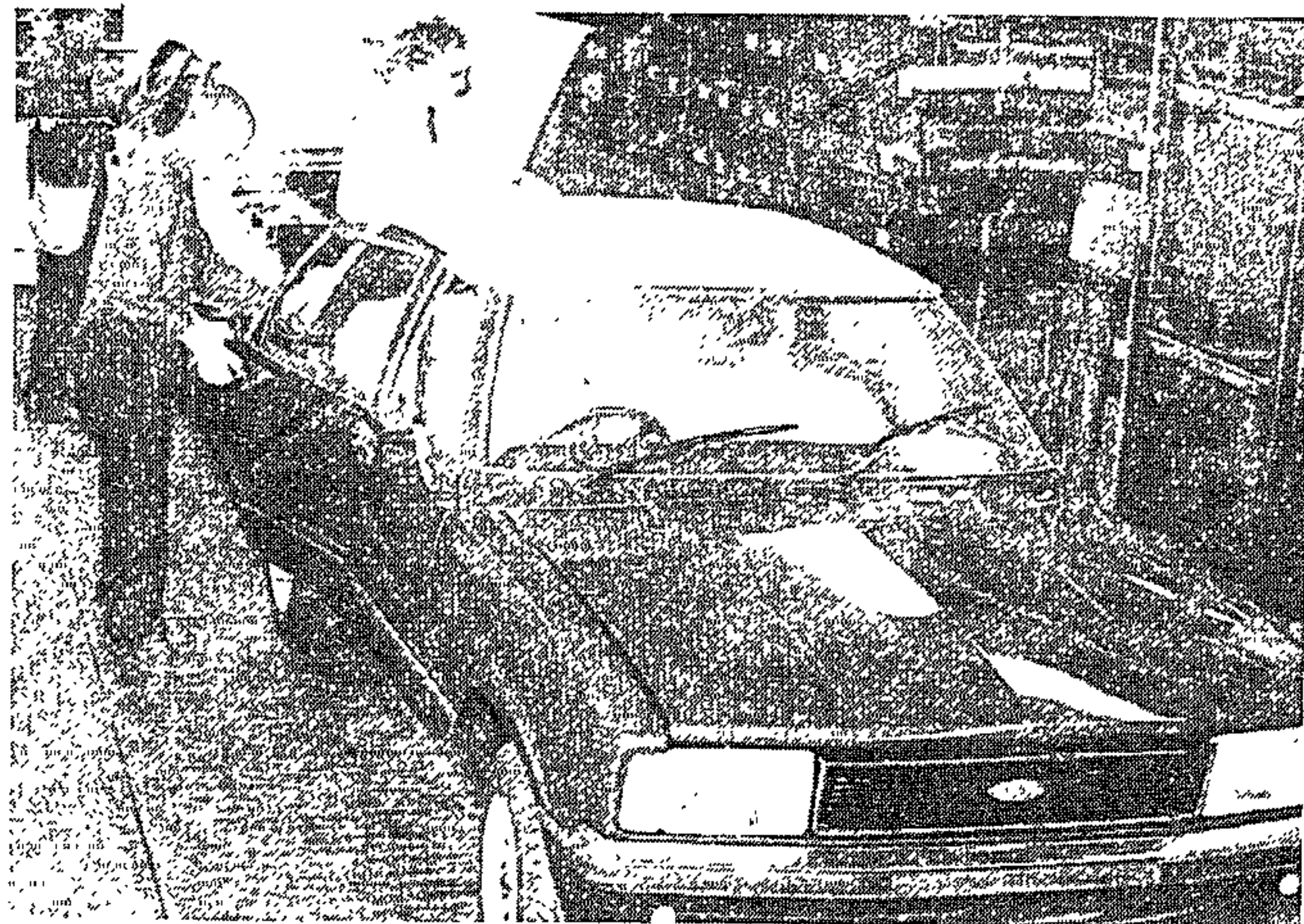
—Business Editor

9/11/78

With blacks pay is the big thing

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R.D.M.
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BOB HITCHCOCK, Race Relations Correspondent, concludes his two-part series on the efforts by foreign-owned companies in the motor and allied industries to break down apartheid barriers and satisfy external pressures for greater integration and equal work opportunities. Today he records the attitudes of black workers to reforms introduced by white managements.



Black and white on the assembly line . . . putting parts and hopes together.

WE MEET in Port Elizabeth, in that windswept "Detroit" of South Africa. He is a black motor industry worker. It is Saturday morning and he and his wife and three young children are out shopping.

To protect his interests I shall call him Obéd Vusi. He is 32, a Standard Six graduate and for the past six years an assembly line worker with a South African subsidiary of one of the giant American motor corporations.

With six words he puts a question mark over the employers' marathon attempts to achieve equality for workers of all races in the factories.

"Who wants to eat with whites?" he says.

And he adds: "It's more money we want. We don't care where we eat or what toilet we use. There's only one way to talk equality — money. We want exactly the same rates as whites doing the same jobs, and the same fringe benefits. We also want more chances of better jobs."

To what extent is Mr Vusi's opinion shared by other black and coloured workers?

I put the question to Freddy Sauls, leader of the 4500-strong coloured National Union of Motor Assembly and Rubber Workers of South Africa, and adviser to the 3800-strong black union, the United Auto, Rubber and Allied Workers of South Africa.

He says: "The point is, those companies have their priorities wrong. Of course it's nice not to have apartheid at work. We all agree on that. It should not have been there in the first place.

"But the first priority from the coloured or black worker's viewpoint is not desegregation of facilities but genuine equal pay and job security — and reasonable opportunities for promotion plus adequate retirement benefits."

Black and coloured trade union leaders in the motor industry predict that worker resentment will become increasingly pronounced until these factors are acknowledged by the Government and top managements, and dealt with satisfactorily.

The managing directors of both Ford and General Motors in Port Elizabeth deny there is bad feeling among their black and coloured workers, or resentment against conditions for white workers.

South African Brian Pitt, MD of Ford South Africa, the largest American-owned enterprise in the country, tells me: "Race relations in my company have been good for many years."

American Lou Wilking, MD of General Motors South Africa, which has been operating here for the past 52 years, says: "Sure, we're getting the flack from the black unions. But I don't foresee any grave race relations problems at GM."

Both bosses deny that the white unions are seriously opposing company efforts to break down race barriers inside their factories.

Nevertheless, there is evidence that some black promotions at shopfloor and other levels — and some desegregation measures — have been opposed, initially at any rate, by white workers.

And Mr Wilking concedes that "the social upbringing of white workers is a big

problem in South Africa today."

It could be said that the social upbringing of blacks is causing a few problems, too. For instance, labour relations experts say some black workers are sometimes reluctant to take full advantage of opportunities which have only just come their way.

What is generally not realised outside the motor industry is that until June 1976 the American-owned companies, with a few exceptions, were adopting the whole gamut of apartheid practices, just as other foreign and South African companies were.

These included low pay and no promotion for blacks; segregated eating and washroom facilities and miserable hostel accommodation for "bachelor" workers.

Black and coloured workers, one discovers, are well aware of the reasons behind the changes taking place in industry today.

Like the need for industrial peace if company profits are to be maintained.

Like the increasing pressure from universities and churches in the United States on American corporations operating in South Africa to withdraw their investments from this country as a protest against the Government and its continued adherence to apartheid.

The workers are also aware that Government labour inspectors have been instructed to turn a blind eye to certain infringements of apartheid-inspired regulations in the factories of multinationals, chiefly because their operations in this country are valued highly by the South African Government, which itself

relies heavily on industrial peace.

These facts and others, labour relations experts tell you, tend to inhibit black and coloured workers' enthusiasm for what in fact amounts to a dramatic breakdown of racial barriers.

There are other difficulties faced by blacks: general underprivilege and harassment outside the factory gates. Influx control is one of many handicaps. Then there is the fact that the Government and white society continue to practise racial prejudice in everyday life.

This prejudice is spread in the factories, however fairminded top management might be, by the conservative white trade unions — in the case of the motor industry the tough SA Iron and Steelworkers' Union in particular.

But of all the handicaps faced by black workers, education — or the lack of it — is regarded by top managements as the most serious and the most difficult to overcome.

For this, executives of the motor multinationals are not shy to blame publicly the South African Government's black education system.

Says GM's Lou Wilking: "Some of the blacks we take on have no proper basic education at all. So you start by teaching the three Rs."

Others, he agrees, have reached Standard Six or so before quitting school.

Some of the more enlightened coloured and black workers at shopfloor level believe that, when it comes to promotion, top managements tend to make too

much of the education issue.

Says Freddy Sauls: "When you look at the intellectual deficiencies of some of the white supervisors on a basic assembly line, you know there should be more coloureds and blacks with jobs at that level.

"Some of the white guys don't even have Standard Six. Some of the coloureds and blacks under them are intellectually brighter. I know of white supervisors who can barely write. They ask coloured or black workers to do their reports for them."

Sauls believes that many coloured and black workers have enough education and experience in the motor industry to make efficient quality controllers or foremen, but opportunities are lacking.

Ford, probably the company with the most progressive record over the longest period, has a total workforce of just over 4870, about 1870 black. Ten years ago the company employed only 165 black workers.

A black quality inspector is among Ford's 23 coloured and black foremen. The company claims that 5.5% of its supervisors are either coloured or black and that it aims at 10% by 1980.

General Motors claims that at a white-collar level it has 43 coloureds and four blacks. In the artisan category there are 679 whites, 95 coloureds and 13 blacks, though the blacks are not "approved" artisans in Government terms. In GM's black work-force, 75% are low-skilled and 25% semi-skilled.

Goodyear Tyre and Rubber Company's Uitenhage operation has a wage scale

fairly typical of most foreign-owned motor and allied corporations based in and around Port Elizabeth.

The lowest wage (including bonuses) received by black employees at Goodyear last year was 87 cents an hour just under 3c more than the Eastern Cape's Household Subsistence Level.

At the beginning of this year the black minimum wage was raised to 94c an hour. The lowest wage paid to white workers is around 97c an hour.

The average basic wages received by hourly-paid workers at December last year were R1.68 for blacks, R1.70 for coloureds, and R2 for whites. Compared with the previous year these figures reflect a narrowing of the racial wage gap.

Maximum basic wages today — discounting bonuses — range from R2.81 for blacks and R2.84 for coloureds, to R3.38-plus for white artisans in the top grade.

It is estimated that South Africa has only 5000 black university graduates. This fact has a direct bearing, of course, on the very few blacks one finds in top salaried-staff positions in the motor industry.

"Do you employ any black engineers?" I put the question to Ford's Brian Pitt.

"Find me one and I'll gladly employ him," he replies. "Provided he's up to standard. The fact is that black engineers are very, very scarce."

The story goes that Ford South Africa had one until fairly recently. He quit — to become a professional boxer.

Billions!

That's the bill for closing wage gap

CLOSING the racial wage gap in South Africa, in the case of skilled and semi-skilled workers, would cost the country about R2,07-billion a year, Charles Cogill, of Wits University, estimates in a study released this week.

Mr Cogill, senior lecturer in organisational behaviour at the Wits Graduate School of Business, says the R2-billion-plus represents an additional 12 per cent on the nation's pay bill and would sap up about 15 per cent of the total money supply in the economy.

The figures, he says, highlight the need for continued capital investment in the South African economy to stimulate economic growth.

He warns that every company contemplating closing the wage gap ought to take note of the possible inflationary effects and unemployment such a step could cause.

Many companies, he says, will go out of business if they were to close the wage gap in the short or medium terms.

Firms which want to do so, he says, should carry out a cost-benefit analysis to see whether the money they would have to outlay could be more effectively invested.

They would also have to ensure that increased productivity accompanied increased pay.

A breakdown shows that employees' income constituted 65 per cent of last year's national income. Closing the wage gap would raise this figure to 72 per cent, or 7 per cent in net national income, representing about 15 per cent of the total money supply in the economy.

Certain analysts, Mr Cogill says, argue that meaningful comparisons between black and white wages can be



Charles Cogill ...
many will go out of business

BY MARTIN
CREAMER

Cont...

made only when the comparisons are between jobs which are identical, for example, between black bus drivers and white bus drivers.

"Such arguments may be seen as camouflage and would not be accepted in Britain or America today," he says. "The British Government has laid down a code of practice which companies operating in South Africa ought to follow. That is: a company's wage structure should be determined independently of race, according to principles of job evaluation."

Widened

"A second point must be made is that the wage gap must not be eliminated simply for reasons of social responsibility."

The latest salary survey data, he says, shows that the wage gap in South Africa is still very evident, despite concerted efforts by employers to increase salaries of their black staff.

The percentage increases from June, 1977, to July, 1978, for black employees was 24 per cent, against about 8 per cent for whites.

"An overall analysis reveals, however, that although black employees are enjoying a quicker rate of pay increases in rand terms, the wage gap has actually widened slightly."

Skilled blacks are being paid 50 per cent less than whites, the survey shows, and Mr Cogill finds that while special attention is being paid to wages at subsistence levels, insufficient pay incentives exist for blacks in the important semi-skilled area.

The financial motivation to acquire skills, he says, is greater for semi-skilled whites than for blacks.

The primary purpose of job evaluation is to provide a grading of jobs to facilitate decisions aimed at reaching an equitable and consistent pay structure.

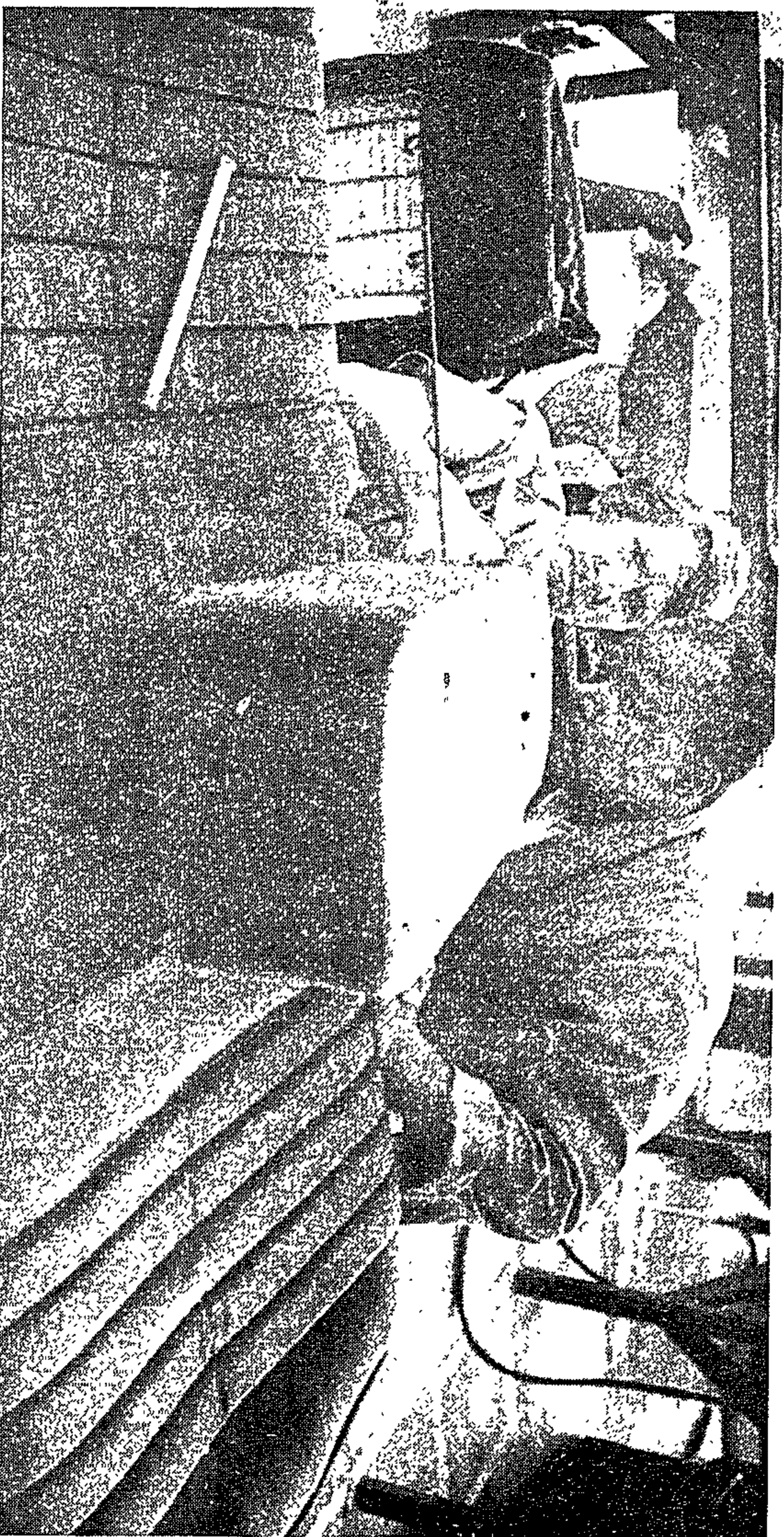
While there are a number of job-evaluation systems used in South Africa, Mr Cogill concludes that the Paterson system — which grades jobs according to the levels of decision-making to which people have to rise — is a good model to use in examining aspects of pay distribution in the economy, highlighting differentials between black and white, skilled and unskilled.

Wits man
urges
firms to
be wary

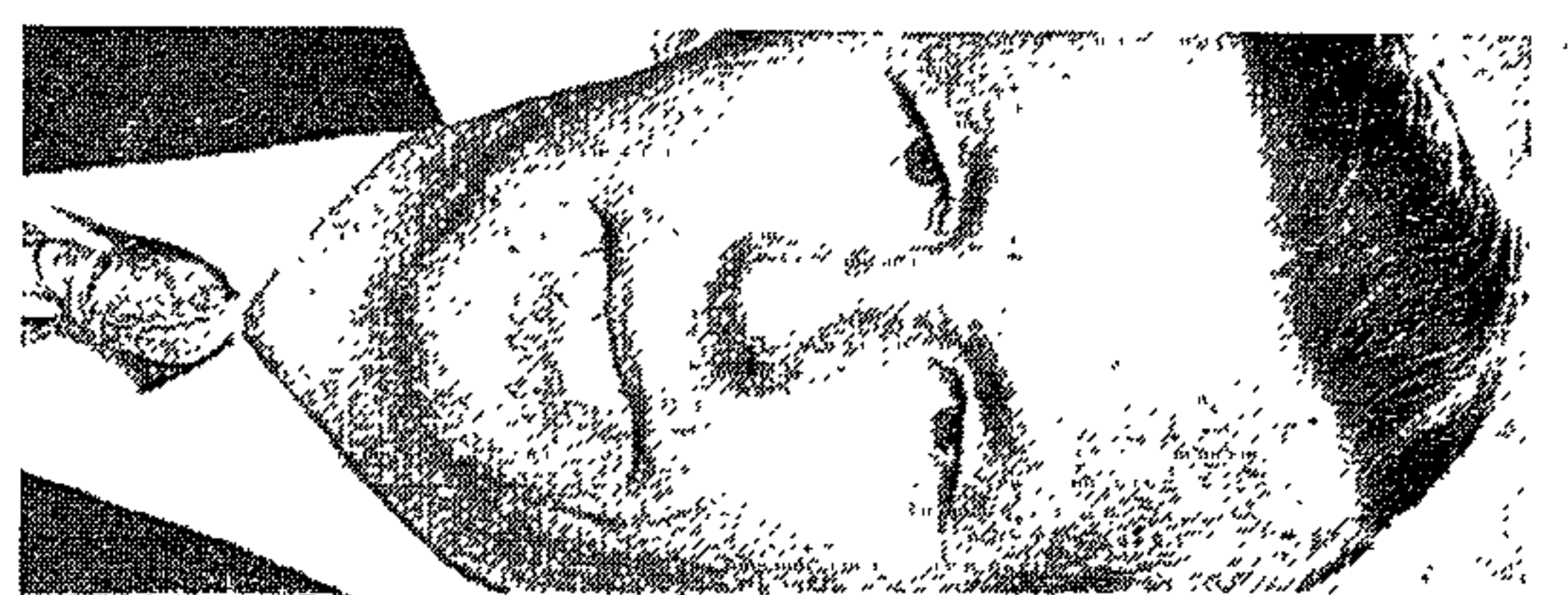
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BOB HITCHCOCK, Race Relations Correspondent, reports that strange things happen on the road to integration. That is the experience of the giants of the foreign-owned motor and allied industries based in and around Port Elizabeth.



A job shared at a workbench. Some believe more blacks and browns should be supervisors.



Brian Pitt Ford integrating comfort and work

Motor bosses for equality rev up

THOUGH SOME of the tactics used by managements in their efforts to keep their overseas parent companies and critics happy have their humorous side, it is a deadly serious business to the bosses concerned.

Millions of rands are involved in structural changes to factory facilities to achieve a more normal mixing of the races.

New non-racial recreation centres are being built and a lot of money is going into the creation and running of in-plant training programmes, not to mention the lavish amounts being spent to improve the home environment of black and coloured workers.

For instance, General Motors South Africa is splurging R4-million on internal reconstruction in a programme it calls "Shaping the Future" — that is, achieving integration.

GM's managing director, American Lou Wilking, stresses that this is the second phase of the campaign.

The first phase, started seven years ago and estimated to cost well over R3.5-million, entailed the building of a non-racial sports stadium, a nine-hole golf course and houses for employees.

Ford South Africa, with its long-standing and sophisticated in-company training schemes for all races and the reputation of being the first American-owned car company to acknowledge a black trade union, is also spending big money on internal reconstruction to accommodate racial integration. In addition, it is involved in a number of community projects outside its operational area.

It is contributing R500 000 to the Port Elizabeth branch of the Urban Foundation, aimed at improving the quality of black life in the Eastern Cape.

This type of spending and internal social consciousness is typical today of American-owned car companies and allied industries operating in South Africa.

The road to integration can lead to some Alice in Wonderland situations.

The South African subsidiary of an international tyre company has found it necessary to give periodic lectures on table-manners for its less sophisticated black workers.

In another factory, the "whites only" sign on a repair shop drinking fountain has been repeatedly removed by the management, only to be replaced almost immediately by a sign bearing the same wording produced by resentful white artisans.

Two of the leading American-owned car companies in Port Elizabeth had been losing vast amounts of cutlery since some of their canteens became integrated to some extent. One company assessed its loss at R3 000 a quarter.

To discourage the "souvenir hunters," as an executive charitably describes the culprits, one of the companies introduced plastic knives and forks.

This caused an uproar among the white workers who made it known that they resented paying in this way for integrated eating.

An executive admitted to me that his company boobyed badly by purchasing ultra-clean plastic knives and forks — the type that was washed in hot water for the first time.

"We're ordering quality plastic cutlery in future," the executive promised. "We can't afford a riot."

Since the desegregation campaign in the motor and tyre industries was first launched there have been a number of fights between individual whites and blacks on the shopfloor.

When this happens — and it is stressed by management — such incidents are rare — some companies have a disciplinary system of a kind which a few years ago would have been impossible to implement in South Africa.

In cases entailing the possible suspension of culprits, whatever the offence, the factory personnel manager or another executive presides over a hearing in which black liaison committee members and union shop stewards consider their verdict.

When the system was first launched, white workers in some factories protested about the prospect of their case being aired in front of blacks. Since then, it seems, the entire labour force has accepted the system.

I am told that there have been instances of white workers being sacked for assaulting blacks. In some cases both the black and the white worker involved in a fight have been dismissed.

In those factories that have smoking bays on the shopfloor — bays which during the past 18 months or so have been desegregated — there are reports that blacks tend to wait for whites to finish their smoke before using the bay themselves.

According to car company executives, the most sensitive areas in the bid for integrated factory life are canteens, cafeterias, locker rooms and toilets.

In these areas there is overwhelming evidence that desegregation is gradually being achieved, but by subtle tactics in most cases.

Subtle tactics have been necessary, executives will tell you because of the sensitivity of white workers to racial change.

In several car factories today toilets are no longer segregated. Offensive

"whites only" signs have been removed.

Some managements report, however, that the different race groups tend to use their "old" toilets and washrooms.

Some bosses have selected their salaried staff canteens or dining-rooms as the first eating places in their factories to "go open."

Ford's Brian Pitt says: "All our comfort and work facilities are integrated today. So are our salaried staff dining-room facilities. Hourly-paid workers' canteens are currently being brought to the same status. One canteen, at the company's truck plant, is already integrated."

Says GM's Lou Wilking: "We have removed all partitions in the salaried staff canteens, so that all races now share this facility. He adds: "Though this may seem like a token gesture from a United States viewpoint, I believe it can be viewed in South Africa as very significant."

It wasn't long ago that the office canteen at Ford was segregated by a wood and stained-glass partition reaching to the ceiling.

Earlier this year the partition was lowered, reportedly at the urging of Henry Ford II.

In factory eating places in other companies "partitioning" separating the races is little more than knee-high and takes the form of plant troughs or other decorative objects.

Goodyear Tyre and Rubber Company, in their Uitenhage factory, have constructed a unique complex of canteens under one roof that caters for practically the whole work force.

The complex is so constructed that it would be suitable for integrated eating. At present there is racial and status segregation.

All meals are prepared in one kitchen. The quality and amount served in each cafeteria is identical, as is the charge of 25 c a meal.

With the exception of the executive dining-room, the furnishing and decor in each cafeteria are identical.

There are no signs specifically which race each cafeteria is intended for.

Local observers say that American-owned companies seem to be leading in integration and the fight to improve working conditions for blacks.

This is not surprising. The desegregation campaigns are being influenced by the American-inspired Sullivan Manifesto, on which the Urban Foundation's code of conduct for employers in industry and commerce is modelled.

Basically, the Sullivan code demands an "equality in everything" deal for black and brown workers in this country.

GM's Lou Wilking reckons the Sullivan code is costing his company well over R7-million.

The Rev Leon Sullivan, after whom the code is named, is on GM's board of directors in the US.

Having poured so much money into desegregation, it is considered highly unlikely that the big names in the auto and allied industries — Ford, GM, Goodyear and others — will bow to the "quit South Africa" activists in the US.

Coloured trade union leader Freddy Sauts hopes the foreign-owned companies in business in this country will stand their ground.

He says: "I believe a mass withdrawal of American and other foreign-owned

FAIR EMPLOYMENT
PRACTICES

57

1 JAN 1979 - 31 DEC 1979

X

Kruger: It's time blacks got more opportunities

Star 17/11/79
(57)

The time was ripe for whites to apply their minds and energies to the granting of more opportunities to the other races, the Minister of Justice, Police and Prisons, Mr Jimmy Kruger, said yesterday.

"More hours are spent in the Cabinet worrying about increasing benefits for our black and coloured population than over any other department," he told the Johannesburg Rotary Club.

While the black standard of living in South Africa compared well with standards in Africa and large sections of Europe, there was a "patent discrepancy" between the living standards of different races in South Africa.

Yet only a small, vociferous minority was intent on overthrowing the whole system.

"The majority of our people of all races seek peace and prosperity," Mr Kruger said.

"We know men of goodwill among our black people have political aspirations.

"These matters are open for discussion. They are open for consideration and subject to evolutionary processes."

PRIORITY

Of greater priority, in his view, was the granting of opportunities for self-betterment so that ordinary working people could lead a happy life.

Mr Kruger warned whites not to get bogged down in squabbles about whether South Africa should become a multiracial or a "separate but equal" society.

Such squabbles could only raise white fears and retard good intentions.

On the development of black enterprise, Mr Kruger said that if black entrepreneurs lacked capital "we should seriously consider allowing white entrepreneurs to assist them, provided we train black men to manage and man it"

It would cost R25m to close the pay gap

The Government could wipe out the pay gap between black and white South African teachers with similar qualifications for about R25-million a year.

This is revealed in calculations made by The Star.

The calculations also show it would cost roughly R125 million a year to boost the pay of all South Africa's 70 000 black teachers to bring it theoretically into line with that of white teachers. (The figure excludes Transkei, but includes Bophuthatswana.)

Bringing Indian and coloured teachers' salaries to the same level would cost about R25 million a year.

Paid less

Ordinary black teachers with qualifications similar to those of whites are paid R150 a month less than whites. A white male university graduate with a teaching qualification starts at R450 a month and a black male graduate at R300 a month. Women are paid R60 less a month.

The Star's calculations were based on hitherto

By John
Allon

Standard Six pass. Twenty of every 100 have no teaching qualifications and 17 of these teachers have academic passes only at Junior Certificate level or lower.

Although it was impossible to establish the cost of closing the wage gap in teaching with pinpoint accuracy, The Star's calculations provide reliable indications.

They reveal that, closing the gap in areas in which qualifications are comparable, education authorities would have to pay about:

- R3-million extra a year to black university graduates with teaching qualifications;
- R3-million to teachers with incomplete degrees and teaching qualifications;
- R5-million to those with matric/senior certificates and secondary teachers' certificates; and
- Up to R14-million to those with matric/senior certificates and primary teachers' certificates.

Eliminating wage discrimination in this field must be done right

cial problems in increasing all their salaries at the same time, initial priority could be given to those with degrees and professional qualifications."

But the educationists agreed with the approach of a colleague, Dr Franz Auerbach, who pointed out that less qualified black teachers could not be left behind.

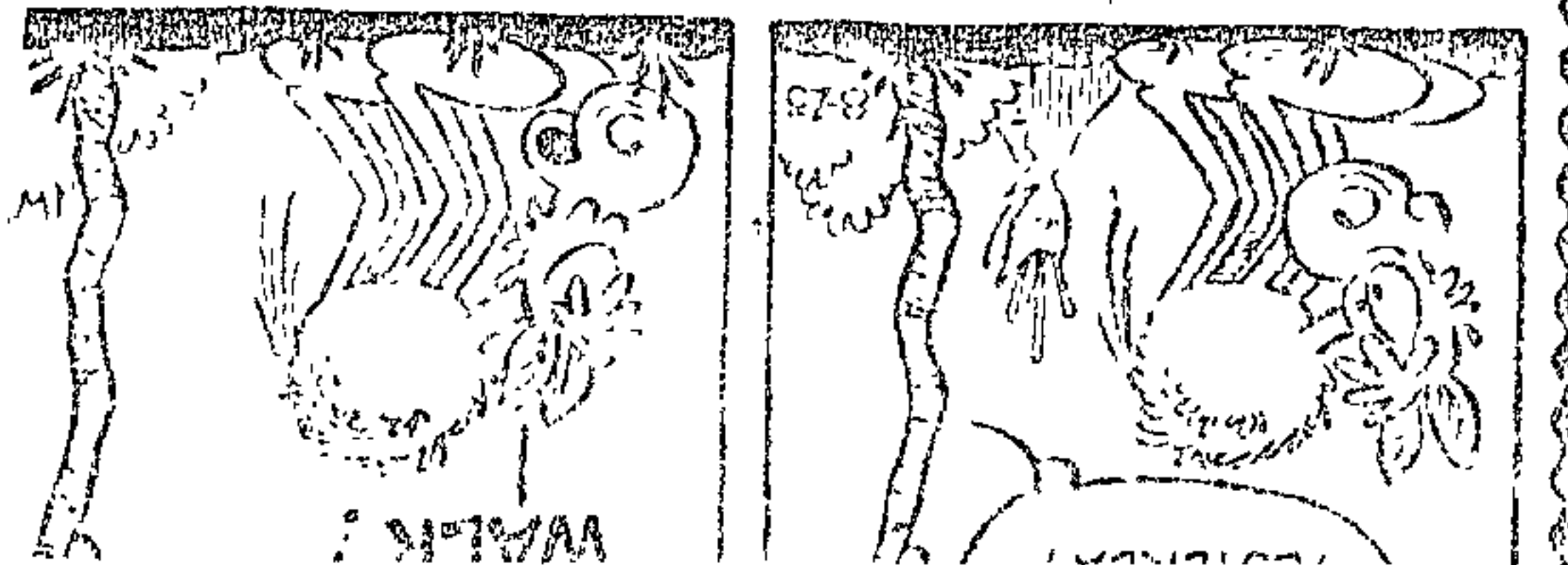
Dr Hart-horne urged attention should at the same time be given to the overwhelming majority of black teachers whose qualifications did not match those of whites.

"It should be welcomed that the department realises this and is carrying on an upgrading programme throughout the country."

(Thousands of black teachers are improving their academic qualifications at adult education centres throughout the country, more than 2 000 of them in Soweto.)

Major category

The starting salary of teachers with junior certificate and a teaching qualification — who comprise the major single category in the black teaching force — is R135 a month for men and R110 a month for



Equal pay ⁵⁷ introduced

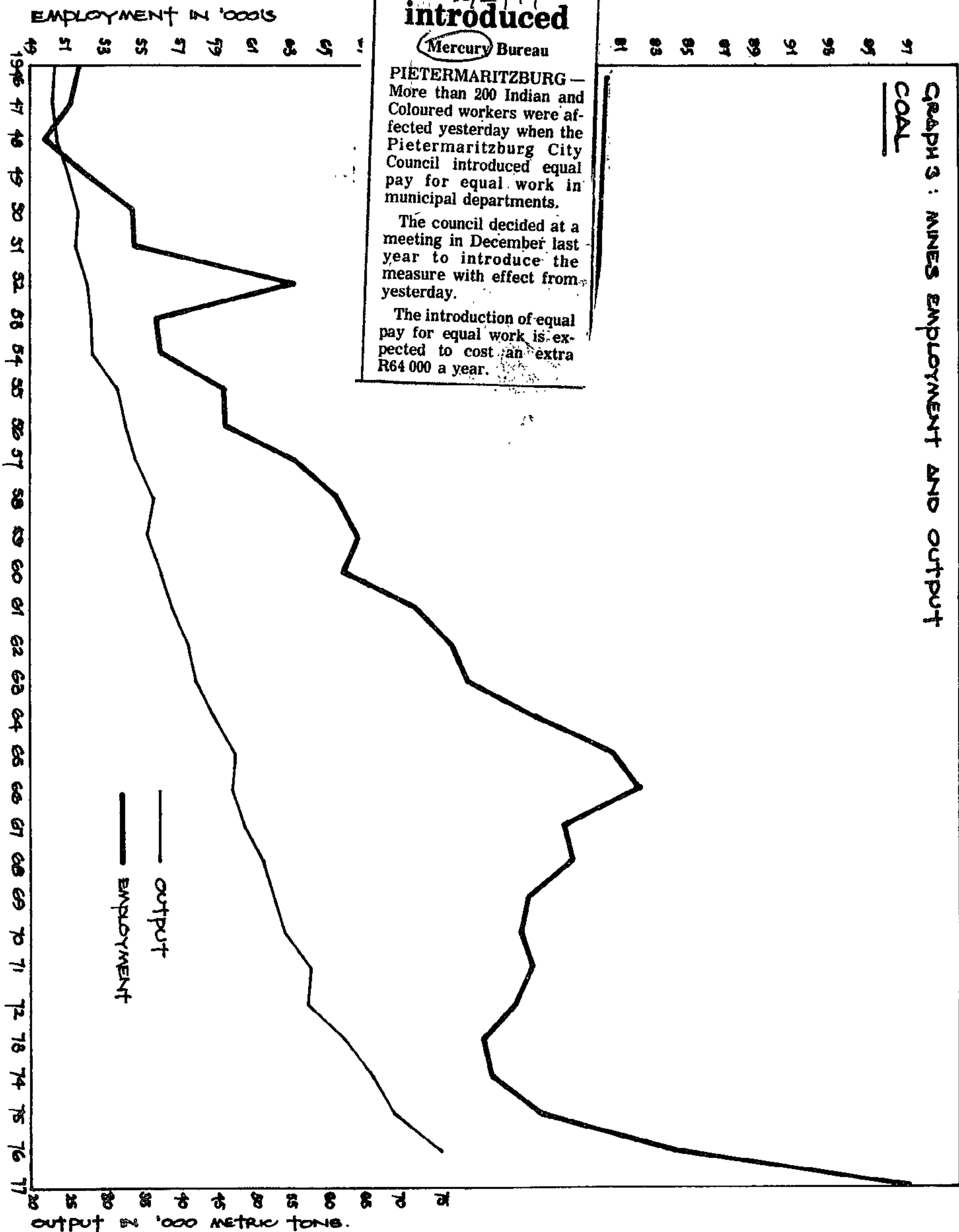
2/2/79
Mercury Bureau

PIETERMARITZBURG —
More than 200 Indian and Coloured workers were affected yesterday when the Pietermaritzburg City Council introduced equal pay for equal work in municipal departments.

The council decided at a meeting in December last year to introduce the measure with effect from yesterday.

The introduction of equal pay for equal work is expected to cost an extra R64 000 a year.

GRAPH 3 : MINES EMPLOYMENT AND OUTPUT
COAL



SA aims for ³⁰ 250 000 new ⁵⁷ jobs a year

JOHANNESBURG — South African economic objectives include the provision of 250 000 new jobs annually, increasing average levels of living, removing unjustified racial discrimination in the economic sphere and improving strategic preparedness against military and other international pressures.

This was said here yesterday by Dr Simon Brand, economic adviser to the Prime Minister, when he addressed a South African-German Chamber of Trade and Industry lunch meeting.

He said he could not give the answer to the achievement of all these objectives, "but it is quite clear that in a healthy economy they are much easier to achieve, while a stagnant economy may make it impossible."

In several years, the growth rates in real gross domestic product had grown between 0.25 per

cent and 2.5 per cent, as against the required 5-6 per cent GDP to meet the economic objectives.

"Consequently, we have fallen behind on some of our objective. Unemployment at present is uncomfortably high and the levels of living are stagnant," Dr Brand said.

"But we have made progress with some other objectives. The black-white income ratios have improved. The average real earnings of whites was down by 2.6 per cent in 1977 while that of non-whites rose by 1.1 per cent.

"In a number of spheres discriminatory measures have been relaxed and, with our military preparedness improving, our economic vulnerability has been reduced."

Dr Brand said it was encouraging that since the second half of 1977, the growth rate had been rising. — SAPA.

RDM 8/2/79

Civil service wage gap to close (57)

THE ASSEMBLY. — The Prime Minister, Mr P W Botha, announced yesterday that a plan had been accepted which would gradually narrow the wage-gap between white and non-white staff members in the management cadres of the civil service.

Speaking in the No Confidence debate, Mr Botha said certain posts had been identified which would be

placed on par with white positions from April 1, this year, or which from that date would move closer to parity.

"It is estimated that on April 1, 1979, more than 400 staff members will be placed on full parity while a further 1 300 members will move closer to parity."

An amount of R3 500 000 had been made available for this.

Positions which had been identified for this purpose included posts such as first medical officer, professor, specialist, senior specialist, first specialist, medical officer, inspector of education, chief inspector of education, and certain school principals who were in possession of higher qualifications.

Details of how this would be implemented would be worked out by the Civil Ser-

vice Commission.

The Government had also instructed that the whole question of salary parity should be investigated over a wide field and be given high priority.

The aim of the investigation would be to determine the financial implications of salary parity and identify other implications. It was expected to take a long time.

Subject: The antiquities of JERUSALEM (illustrated by slides)

Professor Dubow originally trained as an architect but moved to the Michaelis School where he won renown for his lectures on the history of art, and became Director of the School in 1971. Under his leadership the School has been vibrant with new activities.

AGENDA for the AGM/SAKELYS vir die Algemene Jaarvergadering

1. Personalia
2. Minutes of the AGM held on 7th September 1977/Notule van die Jaarvergadering van 7 September.
3. Chairman's report/Verslag van die Voorsitter.
4. Matters arising from the Minutes and Chairman's Report/Sake wat van die Notule en Voorsitter se Verslag voortspruit.
5. Financial statement for the year ended 10th September 1978/Finansiële verslag vir die jaar geëindig 10 September.
6. Motion: The Western Cape Branch requests the chairman of the Classical Association to transmit to the biennial conference of the Association the proposal that the portion of the subscription remitted to the local branches for each registered member should be increased from 50 cents to R1.
Proposed: J.E. Atkinson; Seconded: Mr. J. Sang.
7. Election of office bearers and committee members for 1978-9/Verkiesing van ampsdraers en komiteelede vir 1978-9.

Huidige lede: Voorsitter/Chairman: John E. Atkinson
Sekretaris/Tesourier//Secretary/Treasurer: Mr. J. Sang
(Vice: Miss P. le Roux)

Sekretarisse vir die Skole/ Schools' Secretary: Miss B. Keeson
(not available for reelection)

Committee members: Dr. S. Bruwer, Mrs. M. Mezzabotta, Mr. Thom
Mr. P. Collins, Miss S. Armstrong, Dr. R. van Stekelenberg.

Coopted members: Mej. D.J. Blokbergen, and student representatives from U.S., U.W.C. and U.C.T., namely Messrs. M. Sahd and C. Yon and Miss J. Frater.

8. Any other business/Algemeen.

J. Sang.
Department of Classics, U.C.T.
Phone: 698531 Extn. 213.

ON FEMINISM - THE WOMEN'S MOVEMENT REPLY

As a group of U.C.T. Feminists we are appalled by the naivety of the S.S.D. editors' in including the pretentious study entitled "A Critique of Bourgeois Feminism" in their latest newsletter. We would like to point out some of the combined illogicalities, misconceptions and muddled thinking that appear in their article.

The description of what a Women's Movement should be confines itself to stating the obvious; "A Women's Movement is a political movement", "it must, therefore, identify the women's position within the structures of society". To assume that factors such as the "pass-laws, the reserves, squatter-camps and the role of women in these" have not been explored, even theoretically, by the U.C.T. Women's Movement indicates that the writer of this article has no direct knowledge of discussions and projects currently in progress among Women's Movement members. A notable difference being that members of the Movement are perhaps more aware of the discrepancy between "examining the institutions that continually produce and reproduce the structural position of women in South Africa" and developing what the writer idealistically refers to as "adequate political practice" from within the context of such an undeniably bourgeois establishment as a white university. To theorize around the projected "integrated struggle for liberation of all men and women" is mere utopianism, organization must concern itself with specific oppression. Separatism in no way excludes the awareness of other oppressed groups.

In correlating such diverse statements as the "fundamental contradiction that exists between men and women" (which contradiction is never examined in detail) and saying that "the contradictions that exist between social classes then assumes secondary importance (it at all)" the writer fails to realise that he/she moves from stating a basic feminist tenet to attack one particular feminist stance - radical feminism (not to be confused with Marxist, Socialist, Liberal or Lesbian Feminism) which is only one of the numerous positions held by U.C.T. women within the 'umbrella' organization of the movement. This article is a misinformed attempt to stereotype the U.C.T. Women's Movement into an homogenous radical-feminist group and attack its policies accordingly.

By a process of flawed illogical reason the most erroneous of which concerns "the position in any Women's Movement would raise" as an involvement with person; tedious catalogue of fundamentals, the fact that "women's problems" - rape, the private problems and that the small group awareness from the personal to the political consciousness there can be no mass position of this is the "speaking bitterness" of peasant women, which played a vital role in the cultural conditions of people's liberation in determining contradictions that exist between bourgeois discrimination and working class as essentially exploitation" a dichotomy on the other substituting a mechanism profound understanding of how these reinforce each other.

The mock-warning that "inadequate stimulation is not achieved simultaneously, no cognisance of the historical fact century have women, by fighting alone equality, simultaneously or after t

Injustice removed - professor

CAPE TOWN. - Salary discrimination on the basis of colour had been removed at the University of the Western Cape, the rector, Professor R E van der Ross, announced at the weekend. He told a graduation ceremony that this had removed an item of injustice which had caused dissatisfaction for almost 20 years. In an interview later he said that the Government and the university had had a long-standing arrangement that the principle of equal pay could be implemented if funds were available. The Government had now made it possible to get the funds, he said. The actual parity payouts had not been made yet, but would come into effect later this year. However, it had been implemented since January 1 and staff would receive back pay from that date, he said. - Sapa

NO feminist positions are deduced, that, despite the basic appreciation of the economic basis of the very real oppression as the 'bourgeois' material forms depend upon and that "women's n of men..." shows near achieving revolution this

Salaries at UWC equalized, says Van der Ross

Staff Reporter

THE University of the Western Cape has abolished salary discrimination on the basis of colour as from January 1, this year.

This was announced officially at the weekend by the rector, Professor R E van der Ross, in his address at the university's graduation ceremony in the Good Hope Centre.

Professor Van der Ross also announced that the "ethnic exclusiveness" of the university had been lessened by admitting students of other race groups.

Yesterday Professor Van der Ross said the council of the university had decided in December last year to abolish wage discrimination which had been the cause of dissatisfaction for almost 20 years.

He said wage parity had been introduced at the university as from January 1, which meant staff would receive back payment from that date.

Lecturers

"This should affect most of 350 staff members at the university, and some of the 250 lecturers. I say only some of the lecturers, because most of them are white," he said.

On the issue of "ethnic exclusiveness", Professor Van der Ross said the university was initially built exclusively for coloured people.

"But now any student of any race can be admitted, provided he has a permit. We do not have the final say as to who is admitted to our university, that decision rests with the minister."

He added that it was easier for a non-coloured person to obtain a permit at post graduate level than it was to obtain one at undergraduate level.

Professor Van der Ross also expressed concern at the fact that during the period of negotiation for new salaries for universities, the UWC was not consulted at all, and was not informed about what was happening.

"The problem is that, unlike white universities, the black universities do not have a statutory body to negotiate for them, and therefore do not have to be consulted by the minister. This is in fact what happens," he said.

RDM 14/2/79

Prof urges equality for teachers

~~57~~
57

By VELELENI MASHUMI
Pretoria Bureau

A PLEA for co-operation and equality between teachers of different races has come from a senior educationist, Professor J D V Terblanche, chairman of the white South African Teachers' Council and rector of the Pretoria College of Education.

Prof Terblanche told a one-day education conference organised by the Transvaal United African Teachers' Association at the Mamelodi High School: "Closer co-operation within the organised teaching profession should be sought, always bearing in mind the principle of unity within the diversity of our South African society."

He told the weekend conference that some of the worthwhile goals in this regard were:

- Uniform education standards for teachers and equality of conditions and privileges of service.

- Full opportunity for the representatives of the different population groups to participate in and, in certain cases, control educational matters, taking into consideration the principle of equal treatment.

- Closer co-ordination on a broader policy.

Prof Terblanche added that all groups should elect their own educational representatives.

Progress should be gradual and evolutionary.

"At this level equal representation and equal opportunity would also apply and no particular group should be placed in an inferior position. Likewise, no specific group will be permitted to play a dominant role," he said.

Expressionism	L	11th	"	10th Sept.
French Lit. till 1920	S	12th	"	
English lit. till 1920	E	13th	"	
Theatre in 20th c. till 1930		14th	"	7
Cubism & Cezanne	S	24th	"	
Architect 20th c.	L	25th	"	
Abstract art	S	26th	"	
Sculpture from Rodin to Moore	L	27th	"	
		28th	"	78

Codes of employment practice will be a key focus of the second Fine Spamer survey of black job advancement. So too will dealings with African unions.

Fine Spamer's Bernard Chalmers stresses that the survey will not be monitoring the codes, but will attempt to give employers "an idea of how they are faring in implementing them compared to other employers."

How accurate are surveys like Fine Spamer's? Critics argue that they are misleading—firstly because they inevitably concentrate on more enlightened firms; and secondly because they rely on management for their information. "How do they know these companies are telling the truth?" asks one critic.

Replies Chalmers: "We don't claim to be describing SA as a whole. We're merely trying to offer a picture of a particular market." On the accuracy issue, he argues that the survey technique enable Fine Spamer to pick up inconsistencies: "It is usually possible to gauge how accurate the replies are."

The survey will focus not only on black unionism, but also on issues like shop floor job advancement and training. "Petty apartheid" issues like canteen and lavatory integration will receive less attention.

IT'S CASH,

W/C ARGUS
17/2/79

(57)



MR Barkie Mogamed, once a driver, is now, because of the policy of non-discrimination in his firm, a salesman, earning a 'substantially higher' salary.

NOT EQUALITY

SIGNATORIES to the 1976 manifesto committing firms to a policy of non-discrimination within the law, are sticking to the principles in the manifesto — but some workers feel there is still much room for improvement.

'The biggest problem is money,' said one worker this week. 'It's no use giving us equal rights, with the same toilets and canteens, if we are still getting badly paid.'

The manifesto calls on employers to:

- Select, employ, train and promote staff without regard to race or colour;
- Give equal pay for equal work;
- Promote understanding between employers and employees regardless of race.

Cape Town Chamber of Commerce director Mr B MacLeod, says the chamber has received 'only a few minor complaints' about firms not implementing the principles in the manifesto.

And spokesmen for businesses which signed the manifesto said this week they are keeping to the principles. Some added they were doing so even before the manifesto came out.

Whites still hold most top jobs because, as the chairman of one company said, the 'situation in South Africa is such that whites are more qualified and better educated than blacks.'

There are some success stories of blacks who have moved from a lower paid job, to a job on a par with that of whites, and at the same salary.

Mr Barkie Mohamed is

No discrimination — except in the pay packet

By _____
Vicky Gunn _____

ings with other salesmen and managers, and often have drinks with them.'

Mr J Viljoen, administrative manager of Atkinsons, said his firm had people of different races in almost every department, and the second principle of the manifesto had been almost completely implemented.

'Although, we haven't reached the stage of having black managers yet, the sales staff, who are the backbone of the business as far as production goes, is completely mixed.'

But for some workers the removal of discrimination has made little difference.

Workers interviewed at a textile factory did not know of the manifesto, or that their employers had signed it.

A man said wages in the industry were still 'very low' but said there

was no racial discrimination, and their personnel manager was black.

The managing director of the company said the principles of the manifesto had been applied since the beginning of the decade.

'The toilets and the canteens are mixed, and salaries for the same job have been levelled.'

Asked if he thought the workers were happy with their wages, he said: 'No one is happy with the money he is getting, including you and me.'

The financial and personnel director at another factory said there was no racial discrimination. There were separate toilets and canteens for the clerical staff, and the factory staff.

All the clerical staff received equal wages for equal work. There were no white people working in the factory.

such a person. He joined Atkinsons Toyota as a driver in 1973. 'Even then, there was no racial discrimination,' he said.

Last year, he was offered a job as a salesman in the used-car section, at a much higher salary. 'It was a very substantial increase, and has made a lot of difference to my life.'

He said the directors of the company did not approve of racial discrimination.

'I serve white and black customers. I sit in meet-

57
Council
removes
pay gap

EAST LONDON — Holiday bonuses for black municipal staff here are to be calculated on the same basis as for whites in future.

This decision was taken at the monthly meeting of the East London City Council on Monday night but was not made public as it was discussed in committee.

It is understood this eliminates discrimination in the pay for municipal staff, who now earn equal pay for equal work, regardless of their race
— DDR

Employment 'Trade hinges on code

STAR
7/3/79

new labour laws'

progress ① 57
② 137
③ 146

By Sieg Hannig,
Labour Reporter

A code of employment practice which had been accepted by commerce and industry was making an impact and creating new attitudes, the general manager of the Urban Foundation, Dr R Lee, said in Johannesburg today.

He was speaking at a seminar on implementing the practice.

Dr Lee said the aim of the code was the removal of all discrimination based on race or colour.

A warning of repercussions if the recommendations of the Wiehahn and Riekert Commissions do not produce significant changes in labour laws and practices was sounded today.

"If they do not come up with significant changes which have the support of the Government, our associates in the United States will find it extremely difficult to retain trade links with companies here," Mr P A C Markgraaff, personnel liaison manager of the Barlow Rand group, told a conference of the National Development and Management Foundation in Johannesburg.

South African companies were warned to retain their

present business links abroad, visible progress in adopting the employment code was essential. Mr Markgraaff said.

He gave striking examples of how seriously Barlow Rand takes this advice:

① In its policy not to acquire any business that depends on wages and service conditions below group standards, Barlow Rand rejected a company with "very attractive features" which was offered to it.

② "The group was striving towards integration of work areas and other facilities."

③ Advertisements for staff should state that applicants of all races and both sexes would be considered for employment.

The only way of ensuring compliance with codes of labour practice is to write them into industrial legislation, said Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa).

Intervention by foreign governments was unacceptable to Tucsa.

"Where we find that all is not as it should be, our practice will be that of approaching local management for clarification and explanation," Mr Grobbelaar said.

The next step, in the case of foreign-based firms, would be to submit Tucsa's views and findings to the overseas head office and to the originators of the respective code.

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Closing the gap

TO narrow the wage gap, Coloured, Indian and Black postal workers were to get more percentage-wise than their White colleagues when the new salary scales were introduced on April 1 this year, the minister

said. 2/3/77 (57)
Whites would get 10 per cent while Blacks and Indians would get a 15 per cent rise.
Coloured postal officials would get a 12,5 percent rise. — (Sapa.)

Salary increases to bridge pay gap

Staff Reporter

PROFESSOR J N de Klerk, chairman of the Federal Council of the South African Medical Association, said yesterday that expected increases for doctors in full-time State employ would wipe out most of the salary differences between blacks and whites in the profession.

"This is a major breakthrough. To a large extent salary discrimination among full-time professional staff will disappear," said Professor De Klerk.

The association had been fighting for this for 13 years and had recently been told by the Department of Health that it intended "adjusting the scales" and that conditions of service for full-time staff were to be "vastly improved."

The changes were expected soon and it was likely that salary increases would be patterned on those recently given to the public service. These were 10 percent for whites, 12,5 percent for coloured people and Indians, and 15 percent for blacks.

Professor De Klerk noted in his annual report, published in the latest issue of the South African Medical Journal, that the shortage of doctors in the Republic was caused to some extent by political reasons but that others had left because they had been offered better job opportunities.

He warned the government in his report that the country could not afford the steady drain of highly trained academics, lost due to the poor salary structures and lack of facilities in South Africa.

(57)

New deal for black workers expected

C. Times 21/6/79

By GORDON KLING

BLACK LABOUR expectations for better employment conditions have risen to a new high with the accelerating economic recovery offering improved job opportunities and signs that the government will soon announce a new deal for workers.

Representatives of organized commerce and industry believe these prospects are conducive to the growth of business codes intended to dismantle discrimination based on race in the workplace and plans are under way for a re-energized drive for equal opportunity.

The drive is seen as a strong answer to the international campaign for disinvestment in South Africa, which appears to have little support among the black business community.

Confirming the drive yesterday, the director of the Cape Town Chamber of Commerce, Mr Brian Macleod, said job discrimination would be considerably eroded by the economic revival, which offered a golden opportunity for change.

He admitted that only about half the Chamber's 1 500 membership had signed its manifesto launched at the end of 1976 calling for "total and genuine non-discrimination", but maintained this was an indication that the implications of the code were taken seriously.

"During the recession the main thing was to hang on to a job but employees will have far more leverage as the economy improves and it will become relatively easier to choose between places of work," he said.

"At the same time, firms will be in a better position to accommodate the principles of the manifesto. There is no doubt that it can involve substantial additional costs, in new facilities and equal pension benefits for example, and the past few years have seen many firms hard-pressed."

The head of the National African Federated Chamber of Commerce in the Western Cape, Mr Lucas Phillips, agreed yesterday and said the improvement of employment conditions was taking place.

"There is still discrimination in business and the workplace and there will be for a long

time to come. We are pinning our hopes on the Riekert and Wiehahn commissions, which we expect to bring about meaningful change."

But when it came to his reaction on the disinvestment campaign, a reticent Mr Lucas said: "It is very sensitive and controversial and I'm not qualified to express an opinion."

Not so, the Minister of Finance, Senator Owen Horwood, who pointed to the growing strength of the capital account of the balance of payments (indicative of an increased inflow of foreign capital) and termed the impact of the campaign "absolutely minimal".

The official Opposition finance spokesman, Mr Harry Schwarz, believed the aims of the campaign were undesirable and accepted that little harm had been caused so far. Both felt it was a good thing to have employment conditions here come under the magnifying glass to bring about improvements.

Mr Schwarz said disinvestment would hit hardest those who deserved to be affected the least. "It would also result in a change in the economic system away from free enterprise to a form of socialism."

He described the effectiveness of implementation of the various codes as "a mixed bag", but believed the majority of firms were trying to comply.

The chairman of the 2 100-member Western Cape Traders' Association, Mr Dawood Khan, was more sceptical. "The codes sound great," he said, "but for many firms they are just pieces of paper."

"We've found the worst firms are so-called liberal businesses. I'd rate the Americans as best, followed by the South African Afrikaner firms. At least we get straight answers from them. The British and Continental firms are the worst, followed by business operated by English-speaking South Africans."

"I don't think the codes have had much impact but I'm against disinvestment," he said.

① 57
② 106
③ 133

Hurley call on closing of wage gap



Mr Rupert Hurley

Staff Reporter

MR RUPERT HURLEY, Progressive Federal Party MPC for Rondebosch, said in the Provincial Council yesterday that the wage gap between the different races should be closed at a much faster rate.

According to the latest rate of narrowing of the wage gap, it would take until the year 1997 for the gap to be closed.

The administration should also suggest clearly to local authorities that they should implement the policy of narrowing the wage gap.

Mr. Hurley also said private people should be encouraged to remain homeowners and not be forced out of their homes because local authorities needed more money.

There should be alternative means of supplying local authorities with funds. He suggested that local authorities should be exempt from paying sales tax.

Equal chances in civil service — Schlebusch

THE ASSEMBLY—There was no racial discrimination in the appointment of civil servants with the right qualifications, the Minister of the Interior, Mr Schlebusch, said yesterday.

Nor had there ever been any discrimination based on sex or race in the training of personnel for the civil service, the Minister said in reply to a question tabled by Mr Horace van Rensburg (PFP, Bryanston).

The Government had also eliminated differences in salaries based on sex, except for teaching staff and "certain entry grades for blacks".

A medical aid scheme for Coloureds and Indians had been established and was subsidised on the same basis as the scheme for whites. A medical aid scheme for black civil servants was being investigated.

"Conditions of employment where differences between the different population groups still exist, whatever the reason for such differences may be, are continuously being investigated to remove any kind of discrimination," Mr Schlebusch said.

Where differences existed in service benefits, the purpose was to give assistance for refunding expenses while on official duty.

"In this connection, it is necessary to take into consideration the facilities which are available to the different population groups and which dictates the measure of financial assistance rendered towards expenses."

Where salary parity had been implemented since April 1, 1979, "certain ser-

vice benefits have been equalised with that of whites".

During the past five years, measures had been introduced to eliminate differences in leave privileges and the class in which an official journey could be made.

Since 1975, Coloured and Indian employees had participated in the subsidy scheme for housing loans, but Mr Schlebusch made no mention of similar rights for black civil servants.

"Since personnel in the public service are employed in posts which are created as a result of specific needs and in respect of which specific requirements for appointment purposes are laid down, there is no question of discrimination as far as the appointment of personnel who comply with such specifications are concerned.

"No distinction based on race or sex is made in respect of any post for which a person may qualify."

Discrimination in payment based on race had been eliminated in top management "as well as posts in the top structure in respect of Coloureds and Indians. The wage gap in respect of all other posts has been narrowed.

"The further narrowing and elimination of the wage gap between whites and non-whites, as well as the discrimination based on sex, is receiving continuous attention."

Asked about discrimination in government canteens, the Minister said: "Government departments as such do not provide canteen facilities." — PC

News by B. Streek, Press Gallery, House of Assembly, Cape Town.

Hospital nurses and a pay gap

Pretoria Bureau

There is a gap of more than R112 a month between starting salaries paid to white and black nurses in Transvaal provincial hospitals.

The Administrator, Mr Sybrand van Niekerk, told Mrs Irene Mennell (PFP Houghton), in the Provincial Council yesterday that whites receive R310 a month, blacks R197,50 and coloureds and Indians R265.

It's still a case of "never on a Sunday" in the Transvaal — even if sporting facilities at schools are paid for by parent-teacher associations.

It was not the policy of the Transvaal Education Department to make sporting facilities available on Sunday, even if they had been paid by PTAs, said Mr David van der Merwe Brink, MEC in charge of education.

He was replying to a question from Mrs Pat van Rensburg (PFP Bryanstons).

The Transvaal School Board is investigating the establishment of an English-medium high school in the Bryanstons-Sandton area, Mr van der Merwe Brink told the council.

R50 000m is needed to bridge the pay gap

By STEPHEN ORPEN

AT LEAST R50 000-million will be needed in the next decade if all the objectives of blue-prints for black advancement, and of the historic Wiehahn and Riekert commission re-

model for job and pay evaluation, they explain that almost R5 000-million a year would be necessary just to close the gap between white and black pay — rising steadily to more than R8 000-million a year by 1989.

To this would have to be added an average of some R1 000-million a year in re-

ing, or even of going slow, with the mammoth task of black advancement, would be far higher than moving ahead with the programme as fast as possible.

One commissioner explains: "We cannot stand still because of the cost of advancement. There are two essential points

stimulation brought about by the vastly increased amounts of money in the black consumer's pocket.

"Not least, there is at least a chance that we will defuse the time-bomb of serious political confrontation and burning social unrest among the blacks."

Commenting on the figures, much 'Waiting for Wiehahn', as

The country must realise that we are launched on a journey which will certainly carry high costs and severe challenges.

"There is no alternative. So it is up to the private sector to find ways to make the exercise pay for itself."

"Frankly, there has been too much 'Waiting for Wiehahn', as

High cost to bridge pay gap

● From Page 1

seem to have back-tracked in important ways on the spirit and central thrust of the Wiehahn report.

"There are plausible political explanations for this, particularly the fear of a white backlash.

"At the same time, some of Government's response in the Industrial Conciliation Act amendment measures could snarl up future efforts to push ahead."

A director of one of the country's largest industrial groups, who has been closely involved in Wiehahn's work, is concerned at private sector apathy.

"Business has wasted years of possible action on the pretext that the relevant legislation was a minefield preventing progress," he said.

"This is nonsense. Much could have been done, despite the legal difficulties. Even now, there is a depressing inertia, hidden by a growing mountain of tokenism.

Count

"For instance, one large mining house has more than 1 000 clerks just at head office, yet you can count the blacks among them on two hands.

"There are still less than 30 black accountants operating, as such, in mining and industry in South Africa. There are even fewer qualified engineers in significant jobs. And not a single black, that I know of, is doing anything important in business as a corporate lawyer."

He and others lay the blame squarely on management. They accuse the majority of company bosses of failing to take the initiative in training, advancement and pay equalisation programmes, while complaining at any sign of government "interference".

At briefing sessions for business leaders this week, Wiehahn commissioner Dick Sutton and Dr Piet Riekert, crystallised the main objectives of the two sets of recommendations. They also answered a barrage of often critical questions.

Sutton identified the industrial council system as central to elements retained in the Wiehahn proposals which had already been proved successful in the field.

As principles of the negotiating environment favoured by the Commission, he singled out voluntarism and self-government in the settlement of labour matters, with the state confined to a mediating role.

He said the fundamental changes suggested in the commission's report, could be

grouped under two main headings: Freedom of association and equal pay, promotion and conditions for work of equal value, regardless of colour or race.

The concept of industrial courts, he added, could be seen as a "fourth force" in the manpower arena, straddling employers, employees and officialdom as an independent arbitrator.

He agreed that the exclusion from union rights of blacks commuting into white areas was an unfortunate modification in one of the basic principles of the Wiehahn proposals.

"It could lead to surreptitious activities alongside legitimate black unions, and so undermine the proposed new system," he said.

He felt that to link a man's union rights to permanent residence, and to an established job, could be unfortunate.

"But in practice, I'm not sure what else could have been done at this stage."

He was also anxious at government's thumbs-down for mixed unions.

"This will emphasise the splintering of the union system. It could create inter-union rivalry on racial lines.

"But I suspect we would, in any case, have been faced with this. I suspect the majority of blacks prefer to maintain their own unions, rather than risk being overshadowed or confronted in mixed ones."

He also felt there could be difficulties with the veto granted to industrial councils over union representativeness.

"Insofar as the intention is to provide a breathing space to allow the warring parties to settle their differences, the veto may have merit.

Incentive

"The industrial courts will provide an incentive for the settlement of disputes by negotiation because, in many cases, the parties to any disagreement will not want to have the dispute settled for them by the law.

"But an open-ended power of veto could backfire. For instance, in the distributive trade, blacks could achieve representative status ahead of whites and apply the veto to them."

On the exclusion of migrant workers from the black union movement, he said: "It is obviously not ideal, but we need time to find the right answer.

"In the meantime, it is possible that the migrants might form their own organisations, with the de facto power to act as unions."

Riekert was hard put to explain the favoured treatment

proposed by his commission. Section Tenness (black) valid residential and employment rights in the urban areas at the expense of other blacks.

He pointed out that a condition, decided by the commission, was that existing rights should not be taken from blacks in the proposals, and that the Section Tenness's rights had, therefore, to be protected.

Critics, however, suggested that the preference given to the Tenness was simply a way of stabilising the work force in and around white urban areas by confining jobless and/or homeless black work-seekers to the rural areas, where squatting and vagrancy might be less of a problem.

Repeat

Riekert summarised the recommendations in his Commission's 1 000-page report by listing some 20 "main points of departure" agreed by the members in tackling their task. These include:

- The repeal of outdated measures.
- The streamlining of cumbersome existing measures.
- The consolidation of and related sets of regulations.
- The removal of overlap in the law and regulations.
- The scrapping of discriminatory measures, as far as possible, within the constraints of the commission's brief.
- No existing rights to be taken from blacks.
- Optimisation of the use of manpower resources.
- Decentralisation of decision making on labour matters.
- Formation of instruments to settle matters which the labour market mechanism could not settle.

A key objective of the report was to seek as much consolidation as possible of existing legislation affecting the black work force (embodied in less than 60-odd Acts) into new Acts.

These two Acts he named "The Act on Employment and Training" and "The Act on Black Community Development".

In particular, it was hoped to eliminate the most-hated existing legislation among blacks: The Black Urban Areas Consolidation Act of 1945; the Black Labour Act and pass legislation.

Questioned about the political problems of trying to reform labour legislation, Riekert said this was a challenge for the special Cabinet Committee currently investigating the matter.

"We were not briefed to cross into political territory we avoided it," he

Factory job-seekers complain

EAST LONDON — Work-seekers at Dunlop's Wilsona plant have hit at the firm's recruiting methods claiming too much power has been given to the personnel officer, Mr M. Mdingi.

But the firm's works manager, Mr D. Graham, says they are quite happy with their employment methods.

Mr Eddie Mahlangeni, 40, a father of six who had been looking for a job for 30 months, said: "We are starving and I don't think we should have an added burden with an employment practice that gives us a slim chance of getting a job."

Mr Mahlangeni said Mr Mdingi appeared at the firm's gates where work-seekers were standing and had a paper in his hand with names.

"He just shows out names and some of them

are people who come late in the day while we who have been standing there since the early hours of the morning are overlooked."

Where does he get this list of names and how does he know who is who among the scores of people at the gate?

Mr Graham explained: "The list Mr Mdingi carries has the names of people who have been retrenched. We prefer these people to newcomers for obvious reasons."

He said the plant was always trying to upgrade the workers and Mr Mdingi brought in people who qualified for possible screening and further selection tests inside the plant.

"We are happy with this method," Mr Graham said.

Mr Mahlangeni said at several East London plants work-seekers found difficulty in getting past black personnel officers.

"I just wish firms could recruit like the SATY factory in Wilsona," Mr Mahlangeni said. "The women form a queue and they are all screened out side to see if they qualify to work."

"Then a further screening is done by presumably the heads of departments so that everybody who has been waiting there gets a fair chance of getting a job."

"I think in this way it is beneficial to the firm as well as they have a wider choice."

Two other workers who were dismissed at Dunlop claimed they had been told to return by their foreman but could not get past the personnel officer.

Mr Zohle Kleinbooi, 29, an Mdantsane father of three who was dismissed two months ago because he made an error, claimed he had been told by his foreman to return.

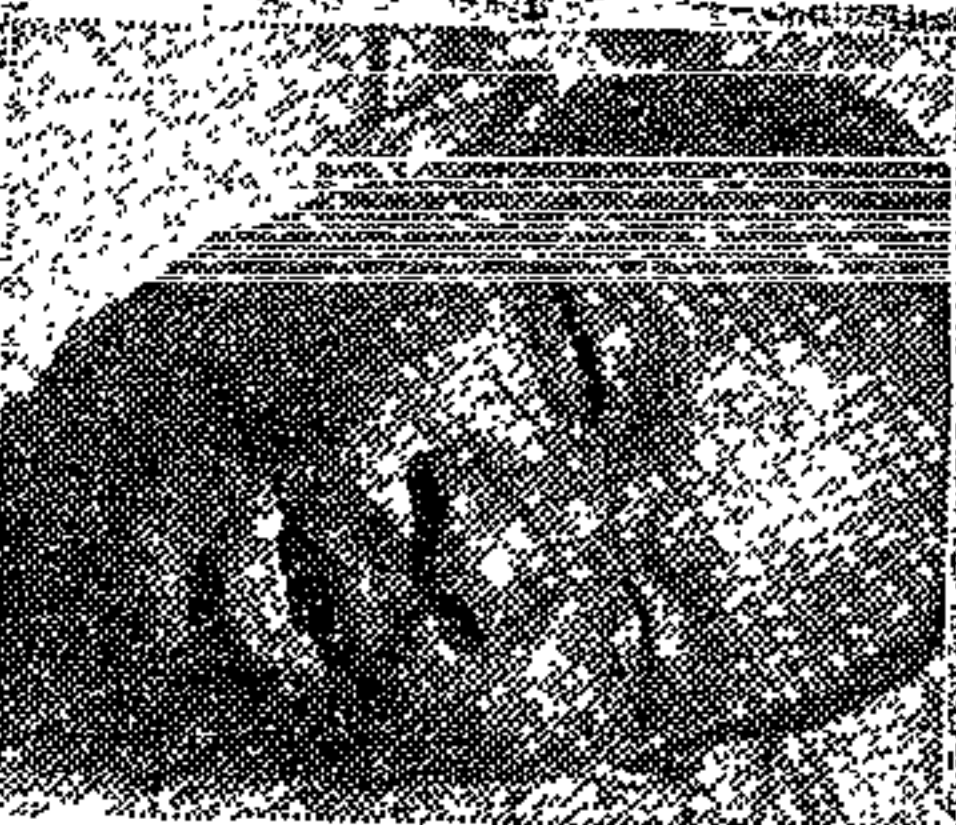
But I can't get past the gate and now my children are starving and I'm battling to get money for my rent," Mr Kleinbooi said.

Mr Mataman Nobavu, 28, also, claimed he was told to return but that he could not get past the personnel officer. He was a machine operator and was dismissed for an error.

People who have been sacked for real crimes have been taken back but we are not," Mr Nobavu said.

But Mr Graham said it was company policy not to re-employ any person who had been dismissed.

"He could not comment on a promise by a foreman to take a worker back."



MR MAHLANGENI... we're overlooked.



MR KLEINBOOI... can't get past gate.

25
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THE RADIOCARBON CHRONOLOGY

The rates derived from the simulations have shown that the fission model provided the fastest rates of expansion. The fission model was also characterised by a lower rate of expansion for a single culture than for the whole tradition. A comparison of the rates of expansion derived from the models with values derived from the radiocarbon chronology should provide a test of the appropriateness of the two models.

METHOD

Early Iron Age radiocarbon dates provide estimate of the period during which a site was occupied. Radiocarbon dates have an estimate of variability associated with them and it was decided therefore, that the rate of spread could not be calculated directly from the dates and a curve fitting technique was used. Linear regression analysis provided a best fit straight line, derived from a least squares analysis (McCall, 1970), between distance and date. Some sites had more than one date associated with them and a weighted average (Huffman, 1977) was used to provide a best estimate. The weighted average was used only where dates clustered and were unlikely to be associated with pre Iron Age events (Huffman, 1977). If dates were obviously more recent than the earliest occurrence of the Early Iron Age in an area they were not used in the analysis as the analysis was an attempt to measure the rate of spread of the Early Iron Age.

DATA

Regression analyses for both of the possible routes of expansion, Urewe to Silver Leaves and Kwale to Silver Leaves, were carried out. Three regression lines were calculated, the value for the expansion of the Urewe culture and the values for the two possible routes. In each case the earliest date was set at a distance of zero. The distance from this site to other early sites was measured. The regression line was then calculated and rates of expansion were derived from the results.

The sites and associated dates used in the present study are shown in tables seven, eight, and nine.

RESULTS

The regression line for the Urewe culture had a slope of 0,54 with the origin at 92 years (Fig.4). This gave a rate of expansion of 0,57 Km/year. The slope for the Urewe to Silver Leaves expansion was 0,116 with the origin at 34 years. The overall expansion rate was 9,6 Km/year (Fig. 4). The overall rate of expansion corresponded fairly well with the values derived from the simulation growth (0.035:

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support complex stream histori temporal ordering within the complex indicated a hence a 'stream' model. The relatively slow expansion rates associated with the simulations of the continuous spread model indicated that the wave model (Soper, 1971a) is probably incorrect. The rapid rates of spread generated by the simulations of the discontinuous spread model suggest that this was the most likely mechanism of dispersal. This mechanism mimics movements known from oral tradition (Kimambo, 1974; Legassick, 1969; Monnig, 1967; Turner, 1954; Were 1974). The groups that were hived off would have moved some distance and settled and they could have acted as nuclei for further expansion. Because more than one

Black pay gap nears US level

57 37/74

By Steg Hannig, Labour Reporter

Skilled blacks are earning only 57 to 65 percent of the salaries earned by their white counterparts, according to recent salary surveys by the Fine Spamer group.

But the pay gap between skilled black and white South African men is fast narrowing to that existing in the United States, according to a leading expert.

The Fine Spamer group's Peromnes survey — South Africa's major wage survey based on job evaluation — shows that skilled blacks are now getting 57 percent of the pay of their white counterparts.

That is an improvement on the preceding two years when they were get-

ting only 51 percent of the white pay.

A smaller survey of different companies bears out the trend. It shows that skilled black men earn 65 percent of the pay of their white counterparts.

This is not far removed from the racial pay gap for skilled males in the United States, says Professor S M Swart, director of the Institute of Labour Relations of the University of South Africa.

"It would be rash to attribute the entire gap to racial discrimination, although that probably plays an important role," Professor Swart said.

Mr Olof van Schalkwyk, a director of Fine Spamer, blamed much of the wage gap on performance differences.

4/7/79

Black bi

If there were not meaningful political reforms in the foreseeable future "the sands of time will run out of South African capitalism," Professor Jill Natrass told the SA Institute of Race Relations in Johannesburg today. Staff Reporter JOHN ALLEN reports on her address.

	Professional and Technical	Managerial and Executive	Administrative and Clerical	Labour		
				Skilled	Semi-Skilled	Unskilled
1970 Mean Earnings African (Rand)	923	1322	849	775	720	510
1970 Mean Earnings Asiatic (Rand)	2203	2506	1860	1718	1141	683
1970 Mean Earnings Coloured (Rand)	1706	1174	1475	1551	951	733
1975 Mean Earnings African (Rand)	2044	1409	1913	2008	1629	956
1975 Mean Earnings Asiatic (Rand)	4240	4963	3704	3990	2829	2015
1975 Mean Earnings Coloured (Rand)	2869	1979	1772	2248	1383	924
Average Growth Rate 1970-1975 African	17.2	1.3	17.6	21.0	17.7	13.4
Average Growth Rate 1970-1975 Asiatic	14.0	14.6	14.8	18.4	19.9	24.2
Average Growth Rate 1970-1975 Coloured	11.0	11.0	3.8	7.7	7.8	4.7

Urban black racial average earnings by occupation, 1970 and 1975.

These must go

"Economic injustice will not be significantly reduced, let alone eliminated, as long as South African blacks face institutional barriers that limit either their ability to accumulate wealth or to move freely into the areas of greater economic opportunity," Professor Natrass said.

Influx control measures, the Group Areas Act and underdevelopment in black rural areas had to be removed.

"The private sector... must throw its weight into the political arena and work for controlled change now. If meaningful political reforms are not achieved within the foreseeable future the sands of time will run out for South African capitalism."

Detailing the extent of economic equality, she said: "The average income

A University of Natal economist today urged the private sector in South Africa to promote black ownership of companies in which they worked as part of a drive to "save capitalism" in the country.

Professor Jill Natrass, of the university's department of economics, also suggested at the conference of the South African Institute of Race Relations being held in Johannesburg that companies implement affirmative action programmes to help eliminate economic injustice on the basis of race.

In a 30-page address dealing with how the private sector could further racial justice, she produced statistics on jobs and pay which showed that despite some progress in areas, eliminating injustice was a huge task constituting a vital challenge to private enterprise.

Among trends indicated were that:

• White blacks had made inroads into top job categories, they had increased their share of jobs in a category allowing them more economic control;

• Despite getting more pay, blacks had not significantly increased their share of private wealth — another way of securing more economic control; and

• The gap between the living standards of black people in the towns and in rural areas appeared to be growing.

Business needs a private sector boost

per head of the whites is nearly five times greater than that of the next most favoured group, the Asians; the life expectancy of whites is longer and their access to education and top job opportunities very much better than those of other racial groups..." (See table).

Between 1970 and 1977 black, Indian and coloured people made "quite significant inroads" into top job categories — except that of managerial, executive and administrative posts.

Moving into this last category, afforded individuals a way of achieving economic control. White employees had about 97 percent of these jobs and appeared to be increasingly moving into them.

Lower rungs

Most coloured and black people in the category were small traders, so their numbers probably overstated their ability to control capital.

Another way of gaining economic power was acquiring specialised skills, said Professor Natrass. But blacks and coloured people were still confined to the lower rungs of job ladders within the top job categories they were moving into.

"In 1977 90 percent of Africans in the professional and technical grade comprised schoolteachers and nurses. In the clerical occupations one finds a bunching of Africans, coloured people and Indians in the lower positions..."

Despite progress in pay (see table) the three groups were not well-placed to be able to extract substantial benefits for specialised training and experience.

Legal barriers

(Professor Natrass noted that in most areas of jobs black earners improved their pay more than Indian or coloured people from 1970, and that the coloured community made "very small average gains" in all areas).

The estimated white share of the country's personal income dropped from 74 percent in 1970 to 68 percent in 1975 and 1977, but this was unlikely

to have significantly affected the distribution of private wealth, she added. This meant for inequality for "wealth itself accumulates additional wealth, which favours those already wealthy."

In addition legal barriers hampered black enterprise and many economic institutions were oriented almost totally to the white business environment.

It appeared that a substantial gap between the level of economic well-being of blacks in towns and those in rural areas was building up, Professor Natrass said. Geographically uneven development partly explained this.

But barriers to black population movement, such as the pass laws, perpetuated poverty.

"They chain large numbers... to the almost totally undeveloped African rural areas, or to... the white farming sector. Influx control measures dislocate the normal process of urbanisation accompanying economic development. This... widens the gap between urban and rural living standards."

widens the gap between urban and rural living standards."

The private sector should not only ameliorate economic justice, said Professor Natrass. It had to push for substantial reforms aimed at altering racially uneven access to economic power.

More control

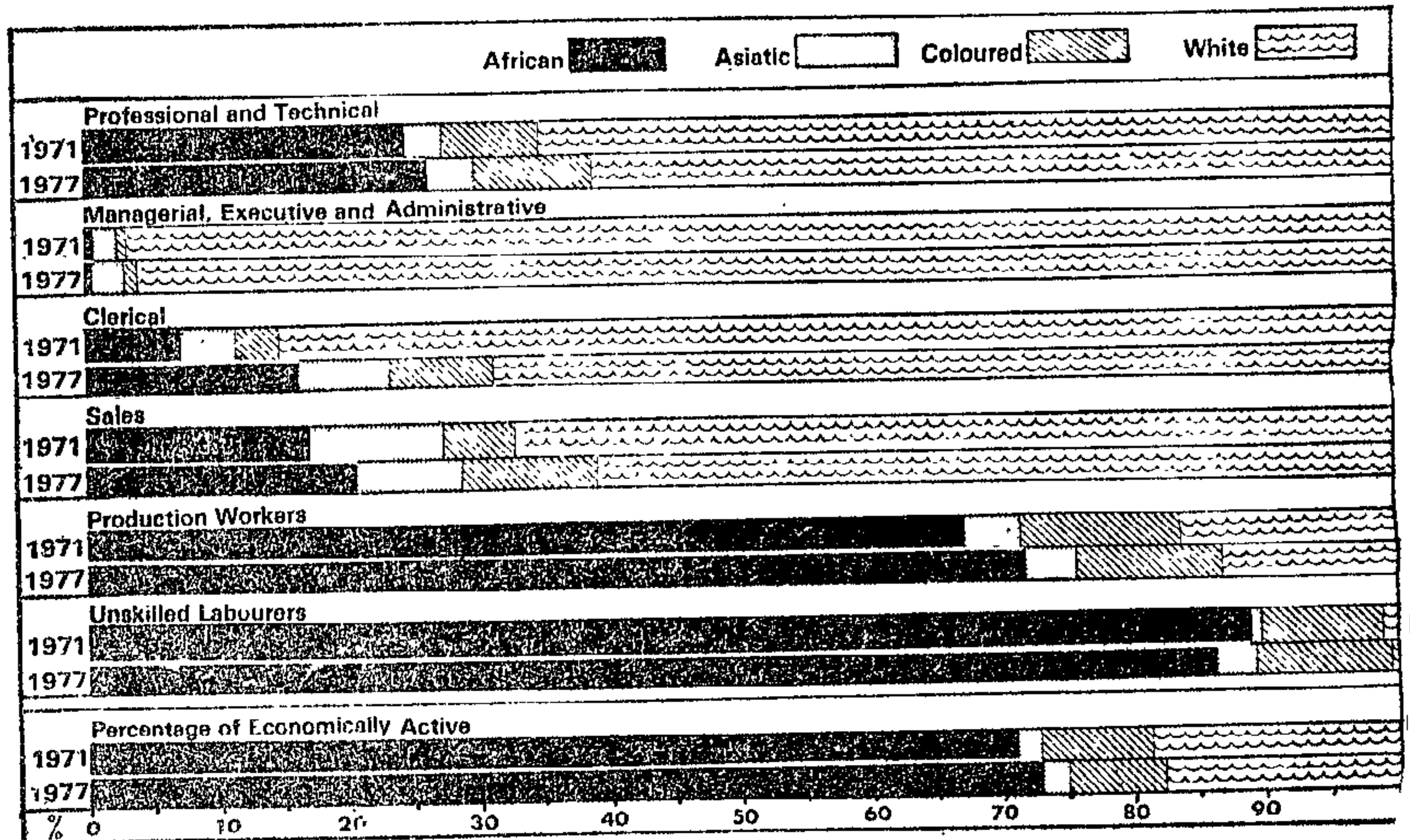
It should bring political pressure to have barriers to black business lifted, to have training improved and to have blacks given more political, and thus economic, control both in urban and rural areas.

An affirmative action programme to advance blacks into positions of control in companies was needed. Black control could be increased by fostering black ownership in black and white corporations, and by helping employees to buy shares in their firms.

Black businesses should be better served by financial institutions and white business associations could share their business experience.

Indicator	African	White
a) Average Income per Head, 1975 (R)	200	2500
b) Percentage of Taxpayers receiving Taxable Incomes Over R2 000 per annum, 1975	N/A	80
c) Median level of Education of Economically Active Men, 1970	—	9.7 yrs
d) Percentage of Economically Active Employed in Top Job Categories (1)	3	47
e) Percentage Employed in Lowest Level Jobs (2)	56	7
f) Percentage of Children at School in 1970, Aged 7-11 years	75	100
Life Expectancy, Men at Birth, 1969-1971	52 yrs.	65 yrs.

An economic profile of the white and black groups.



Racial composition and major occupations, 1971 and 1977.

Municipality accused of paying racist salaries

EAST LONDON — Racial pay and discriminatory employment practices in the municipality were slammed here last night at the monthly meeting of the East London Management Committee.

But personnel manager Mr Johan Deetleefs rejected some of the specific allegations and said they were working toward the goal of equalisation of all fringe benefits for all races.

Mr Dody Nash quoted a case where a Coloured traffic officer who had written the same exams and did the same work as his white counterpart earned less than his white junior.

"And this Coloured had attained the highest marks in the exams," Mr Nash said.

But Mr Deetleefs challenged Mr Nash to

show him the officer and assured Mr Nash the man he was referring to earned the same as his white counterpart.

Mr Deetleefs also rejected Mr Peter Mopp's comparison of a matriculated Coloured female clerk with five years experience earning R205 a month to a white with junior certificate earning R265 a month.

Mr Deetleefs pointed out qualifications did not always count alone. Quoting an example he said: "Cashiers with JC certificates earn more than clerks with matric certificates because they handle something like R30 000 a day and because they have no chance of promotion.

"We employ people with JC certificates in these jobs because people with matric certificates

need to have jobs where they stand a chance of promotion.

"There may also be more pay for the same type of job in some cases as with health inspectors. An inspector may have added experience — in smoke control for instance — and he will be earning more than another inspector doing the same work.

"These are factors which must be taken into account when making these allegations."

Mr Nash also questioned Mr Deetleefs on grading and moved a motion urging that the management committee be allowed to serve on the committees dealing with grading.

The motion was carried.
— DDR

Ciskei accused, page 9.

Memorite Central Committee se konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandelings...

14

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

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergriepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in:

a) Drie stigterslede:

Mr J.G. Benfield
Mr H.L. Kennedy
Mr P.G.T. Watson

b) Sewentien persone wat gedurende die afgelope 10 jaar lede van die Beheerraad was (* dui stigterslede aan):

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

3

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197
57

SA lags in scrapping job bars — survey

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH African companies are lagging behind both American and British firms in eliminating discriminatory job practices.

This is one of the main findings of a major survey on black job advancement conducted by Fine Spamer Associates, human resources consultants.

But according to Mr Bernard Chalmers, the director responsible for the survey, the gap is "fairly small".

About 200 companies employing just under 500 000 people took part in the survey, the second to be conducted by the organisation.

Half the companies were SA owned, 21% were linked with the US and 19% with the UK.

The survey has revealed that companies are making slow progress in eliminating discrimination in employment practices and that they remain

strongly opposed to trade unions, especially black unions.

Among the main findings are:

- Some 80% of the companies said they had policies granting equal opportunities to all population groups;

- More than two-thirds of the participants said they had an integrated pay structure for all population groups;

- About the same number said they gave equal pay for equal work, based on job evaluation systems;

- More than half the participants pay minimum wages in excess of R150 per month, and most base their low level wages on a minimum determined by a cost of living index;

- More than 70% of the firms subscribe to a code of employment practice.

Of the firms who do not pay equal pay for equal work, some 36% have definite plans to

achieve this goal. On average, these companies estimated that it would take between three and four years before all population groups are paid on an equal basis.

But according to further information in the survey, which was released to the Financial Mail, about 60% of the companies said they would prefer not to deal with black trade unions, and more than half would prefer not to deal with any unions.

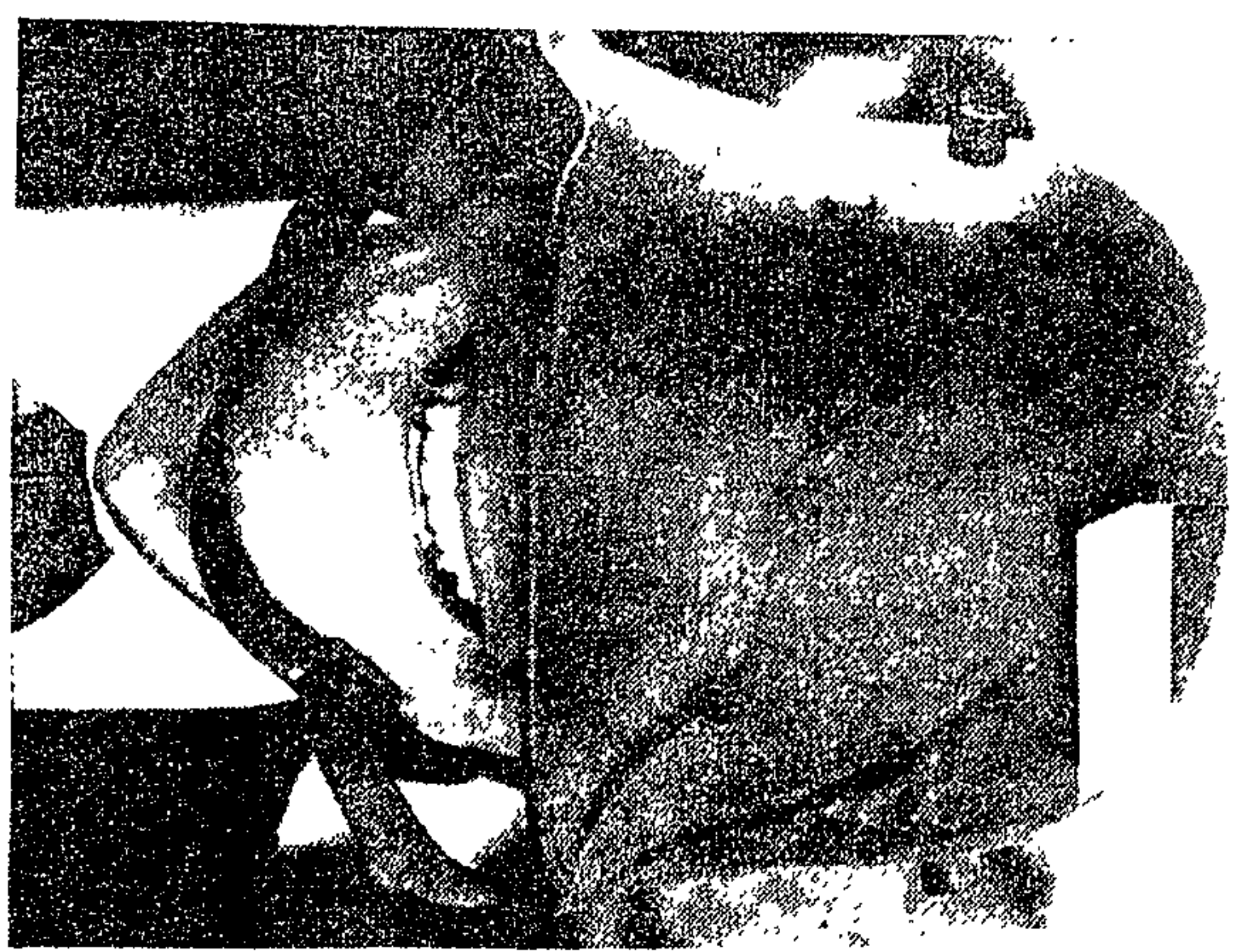
Some 90% preferred plant committees to unions.

Most companies said they would deal with registered unions — but only 37% said they were prepared to recognise an unregistered union.

According to the Financial Mail, advancement into top jobs is also lagging behind. Only 22% of the companies have coloureds, Asians or blacks in supervisory positions over whites, and only 3% have blacks in top supervisory jobs.

Equal-pay promise to doctors

57 17/7/79



THE lighter side of a medical congress. Dr. Fred Clarke, MPC, shows off part of his collection of hats and uniforms in the doctors' hobbies display. The face-enveloping helmet is a German one of World War I vintage, while the London bobby's needs no introduction.

Science Correspondent

ALL senior doctors in the public service, irrespective of race or colour, will receive equal salaries.

This was announced in Durban last night by Dr. Johan de Beer, Secretary for Health, when he opened the 52nd congress of the

Medical Association of South Africa (Masa).

"It is my pleasure to inform you this evening that the Cabinet has recently reconsidered its previous policy regarding salaries and conditions of service for full-time doctors.

"In future all doctors in the grades of senior medical officer and higher

as well as all grades of specialists shall receive equal salaries irrespective of race or colour.

"The entry grade of medical officer shall receive similar consideration at the next opportunity," said Dr de Beer.

Doctors had a big role to play in the changing and expanding health service of

southern Africa, but would have to think afresh about relinquishing traditional tasks to allied health professions, without giving up their leadership role, he said.

Desire

The philosophy of the medical schools "should be a desire for change to improve the health of the people and an ongoing intellectual enquiring mind as to how to achieve it.

"People with these attributes must be of high calibre and are entitled to equal recognition, irrespective of race, colour or religion."

Dr de Beer's announcement was welcomed by Dr. M B Asherson, president of Masa.

"Masa has always been against discrimination on grounds of race, colour or creed. We have fought it tooth and nail for years."

Durban's MOH, Dr. C. R. Mackenzie, also welcomed the move but pointed out that his department has been paying doctors equally for several years.

Greatman gets his cash, but no job

TWO years ago Greatman Seabelo, a truck driver for Nels Dairy, Johannesburg, was the victim of a robbery — and he has been paying for it ever since.

But this week his former employers, in an out of court settlement, returned R1 500 to him — the accumulated amount allegedly deducted from his salary since the robbery in January, 1977.

For 16 months, after Mr Jan Hendrik Nel, a manager of the family-owned dairy had him sign a form admitting he had borrowed money Mr Seabelo had to pay over a large slice of his R170 monthly salary.

He had worked for the firm since 1973.

Although he was dismissed from the dairy in April — when the final deduction was made — Mr Seabelo has had his money returned.

Mr Seabelo made a supporting affidavit to the affidavits of 24 applicants, all employed by Nels Dairy and members of the Sweet Food and Allied Workers' Union — who have applied to the Supreme Court to have the dairy interdicted from

ROBBERY VICTIM WAS THE ALL-WAYS LOSER

By PADDY CLAY

dismissing employees because of their participation in the establishment of a works committee.

While the matter was before the court the dairy gave an undertaking not to victimise any employees who wanted to establish a works committee.

Many affidavits said Nels Dairy often made illegal deductions from the men's wages. These, they claimed, were not registered on their pay slips.

Mr Nel, in his answering affidavit, denied that any illegal deductions were made. If the explanation for missing monies was unacceptable deductions were made from workers' bonuses, not their basic salaries.

Mr Seabelo's affidavit told how, in January 1977, while collecting money from the dairy's depot in

Birnam, a garage attendant ran into the depot and shouted that someone had broken into the truck and taken 'papers'.

Mr Seabelo and his two helpers ran out but did not find the thief.

Later Mr Seabelo and the garage attendant made a statement to the police but, when Mr Seabelo returned to Mr Nel, he was told to sign a paper to pay for the theft and prove the money was missing — or be jailed.

Mr Seabelo claimed in his affidavit that he did not know what he was signing, but was scared of losing his job or going to jail.

That month and the next R100 was taken off his salary. When he complained that he was unable to support his family on the money he was left, Mr Nel arranged that R50 be deduct-

ed monthly.

The founding affidavit of Mr Joseph Mubasa alleged that it was the practice of Nels Dairy to obtain an employee's signature to an acknowledgment of debt in which he incurred the admitted having borrowed money from the dairy.

Mr Nel replied in his affidavit that the cut in salary was not permissible and that it should have occurred via a properly constituted works committee.

Mr Seabelo decided to sue for his money when he and other dismissed employees after the victimisation over forming a works committee spoke to lawyers in connection with the application for an interdict.

His separate case never got to court.

The dairy, which employs more than 200, of which about 200 are members of the Sweet Food and Allied Workers' Union, has recently been engaged in several disputes with its employees, some of whom have worked for the dairy for 25 years.

Last weekend 100 employees who, because of the dairy's undertaking on victimisation, no longer feared dismissal for their attempts to establish a works committee met to discuss how they would now approach their employers about the committee.

The workers claimed a committee was needed because of mismanagement and lack of communication between the management and the workers.

Mr Seabelo, however, is still employed but, said the money would be a great help.

Equal pay for senior doctors

Own Correspondent

DURBAN. — All senior doctors in the public service, irrespective of race, will in future receive equal salaries.

This was announced in Durban last night by Dr Johan De Beer, Secretary for Health, when he opened the 52nd Congress of the Medical Association of South Africa (Masa).

"In future, all doctors in the grades of senior medical officer and higher, as well as all grades of specialists, shall receive equal salaries irrespective of race," Dr De Beer said.

The new salary scales will apply to doctors in government, provincial service and in local authorities.

Medical officers would receive similar consideration soon, he said.

18/7/79 N/12

Equal pay move is

welcomed

Mercury Reporter

EQUAL pay for senior Black doctors in the public service was welcomed last night by Professor Y. Seedat, vice-chairman of Fulmed, as "one of the country's, greatest achievements".

Taking care of the dying

Science Correspondent

THE CARE of the dying is now an important part of the work of doctors, yet most of them are not well prepared to deal with the task.

"Their medical school training sadly neglects this vitally important aspect of patient care," said Dr. Stanley Levenstein, of the College of Medicine of South Africa yesterday.

He was speaking to the congress of the Medical Association of South Africa, now being held in Durban.

The reason for the neglect was that most doctors found death and dying a very threatening subject to think about, and so avoided doing so, he said.

But they had to face up to it, and deserved the training to do so, because most general practitioners, owing to their close relationship with patient and family, were very well placed to render help.

GPs can make this period of a patient's life a highly meaningful and worthwhile experience, he said.

Another speaker, Dr L. J. Arens of the Department of Paediatrics at the University of Cape Town, said that in South Africa, no medical examination of children up for adoption is required by law.

Yet the incidence of cerebral palsy — and probably that of other handicaps — is very high among such children, she said.

Dr Arens is associated with a cerebral palsy school in the Cape.

Many South African adoptions are arranged through adoption societies. These do insist on a medical examination, she said.

"But they do not specify who should carry it out.

"It is surely unrealistic to expect a general practitioner to be able to identify early abnormalities in children. This requires a great deal of expertise," said Dr. Arens.

Among the measures she recommended was that adoption be delayed until the child was several months old.

Careful examinations during this period were necessary, because the baby could often pass through a period of apparent normality before defects showed up.

She also said, however, that all but the most severely handicapped children should, if possible, finally be placed with adoptive parents, with careful counselling and, if necessary, with the help of State subsidies.

Reacting to Secretary for Health Dr. Johan de Beer's statement at the Medical Association's 52nd congress that parity in salaries for all senior and higher medical officers and all specialists, irrespective of race, was to come about, Professor Seedat said the move would "go a long way" in improving South Africa's image with the rest of the medical world.

He said there had been a great deal of bitterness among Black doctors who received the same training and qualifications, registered with the same body (the South African Medical and Dental Council), worked the same hours, yet received less pay.

"Many Black doctors were discouraged from specialising and working in hospitals because of the discrimination in salaries," he said. "A private practice proved far more lucrative."

Overdue

Dr S. B. Pitsoe, senior lecturer in the department of obstetrics and gynaecology at the University of Natal's Medical School, echoed Professor Seedat's sentiments. "Parity for Black doctors is long overdue," he said, "but everyone welcomes it having come at last."

Dr. Pitsoe added that he felt the new salary scales shouldn't affect just senior staff, but also interns, nurses, and other paramedics.

Indian and Coloured doctors' salaries were brought on par with Whites' in

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

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

(c) Deelname aan Welsyns-Professionele en Openbare Organisasies

Die In d d H d i (C en Di ve oo er if

Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING EN DANK

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

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

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

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Traffic

wage gap under attack

Municipal Reporter

The city council came under sharp attack from Progressive Federal Party councillors last night for widening instead of narrowing the wage gap.

Councillors were asked to approve grading improvements for traffic officers because of the "difficulty in recruiting and retaining white traffic officers."

Mr Harold Rudolph said the PFP was not against the principle of increasing the salaries of traffic officers and, in fact, thought they were too low.

The recommended increases, however, widened instead of narrowed the wage gap between white, coloured and black officers. The starting salary for whites is to be increased from R290 to R346 per month, that for coloureds and Indians from R266 to R318 per month and for blacks from R236 to R276.

WRONG

Mr Rudolph called this "incredibly insensitive" and said it was wrong in every way to pay persons who did exactly the same work, took the same risks, had the same training and standard of education less than others because of the colour of their skins.

At a time when South Africa was trying to get rid of the "shackles of apartheid" the council was tossing away a golden opportunity to do something for good and improved race relations.

CHANGING

Mr J F Oberholzer, MPC, chairman of the management committee, said the council had been a forerunner in changing restrictive employment practices in the country.

He warned that there were "certain historical factors which our people expect us to maintain" and that the council was involved in a very difficult experiment in human relations which "could explode in our faces at any moment."

Prof. J.P. Durney

Professor G.F.R. Ellis

Biskop A.W. Habelgaarn

Mnr E.V.E. Howes

Professor M.F. Kapiian

Ds. W.A. Landman

Mnr G.K. Lindsay

Sir Richard Luyt

Professor S.J. Saunders

Professor H.W. van der Merwe

Mede-professor D.J. Welsh

Professor Monica Wilson

22/7/79 Sun Times 22
57

Action stations in battle against job bias

By IVOR WILKINS

A STUDY group has declared "war" on South African employers who practise racial discrimination.

The members will compile lists of companies who do not discriminate and companies who do.

If those who do cannot be persuaded to change their ways, they will face public campaigns.

The group, called the Centre for Inter-Group Studies, is based in Cape Town.

It will investigate both private enterprise and Government departments.

"We are going to make a list of equal opportunity employers," said the Rev Richard Stevens, NG Sendingkerk minister and co-director of the centre.

"We will also make a list of those companies that discriminate."

Having identified discrimination, the centre will attempt to overcome it by preparing constructive proposals to be put to the relevant authorities.

If negotiation fails, public campaigns will follow.

The centre's main weapon will be information.

Nondiscriminating companies will benefit by a good public image; the others will suffer.

Initially, the main thrust of the centre's activity was academic — an examination of all facets of discrimina-



PROF VAN DER MERWE
Action programme

tion at work in South African society.

"Now," says Prof H W van der Merwe, who founded it 11 years ago, "we are taking our work into the field of practical application in the form of a constructive programme of action."

It is to establish a re-

source centre easily accessible to blacks where, with the help of other agencies, it intends to wage war on discrimination on a broad front.

The centre will also employ research conducted by the academies to give people information about:

Company practices; on how to bypass discriminatory legislation and remain within the law; on where nonracial scholarship and funds are available; where to find legal aid clinics; which insurance companies do not load their policies against blacks; which car-hire firms do not discriminate; where to find open hotels and facilities; right down to the basics of teaching youngsters how to apply for jobs, apprenticeships and trade union membership.

Declaration

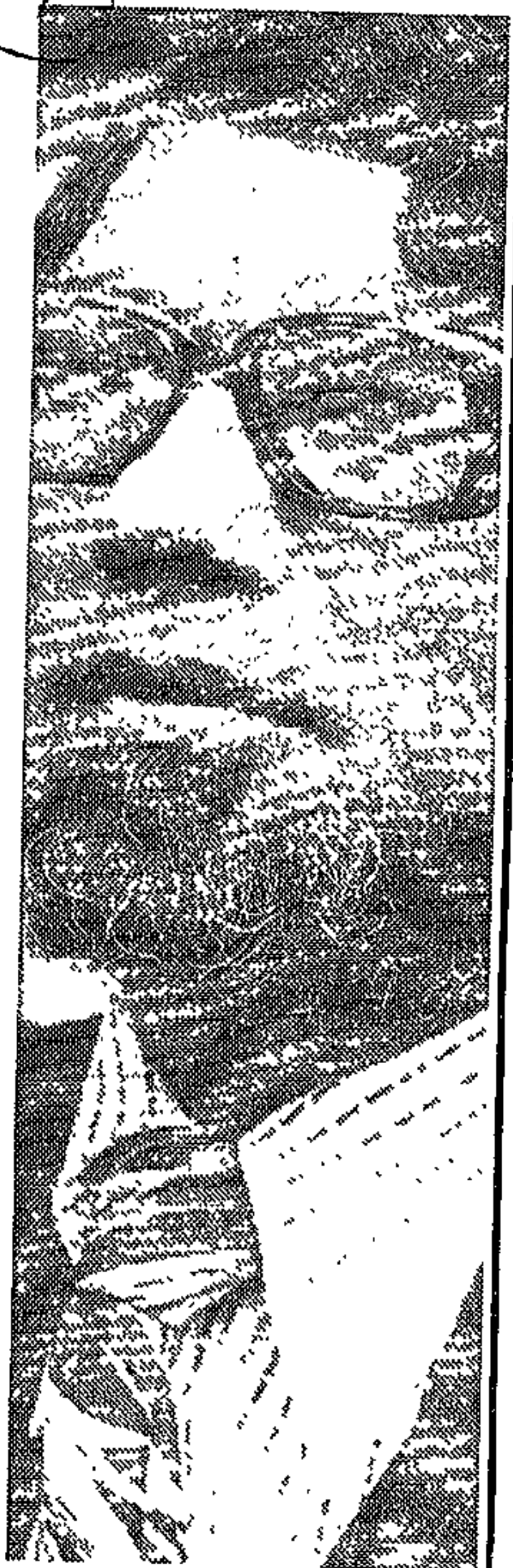
Politicians' pronouncements, like Dr Piet Koornhof's declaration of war on the pass system will also be carefully noted.

An information bulletin aimed at reaching employers and policymakers will be an important part of the campaign.

Mr Stevens said he did not envisage Government opposition to the scheme.

"They should welcome it," he said. "We might be able to help even the government."

"For instance, you may have a case where the policy in a government department is not to discriminate, but that at a lower level, this is not being carried out.



REV RICHARD STEVENS
Public campaigns

"Through our resource centre, which will have to have contact with people in government, we may be able to point this out, and help them do something about it."

BY STEPHEN CHAPMAN

IMPROVED pay and other rewards for blacks, and especially Africans, have added more than R1 500-million to the cost of their employment in South Africa in the past year.

This emerges from arithmetic based on figures from a new Black advancement survey.

Critics of remuneration levels for Africans do not regard the increase in rewards as impressive. But personnel specialists point out that it represents an advance of some 10%, and this in a year in which there has been consolidation after four years of even more dramatic hikes.

Moreover, productivity has not risen anything like as fast. Indeed, in some of the most important industries such as mining, it has scarcely improved at all.

Black wages boost costs SA R1 500m

A major contribution to black advancement has been made by the new annual survey on the subject, covering some 200 companies employing around 500 000, of which at least 350 000 are Africans.

Published by Fine, Spamer Associates, which specialises in human resources matters, the results of the first survey in the new series indicate not only improved minimum wages — from a mean of some R135 to R150 a month — for Africans with the companies covered. As important, says Bernard

Chalmers, a director of Fine, Spamer, is the fact that there has been "significant progress in sophisticated the basis of black remuneration."

"Black pay is increasingly being incorporated into overall company remuneration systems, without discrimination in matters like pensions, medical aid, leave pay, sickness benefits and even bonuses and incentive arrangements."

"The main purpose of the survey is not just to motivate and monitor companies. It is also to ensure that hard infor-

mation about policies, strategies, practices and problems is shared.

"Some people have suggested that the survey results could be partly fictitious — with cosmetics deliberately built into respondents' replies.

"This is nonsense. We have incorporated cross checks — you might almost call them lie detectors — which ensure that false answers are found out."

"That is the most important safeguard. Others are that we conduct our own spot checks in participating companies, and

that all answers are anonymous, so there is no reward for a specific company in whitewashing or overstating its progress."

The survey shows that most companies are prepared to recognise registered trade unions, but have mixed feelings about unregistered unions. Also, unions are seen as restricting the use that can be made of labour.

Some 58% of respondents say unions prevent them from employing blacks in certain jobs. According to Mr Chalmers:

"More than three-quarters of participants report that they have experienced no objections from their white staff to the appointment of Africans and coloureds to positions traditionally regarded as for whites only."

"Where there were objections, these came from less than 10% of the employees affected."

A number of participants say they do not pay equal pay for equal work. However, 36% of the companies have definite written plans to put this right."

57 ~~SP~~ SP 5/8/79

Equal pay for doctors — 'a hoax'

By MANDLA NDLAZI

THE Transvaal Medical Society has dismissed pay equalisation for both black and white doctors as a "hoax".

Senior black doctors in hospitals received low wages as compared to whites again last month.

Secretary for Health Dr Johan de Beer announced in July when he opened the 52nd congress of the Medical Association of South Africa in Durban that all senior doctors in the public service would receive equal pay.

But this announcement was "yet another hoax", the Transvaal Medical Society said. "The so-called African doctors in senior categories have received the same discriminatory salaries again." The salaries are in keeping with the old scales published by the society.

Mr L Fienaar, private secretary to the Minister of Health, Mr Schalk van der Merwe, told SUNDAY POST yesterday there could have been an administrative error and this would be investigated.

In his announcement at the 52nd congress of Masa, Dr de Beer had said: "The Cabinet had recently reconsidered its previous policy regarding salaries and conditions of service for full time doctors.

"In future," he added, "all doctors in the grades of senior medical officer and higher, as well as all grades of specialists, will receive equal salaries irrespective of race or colour."

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(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

SENTRUM VIR INTERGROEPSTUDIES

JAARVERSLAG

1978

Posadres:
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INLEIDING

Die nege jaar van sy bestaan het die oepstudies gereeld n jaarverslag oor publiseer. Om die Sentrum se 10de ntl 1978 te vier is die jaarverslag n n Oorsig oor die Eerste Tien Jaar.

DOELSTELLINGS VAN DIE SENTRUM

roottliks gefinansier deur die Abe ngevolge die testament van Sir Abe Dit is geregistreer as The Abe Bailey Inter-Racial Studies Limited (Beperk deur n maatskappy beperk deur garansie en sonder n aandele-kapitaal (Beperk deur Nr. 61 van 1973).

Sun, Tribune 26/8/79

Black wages take a knock

57

THE DRIVE to narrow the race wage gap has lost steam and indications are that the rate of increase of black wages has dropped dramatically.

A survey of more than 500 major South African companies by the PE Salary Survey says last year South African business, and international companies in particular, granted across-the-board increases for blacks, coloureds and Indians of up to 30 percent.

"These massive wage hikes," says John Cole, manager of the Salary Survey, "were as a direct result of external pressure to narrow the wage gap and South African owned companies followed suit to remain competitive in this sector of the labour market."

However, the latest survey, due to be published later this week, shows the massive wage increases did not result in equally large

By TONY HUDSON, Finance Editor

increases in productivity. Industrialists therefore took a more pragmatic approach to the situation and drastically reduced the size of pay rises.

Cole stated that during the last 12 months, most participants in the salary survey now base wage increases on merit and individual performance rather than on the need to narrow the wage gap.

The result has been that black's salaries increased by about 13 percent, Indians by about 12 percent and coloureds by about 14 percent. The main reason given for the higher level of coloured increases is a general trend to open positions to coloureds that were exclusively white. This, says Cole, is particularly evident in the manufacturing industry.

Industry and commerce he says is also spending much more on

upgrading workers' skills. There is a shortage of skilled and semi-skilled personnel in virtually all sectors and this trend will develop as the effect of the Wiehahn and Riekert Commissions are felt.

While black, coloured and Indian wages have slowed down, white general staff salaries show their highest increase in two years. Average increases for white staff are between 10 and 11 percent.

Cole points out, however, that this figure has been boosted by large salary increases for personnel in the high technology sectors.

Engineers, chemists, computer personnel and some artisans received the largest pay hikes.

Cole says that while salaries for whites are higher than they have been for some time, they have still not kept pace with the consumer

price index.

Since 1967, the white lifestyle has been eroded by rapid inflation and relatively low salary increases. The white South African, like many of his international counterparts, is losing the battle against spiralling living costs and "we do not see an end to this situation in the short or medium terms."

Dealing with executive salaries, Cole says the South African business leader has retained his place about mid-way down the international salary scale.

Top executives in comparable positions in the United States and West Germany are better off in South Africa while he is on a par with the French executive and better off than the business leader in the UK, Belgium and Holland.

"The South African executive does not earn as much in cash money terms as his overseas counterpart, but he can buy more with his money."

JAAVERSLAG
1978

SENTRUM VIR INTERGROEPSTUDIËS

street as The Abe Bailey Institute of
Inter-Racial Studies Limited
(Beperk deur Garansië)

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Rondebosch
Republiek van Suid-Afrika
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Grootte Schuur Campus

Telefoon: 65-4145; 69-8531 uitb. 766

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op 1 April 1978 te vier is die jaarverslag
rang deur 'n Oorsig oor die Eerste Tien Jaar.

SPRONG EN DOELSTELLINGS VAN DIE SENTRUM

in word grootliks gefinansier deur die Abe
st wat ingevolge die testament van Sir Abe
tig is. Dit is geregistreer as The Abe Bailey
of Inter-Racial Studies Limited (Beperk deur
'n maatskappy beperk deur garansië en sonder
kapitaal kragtens die Maatskappywet 1973 (Wet
1973).

30/9/79 ⁵⁷ Priority is equal pay

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSSTUDIES

(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

I'm not a radical nor a militant African but a fair minded one.

My opinion is that going to a mixed library, sitting on mixed park benches and also visiting mixed stadiums won't solve anything. My happiest moment in South Africa will be when the entire SA Cabinet issues a Declaration of Equal Pay for Equal Work.

Very recently a white man with Std 8 who's from the border, landed in an engineering firm. In that particular firm there are Form V qualified Africans who have worked there for more than five years but alas, the white man received R350 a month while the Africans with Std 10 received R175.

Lucas Treboh
PO Box 248,
Fochville.

INLEIDING

Gedurende die eerste nege jaar van sy bestaan het die Sentrum vir Intergroepstudies gereeld 'n jaarverslag oor sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandeel-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

Four won't talk on Sullivan Principles

Now POLAR multinational companies — one British, one French and two American — have joined the increasing number of companies that will not talk to POST on their implementation of the Sullivan Principles and the EFC code.

The companies are Coca-Cola Corporation, General Tyre and Rubber Company — both signatories to the Sullivan Principles — and Total SA and Beecham SA which are bound by the EFC code.

American companies that are signatories to the Sullivan Principles under-

take to do away with discrimination in their employment practices. The EFC code of conduct for companies with interests in South Africa was drawn up by European governments and funds them to bringing an end to apartheid.

Coca-Cola's development manager, Mr J H Viljoen, says they will get into serious trouble with their parent company in America if they released detailed information in their implementation of the Sullivan Principles.

"We know we are doing quite well," says Mr Viljoen, "but we are not prepared to divulge such detailed information to the Press. This will put us into serious trouble with our parent company overseas," he says.

Mr P H van Eeder, managing director at Beecham SA, says he has been following POST's series of articles on Job Watch, but that it is the policy of his company not to release Press statements of that nature.

Total SA's managing director, Mr G P Esterhuizen, told us that his company was well above what the EFC

code prescribes. "We are therefore not interested in your survey," he said.

Mr B O van Heerden, industrial relations manager at General Tyre and Rubber Company, wrote us a letter saying they send their reports on the application of the code to their parent company.

And in spite of the fact that we had explained to him that the subjects of the codes — the workers — are ignorant of what the company is doing, he would not allow us an interview.

d) Twee Ere-Fellows:

Professor J.L. Boshoff
Dr Sheila T. van der Horst

Lede word na die Algemene Jaarvergadering van die Maatskappy uitgenooi en kies elke drie jaar 'n verteenwoordiger op die Beheerraad. 'n Verkieping is in 1978 gehou en die huidige ampsdraer is Biskop A.W. Habelgaarn. Terwyl geen verpligtinge aan lede opgelê word nie, word hulle geraadpleeg in verband met sake wat die Sentrum se program raak.

NAVORSING

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels:

A. Mobiliteit en Politieke Verandering in Suid-Afrika
Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Professor J.L. Boshoff, ere-fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Transvaal insluit, en met verskeie handels- en industriële firmas in Natal, kontak opgebou.

(b) Konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon:

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

'Court will give labour code force of law'

By Sieg Hannig,
Labour Reporter

South Africa's new Industrial Court will lead to the rapid development of an employment code which will have the force of law, says Professor Nic Wichahn, head of the Wichahn Commission and president of the new court.

In a rundown on the far-reaching developments facing him in the next few months, Professor Wichahn indicated that he would continue to build on the principles set out in the first report of the Wichahn Commission.

To complete the commission's final report on labour reform by November, he said "we shall have to concentrate on

principles rather than details — without leaving out essentials."

He described his appointment as president of the new Industrial Court as "a great honour," saying it had always been his ambition to bring about a court specialising in labour matters in South Africa.

"The court will play a significant role in the development of fair labour practices which will rapidly have to develop into a labour code," he said.

Asked whether such a code would be akin to that developed by the South African Employers' Consultative Committee on Labour Affairs (Saccola), he said:

"It will be something more comprehensive, flexible and dynamic than the Saccola code, and this code will have the force of law."

He saw the code as developing from the decisions of the Industrial Court through enactment by Parliament, and added: "Protection of workers' job security will be paramount."

Asked whether he would not be a "law unto himself" at the head of a court designed to evolve new laws, Professor Wichahn said:

"I shall adhere very much to the principles and premises set out in Part 1 of my commission's report.

"Of course, one always has to have regard to the realities of the South African labour scene. The court cannot be an ivory tower."

The court would also co-operate very closely with the Minister and the Department of Manpower Utilisation, the National Manpower Commission and organised commerce, industry and labour, while retaining its neutrality, he said.

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Call for full local powers for all groups

BY GRAHAM BROWN
City Editor

THE CREATION of new white, black, coloured and Indian local authorities with equal powers and independent of Provincial control has been advocated by the Transvaal Municipal Association.

The outgoing TMA chairman, Mr Philip Nel — also chairman of Pretoria's City Council management committee — told the association's annual conference yesterday that the TMA had proposed the scrapping of all existing provincial, regional and local authorities.

Provincial and municipal boundaries were "outdated and artificial" and should be redrawn to create new communities based on the "historic and existing" settlement patterns of the country's various racial groups.

Mr Nel said the powers of the new municipalities should be clearly defined in South Africa's proposed new constitution as broad guidelines — giv-

ing them the right to pass their own laws.

"Prescribed administrative control by the central administering authority must be completely eliminated because it leads to centralisation of administrative authority and local autonomy, and therefore destroys local democracy and creates only political frustration".

It should be left to the courts and an ombudsman system to see that municipalities did not exceed their powers, he said.

The TMA proposals, as outlined by Mr Nel, call for the elimination of the Province as the second tier of government, leaving the central government and independent local authorities as the only controllers.

They also call for the Group Areas Act to be extended from urban areas to cover the entire country.

Democratically-elected local authorities, whether white, black, or brown, would be responsible for local economic and social services as well as

for "the politically sensitive social aspects" of their communities.

Urban regional councils, consisting of elected representatives from each local authority in the region, would handle matters of common concern.

But Mr Nel stressed that a regional council should not be allowed to dominate the individual local authorities of which it was comprised.

"As in a federation, it must draw its powers and functions from the primary level — the local authorities."

In low-density platteland areas, where towns were scattered far apart and had no need for close co-operation, special regional councils could be created which had full municipal authority.

These councils could take over the function of local area committees to administer communities too small for local independence.

Mr Nel said these councils would need "considerable" Government financial help.

to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford — so many geriatric day care centres, so many child welfare clinics, etc.

ial statistics are not traditionally arranged on this basis but in series such as 'salaries', 'transport', 'medicines', etc. A separate.g. between expenditure on different disease groups or age groups be made.

duping of expenditure into programmes is an art. Pole, an economist in the U.K. Department of Health, writes:

programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily matters of political or moral judgement — of determining basic priorities — one would want the activities to be compared to side in different programmes — the mentally handicapped against alcoholics; but where it is a more technical question of particular objectives can best be achieved — drug therapy against behavioural therapy — one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage — of cost-benefit and cost-effectiveness; and through that the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

expenses it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

There is partial integration at Metal Box SA

METAL BOX SA, a British company employing 8 700 people throughout the country, pays for its workers a minimum wage of 98c an hour.

And the 98c an hour minimum works out to R191,10 a month.

The company's group personnel consultant, Mr N van der Walt, says their minimum does not include the company's contributions such as bonus, pension and subsidised meals.

The University of South Africa's Bureau of Market Research calculates the Supplemented Living Level (SLL) for a family of five in Johannesburg at R185,88 a month. Metal Box uses this figure to guide them in determining the minimum pay.

The EEC code of Conduct, to which the company subscribes, stresses that European companies with interests in South Africa should pay a

minimum Living Level (MLL). This would work out to R278,82 a month.

Mr van der Walt told POST that there are 710 people at the bottom of the company's pay scale. All these are black and in Grade 1.

The least paid white earns R220 a month. She is a typist.

The company employs 4 786 Africans, 2 174 whites, 1 176 coloureds and 629 Asians.

Mr van der Walt says they have two grading structures — one for hourly-paid staff. There are 16 grades (Grade 1 to Grade 16) for the hourly-paid workers and 18 grades (Grade 1 to Grade 18) for the salaried staff.

What is the company doing to upgrade its black staff? The company conducts an on-the-job training for its workers such as training in electricity and production mechanism.

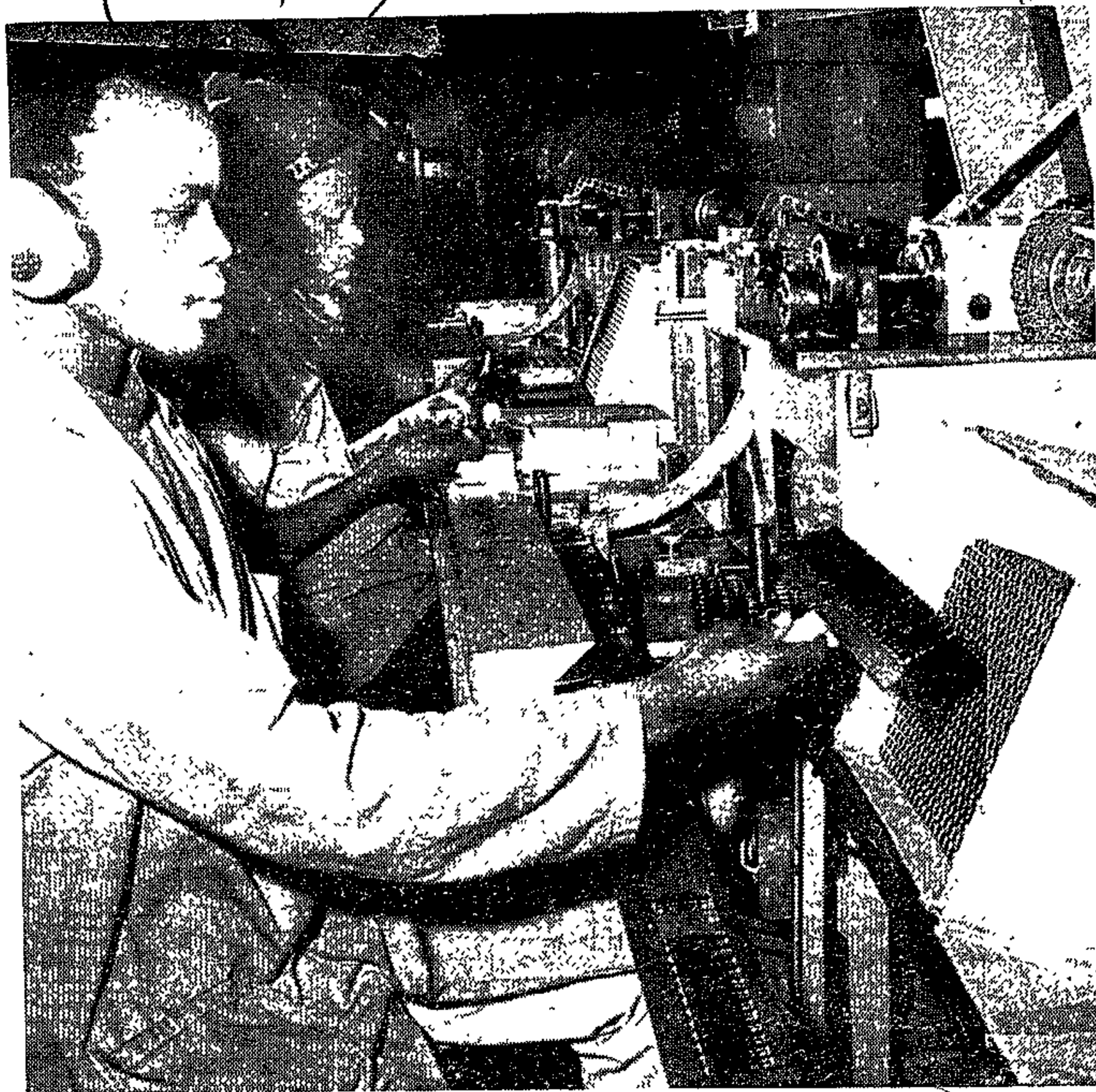
POST was told that no black apprentices have been employed in the company.

"Legislation prevents us from employing Africans as apprentices," says Mr van der Walt.

There are 109 white apprentices, 26 coloured and 1 Asian.

How does the company negotiate with its workers? There are 19 liaison committees at Metal Boxes' 19 factories in the country. Five of these are integrated.

The committees, consisting of three management repre-



Work at Metal Box.

sentatives and six worker representatives, meet once a month to discuss matters affecting the workers.

Are the toilets, canteens and other facilities in the company integrated?

Mr van der Walt says their facilities are partly integrated.

POST: What reason do you give for this partial integration? Mr van der Walt: The speed at which each factory can do it.

Integration at the company is based on occupational level. This means that people doing a particular job have their own toilet and canteen.

The company has not had any hostile reactions from its white workers to this

**Kingdom
Lolwane**



**ON
JOB
WATCH**

Moves to force jobs code on US firms in SA

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23/11/74
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By John D'Oliveira

WASHINGTON — Behind the scenes in Washington, pressure is mounting for legislation which will force American corporations operating in South Africa to apply "fair employment" codes.

Last week the American Federation of Labour and Congress of Industrial Organizations -- representing more than 13-million American workers -- unanimously passed a resolution calling for such legislation.

Yesterday an official of the House of Representatives Africa subcommittee confirmed that a "concurrent resolution" submitted to the House by a group of 26 Congressmen had been referred to the committee.

The resolution is a "sense of Congress" motion which is not binding, even if passed.

It states that no United States company may, in doing business in South Africa, engage in any unfair employment practice.

"Unfair employment practice" is defined as "any act of discrimination on the basis of race, colour, religion, sex or national origin which is prohibited by America's own Civil Rights Act of 1964."

The resolution also obliges United States businesses operating in South Africa not to deny any employee the right to choose freely and without hindrance the organisation by which the employee wishes to be represented.

Firms are also required not to maintain or enforce segregation of racial, ethnic or national groups in any rating, comfort (including recreational or work facility, and must pay all employees equal rates for equal or comparable work.

The resolution also requires companies to accept Black employees' decisions on which traditions they wish to be represented.

American concerns also would be obliged to initiate training programmes to prepare non-whites for supervisory, administrative, clerical and skilled or technical jobs.

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US workers rally behind blacks in SA

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The resolution is a "sense of congress" motion which is not binding, even if it is passed. But it gives a clear indication of the lines along which a number of congressmen are thinking.

PRACTICE

It states that no United States company would, in doing business in South Africa, engage in any unfair employment practice in respect of any of its employees.

"Unfair employment practice" is defined as "any act of discrimina-

tion which the employee wishes to be represented."

○ Maintain or enforce segregation of racial, ethnic or national groups in any eating, drinking (toilet), recreational or work facility.

○ Pay unequal compensation for equal or comparable work carried out during the same or comparable period of time.

DECISIONS

It also requires the companies to accept its black employees' decisions on which trade unions they wish to be represented by and to then recognise and negotiate with those trade unions — and to allow trade union officials to carry out their duties within a reasonable time without loss of pay.

Finally American concerns must:

○ Initiate, develop and carry out training programmes that will prepare non-whites for supervisory, administrative, clerical and skilled or technical jobs.

○ Increase "on a continuing basis" the number of blacks in management and supervisory positions.

○ Make "every effort to improve, on a continuing basis, housing, transportation, schooling, recreational and health facilities for its black employees".

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REACTION

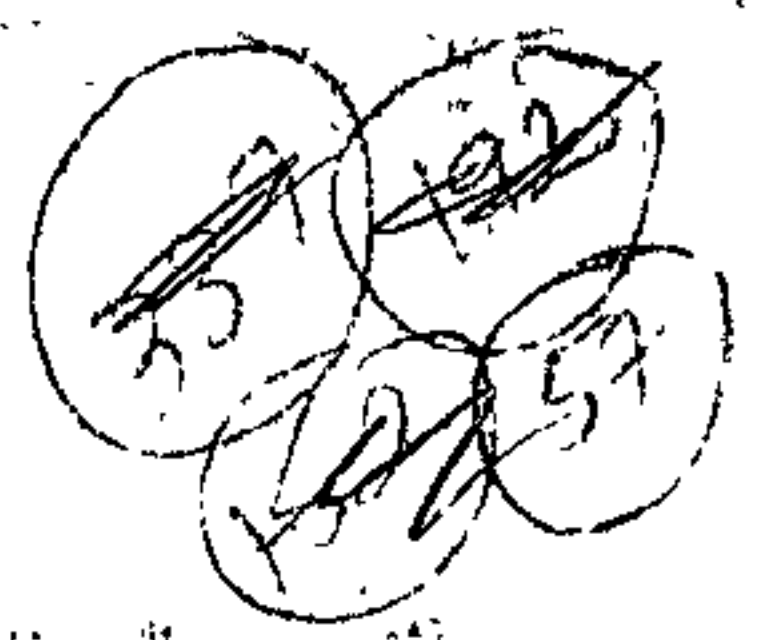
This resolution might never emerge from the Africa sub-committee.

However, it is milder than most observers believe the Sub-Committee Chairman, representative Stephen Solarz, views the situation and it might become the nucleus for much tougher action by the sub-committee.

When he moves the resolution in the House recently representative Henry Bonilla, of Iowa, said he aimed at bringing about improved working conditions for blacks in South Africa. However, just as important, "passage of this resolution will communicate to the South African authorities our willingness to support with official United States policy the dismantling of apartheid."

US delegates probe grievances at Ford
delegates probe
grievances at Ford
lost 29/11/79

delegates probe grievances at Ford



SENIOR UNITED STATES diplomatic officials visited Port Elizabeth this week to assess the circumstances surrounding the industrial unrest at the city's Ford Cortina plant.

Mr Chuck Ohlgen, US Consul in Cape Town and another official, a senior labour attache from the Embassy in Pretoria, held talks with all parties involved in the dispute that has racked the plant over the past three weeks.

Among those consulted were Mr Thozamile Botha, leader of the PE Black Civic Organisation, union officials and Ford industrial relations officials.

The US Government's interest in the issue is understood to stem from the fact that Ford subscribes to the Sullivan Code of fair employment practices which have the support of the American Government.

And in another development on the labour front in Port Elizabeth yesterday at a mass meeting of workers held at the Holy Spirit Anglican Church

hall, Kwazakhele, a Save Workers Fund, was started which will look after the interests of the dismissed workers while the dispute is still unresolved.

INQUIRY

The meeting also decided to write a letter to the mother plant in Detroit urging the mother plant to appoint a commission of inquiry to visit South Africa. Its mission should be to investigate the existing conditions in the plant, listen to the grievances of the workers and consider reinstating all dismissed workers.

Among the grievances

listed are calls for the scrapping of job reservations which the workers claimed was still practised at Ford and which was protecting the interest of whites.

- The workers also call for equal pay for equal work.
- No victimisation based on colour or race.
- People should not be dismissed without tangible reasons being given.
- They complain about:
 - Failure of the management to maintain good relations between black and white workers.
 - Imbalance in training periods between black and white workers.

Workers claimed in the letter that whites become supervisors after training for only three months whereas the blacks have to undergo training for three years.

Letters have also been sent to the secretary of the South African Council of Churches, Bishop Desmond Tutu and to the chairman of the Soweto Committee of Ten, Dr Nthato Motlana.

UNREST

The workers from two other companies involved in industrial unrest have been included in the Save Workers Committee. The number of workers re-employed by Ford by yesterday has risen from 50 to 85.

At General Tire, an undisclosed number of workers from the ranks of the dismissed strikers were re-employed on Tuesday and the management expected to employ more yesterday.

SA Adamas Paper Mill management reported that the turnout at the mill was 40 per cent.

Credibility problems

Employment codes in SA have flourished since Leon Sullivan of the US spell out his six principles in early 1977. Foreign companies and governments have latched on to such codes to escape disinvestment pressures. But, argue many critics of the codes, their proliferation and the growing number of subscribers doesn't mean very much, since monitoring is either non-existent or ineffective.

The main codes are the Sullivan code (for American firms), the EEC code, the Canadian code, and the local Saccola code. The latter was initiated by the Urban Foundation and Saccola, which claims to represent about 90% of South African firms. Neither the Canadian code nor the Saccola code have any monitoring device. The Canadian government merely recommended to Canadian firms that their subsidiaries in SA adopt its code and report to shareholders.

The monitoring of the EEC and Sullivan codes is based on company reports, often in the form of answers to questionnaires. Since March 1977 the number of signatories to Sullivan has leapt from 12 to 135, and the third progress report is out (see box). The report says seven "task groups" (made up of representatives from signatory companies) have developed "guidelines, objectives and timetables for action programmes." Thus, it argues, illustrates their commitment to the principles. Nonetheless, relying on company reports is by no means a satisfactory basis on which to monitor. And as long as this is the case, the report's credibility will remain suspect.

The EEC code was adopted two years ago. But its monitoring is only just getting off the ground. Britain and Italy are the only two countries now receiving the sec-

Financial Mail November 30 1979

Proclamations to remain in force made under section 220 of the repealed Act shall remain in force.

(2) The Third and Fourth Schedules to the repealed Act, remain in force and shall remain in force until repealed by regulation.

(3) Any proclamation issued under any 1 of the repealed Act shall remain in force until the commencement of this Act shall remain in force.

17. Proclamations.—(1) The State President may by proclamation in the Gazette from time to time amend or add to the provisions of the Schedules to this Act.

(2) Any such proclamation may prescribe different provisions in respect of different types of companies.

(3) The provisions of any such proclamation amending or adding to—

(a) Table A or B contained in Schedule 1 shall not apply in relation to any company in respect of which the provisions of the Table in question applied immediately before the date on which the proclamation took effect;

PUBLIC OF SOUTH AFRICA
EMPLOYMENT CODES ACT, No. 57

required or permitted

matter which is required at the purpose

under subject of six months

13 July, 1973.

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contravenes a provision of the Act or the company who contravenes

this section a company who contravenes section 3 of the Act

and round of reports from companies with SA subsidiaries. However, up to now, Britain is the only country that has published a report.

German, Dutch and French subsidiaries submitted reports to their governments for the first time this year. In a month or two, the German government will publish its report. Just over 50% of the Dutch companies have submitted reports, which were put before the lower house of parliament a month ago. By September, about half of the French subsidiaries had sent in their reports. The Italian, French, and Dutch reports are unlikely to be published.

These reports to foreign governments will do little to pacify overseas pressure groups. According to one critic, as long as the results of the companies are kept from the public eye, and highly subjective employer reports are relied upon, the assessments will lack credibility.

The FIM learns that the EEC could call on trade unions to comment on the company reports. According to Fosato's Alec Erwin, this is only possible where there is strong union organisation, which SA lacks. Thus, unions could only play a limited role in monitoring. Fosato has in fact prepared reports on those companies where its unions are well organised, and these will be released soon.

Tessa says that it is keeping an eye on firms which have subscribed to the codes and will publish its findings. But it admits that lack of resources will make their unions a not very effective monitoring device.

Inkatha claims that it is also monitoring the codes. According to Gibson Thula, Inkatha publicity officer: "Lists of subscribers to the codes have been made available to workers and a few companies have been visited, but we don't have the staff to do this properly." So far, Inkatha has not made any statement on its findings. Thula argues that "we are still finding our way."

Vic Razis, of UCT, is interested in setting up a university-based body which will monitor all the codes. It would serve as an information service, as well as investigate employment practices. Obviously, having a third party to investigate would be better than relying on employers and trade unions. But the codes' effectiveness ultimately depends on the employers, for it is up to them whether a third party can have access to premises, and talk freely with employees.

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SULLIVAN UNDER SCRUTINY

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made under section 220 of the repealed Act shall be deemed to be regulations made under section 15 of this Act and shall remain in force until repealed by regulation.

The third biennial report on the implementation of the Sullivan Principles by the signatory American companies in SA comes in the wake of the climate of change generated by Wichahn. The report says there has not only been an increase in the number of signatory companies — up by 19 to 135 — but an overall rise in efforts to live up to the code. Indeed, it claims that a majority of participants, about 80, are "passing" quite well. Of these, 22 belong to the "making good progress" category, including major and relatively labour-intensive firms like Ford, Colgate Palmolive and Mobil. About half the companies, 62, are making "acceptable progress," and in this category are General Motors, Firestone, and Johnson & Johnson. Only nine of the signatories "need to be more active." International Harvester and Carnation Foods are two of these. Despite this optimistic tone however, the Sullivan Code still falls short of its main objective of involving American corporations as pressure groups for change. The claim that "The Statement of Principles" has become an important force for social change in South Africa" seems over-stated. There have been apparent breakthroughs in bringing down social barriers, such as in multi-racial canteens. The report adds however, that the data "can only show part of the situation: they miss the nuances of daily behaviour and the significance of attitude changes which could, if collected, provide a more complete and explicit portrayal of development. On labour relations issues — regarded by many as the crux of the code — the reporting companies have a poor record. Prior to Wichahn, the Sullivan

Code included the condition that signatory companies must support the elimination of discrimination against the rights of blacks to form or belong to government registered unions. This could only mean integration of the labour movement since only white unions were legally recognised. Specifically, it urged that companies should "acknowledge generally the right of black workers to form their own unions."
No visible attempt
There has not been any visible attempt to forge or encourage mixed race unions. Presumably the weight of white unions and the legislative apparatus is still dead set against this. In terms of giving full or substantial recognition to black unions — an issue that is far less subject to restrictions — the signatory companies have made poor headway. Only two companies have thus far effected the principle of acknowledging union rights or representation. Ford has granted substantial *de facto* recognition to the black United Auto Workers Union, and Kellogg's has done the same with the Sweet, Food and Allied Industries Union. Kellogg's, incidentally, is rated as a "making acceptable progress" unit, the second best category.
The third report is once again the work of the Arthur Little Foundation, a Boston based management consultancy. The Foundation monitors the activities of companies based on data supplied by management only. The inadequacy of this procedure is aggravated by its remoteness from the SA situation. The pitfall is that data compiled by management will often give a picture that is remote from the shop floor

- (2) The Third and Fourth Schedules to the repealed Act shall, notwithstanding the repeal of that Act, remain in force and shall be deemed to be regulations made under section 15 of this Act until repealed by regulation.
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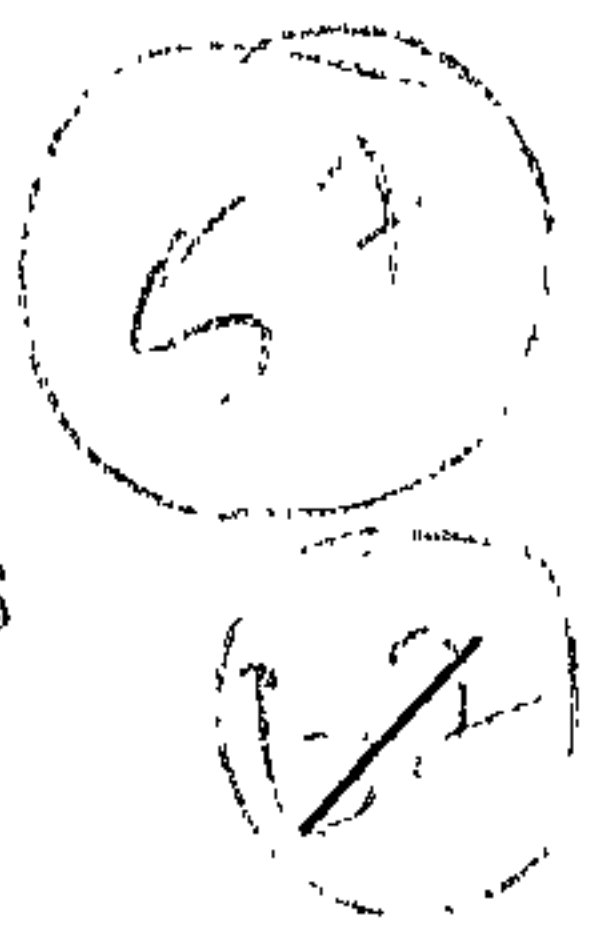
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13/12/79

Code vital, firms told

HERE IS the text of Assistant Secretary of State Richard Moose's remarks at a Washington dinner in a series of annual meetings held jointly by Rev Leon Sullivan and the signatories of the Sullivan-originated statement of principles for United States firms operating in South Africa.



SOUTH AFRICA really poses a series of problems which are among the most critical and compelling that our nation will face in the coming decade. It lies at the centre of the whole nexus of problems involving the relationship of the United States and the African continent.

Perhaps it's not on the order of magnitude of Salt or the Middle East, but in Mr Vance's estimation, it's right up there in the top three or four, and that's been reflected in his activities in the course of this administration.

The questions that arise in connection with our relations with South Africa are very controversial and stir very deep emotions. They involve very serious practical considerations.

Some say the United States Government, private groups, the American public in general, has no right, no occasion, to address itself or be concerned about what happens in the Republic of South Africa.

I think many Americans believe we can't really ignore this human situation — that moral question which we can't ignore.

Others would say that it will present our country in the years ahead with hard-edged political policy problems and that if we try to ignore the situation and not do what we can to try to effect a better outcome than that which we foresee today, we will ultimately have to address that problem when it assumes a far more difficult shape and form that it has today.

US views apartheid rule in SA as peak African problem

ever the name, the principles themselves have changed very little.

IMPORTANT

I'm not here, however, to give you as corporate executives a lecture on what your civic responsibility is in connection with the conduct of American foreign policy, any more than I am here to give you a moral lecture about what it is that you should do in the name of humanity.

But I'd like to emphasize... that what you are doing here is very, very important. It is laden with a significance, whether you would like to think of it in those terms or not, which goes far beyond the business of the international market place.

I'd like to begin by describing South Africa as it looks to us today. I would be less than frank unless I said that what has not changed in South Africa is more important than what has.

Over the years, South African authorities have used a variety of terms to describe their internal system Apartheid, separate development, plural democracy, multinational development — but what-

What we see today is a profoundly troubled society, with an unnatural social and legal system which most Americans find not only objectionable but immoral — and which most close observers of the South African scene consider ultimately unworkable.

Whatever the architects of South Africa's policies intended what we see today is a single nation, home to people of all races, to which all have contributed.

In this complex society, non-whites play a key and inevitably growing role, the economy is increasingly integrated across racial lines, the people of all races feel deeply they have a common stake in South Africa's future.

There are some interesting things going on in South Africa. They are the result of various pressures and motivations confusing and sometimes contradictory.

There has been the promise of major change, and what some say is a degree of high-level commitment from which it may be difficult to pull back.

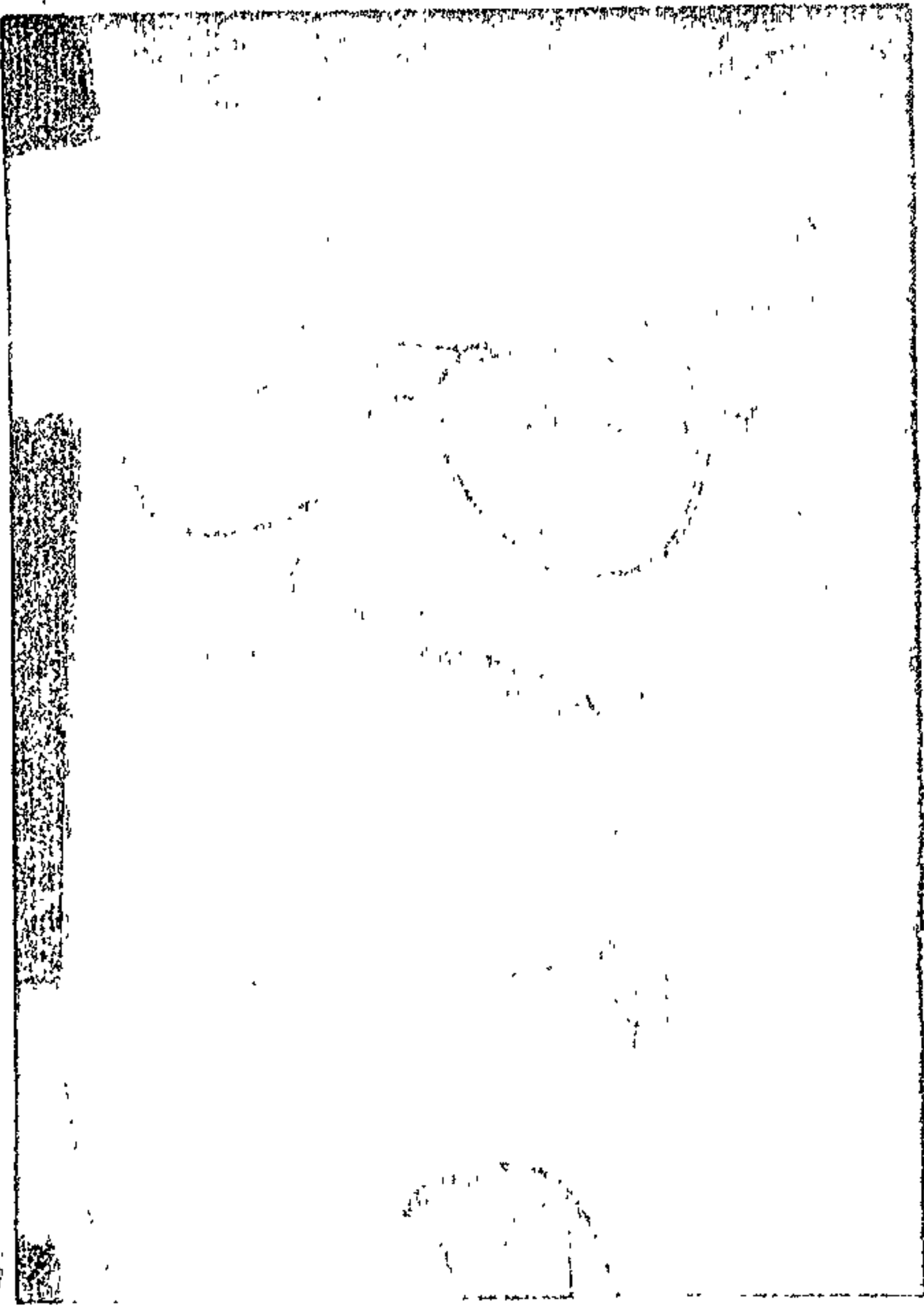
There has been some relaxation of restrictions on economic activities by blacks.

Black trade unions may now be registered. Restrictions on integrated sports have been significantly eased. Luxury hotels, theatres, and some other public facilities in some major towns have also been opened to blacks.

But so far, there has been no fundamental change in the basic structure of separate development — indeed it continues to be implemented.

To this day coloured and Indian families are still being forcibly moved in the course of implementing the Group Areas Act.

Hundreds of blacks are being arrested each day



United States Assistant Secretary of State Richard Moose... spelling it out.

for influx control and thousands of blacks are being forcibly removed to the homelands.

The Wetsch and Diekert reports submitted earlier this year pointed out extensive removal of discriminatory restrictions on black labour, but only some of these restrictions have been removed.

Black labour continues to be denied the fundamental freedom of mobility and equal access to education, training and advancement is denied.

Thus, it is premature to conclude that irrevocable, basic change is under way. The evidence to date just does not support that conclusion.

But we cannot conclude that nothing can or will change short of massive confrontation.

Americans tend to be pragmatists.

CHANGE

I think, and I believe, our proper posture now is to recognize where change has taken place, to be clear where it has not taken place, and to encourage real change.

It is, of course, at this point that the serious debate, in South Africa and in this country, begins. And, as all of you know, the debate focuses in large part on the role of US corporations in South Africa, and how that role relates to the possibility of change in that country.

The effort you are making under your statement of principles is particularly important, in our

Handwritten notes in the right margin: "Sullivan", "Evans", "Group Areas Act", "homelands", "apartheid", "separate development", "plural democracy", "multinational development".

beginning to acknowledge this potential.

But, as I am certain Rev Sullivan would be the first to agree you are only at the beginning.

To date, some 130 companies, have adhered to the statement of principles — quite a change from the original handful that originally agreed to support Rev Sullivan in this effort.

But there are some 164 US firms which have not yet taken this step.

As the subject of US investment in South Africa becomes more controversial... adherence to the statement of principles will become an increasingly critical test of US corporate willingness — or an individual corporation's willingness — to work for meaningful change in South Africa.

FINANCE

Over a year ago, the Congress enacted into law the Evans Amendment to the Export-Import Bank Authorization Act. This provision restricts financing for South African companies unless they are certified by the Secretary of State as meeting certain conditions which, in effect, are the Sullivan Principles written into law.

I can report this evening that, after extensive consultations within the executive branch and with the Congress, we have at last received approval of specific procedures for the implementation of this Amendment.

We will begin implementing the Evans Amendment, under these procedures, in the immediate future.

As more corporations, private individuals, and institutions get involved, it will be increasingly clear to South Africa that there is a strong belief on the part of Americans in the necessity for change in South Africa.

We do not concede a violent outcome. We do not agree with those who see only apocalypse at the end of the...

But our analysis is a sober one, the signs of change are few and tentative so far, and time is short.

So we must commit ourselves to making every possible contribution — on a priority basis — while the possibility for peaceful transformation in South Africa remains a realistic one.

Rev. Sullivan and your signatory companies, working together, have pointed the way. But the issue is racial justice and South Africa — and that long-term stability in is an issue which engages us all.

view, because it stems from the collective will of your corporations to do the right things.

Perhaps its greatest strength is its voluntary nature, one which responds to the widely held view that the situation in South Africa is unique and cannot be compared to other countries in the international market place.

The debate on the proper role of US business in South Africa will continue, but for the foreseeable future, US business is apt to remain there.

If that is the case, then American business will increasingly be called upon to demonstrate that it is an instrument for meaningful change on a significant scale, and that it is not, indeed, supportive of apartheid by whatever name.

There can be no doubt that your effort in producing the results.

In this regard, I think it's noteworthy that individuals and groups within South Africa itself are

Blacks ^{RDM} 13/12/79

**might fly
for SAA**

Staff Reporter

SOUTH African Airways will consider applications from black, Indian and coloured prospective pilots if they are sufficiently qualified, a spokesman said yesterday.

His announcement follows earlier disclosures by the South African Air Force — where SAA draws most of its pilots — that blacks would not be stopped from applying to become pilots.

An Air Force spokesman said applicants had to be South African citizens between the ages of 17 and 24 with Standard 10 with mathematics, English and Afrikaans as subjects.

This is not new policy for the Air Force, but it is the first time it has been interpreted to mean applications would not be rejected purely on racial grounds.

The SAA spokesman emphasised that SAA's pilots had to be extremely proficient — having undergone "ad-initial training" — before they were even considered for flight training with the airline.

A survey of other airlines operating services in South Africa revealed that none — with the exceptions of Air Malawi and Lesotho Air — have black pilots.

Credibility problems

Employment codes in SA have flourished since Leon Sullivan of the US spelt out his six principles in early 1977. Foreign companies and governments have latched on to such codes to escape disinvestment pressures. But, argue many critics of the codes, their proliferation and the growing number of subscribers doesn't mean very much, since monitoring is either non-existent or ineffective.

The main codes are the Sullivan code (for American firms), the EEC code, the Canadian code, and the local Saccola code. The latter was initiated by the Urban Foundation and Saccola, which claims to represent about 90% of South African firms. Neither the Canadian code nor the Saccola code have any monitoring device. The Canadian government merely recommended to Canadian firms that their subsidiaries in SA adopt its code and report to shareholders.

The monitoring of the EEC and Sullivan codes is based on company reports, often in the form of answers to questionnaires. Since March 1977 the number of signatories to Sullivan has leapt from 12 to 135, and the third progress report is out (see box). The report says seven "task groups" (made up of representatives from signatory companies) have developed "guidelines, objectives and timetables for action programmes". Thus, it argues, illustrates their commitment to the principles. Nonetheless, relying on company reports is by no means a satisfactory basis on which to monitor. And as long as this is the case, the report's credibility will remain suspect.

The EEC code was adopted two years ago. But its monitoring is only just getting off the ground. Britain and Italy are the only two countries now receiving the sec-

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Financial Mail November 30 1979

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**(3) Any proclamation issued under any I
commencement of this Act shall remain in for**

**17. Proclamations.—(1) The State President may by proclamation in the Gazette
from time to time amend or add to the provisions of the Schedules to this Act.**

**(2) Any such proclamation may prescribe different provisions in respect of different
types of companies.**

(3) The provisions of any such proclamation amending or adding to—

**(a) Table A or B contained in Schedule 1 shall not apply in relation to any
company in respect of which the provisions of the Table in question applied
immediately before the date on which the proclamation took effect;**

ond round of reports from companies with SA subsidiaries. However, up to now, Britain is the only country that has published a report.

German, Dutch, and French subsidiaries submitted reports to their governments for the first time this year. In a month or two, the German government will publish its report. Just over 50% of the Dutch companies have submitted reports which were put before the lower house of parliament a month ago. By September, about half of the French subsidiaries had sent in their reports. The Italian, French, and Dutch reports are unlikely to be published.

These reports to foreign governments will do little to pacify overseas pressure groups. According to one critic, as long as the results of the companies are kept from the public eye, and highly subjective employer reports are relied upon, the assessments will lack credibility.

The *FM* learns that the EEC could call on trade unions to comment on the company reports. According to Fosato's Alec Erwin, this is only possible where there is strong union organisation, which SA lacks. Thus, unions could only play a limited role in monitoring. Fosato has in fact prepared reports on those companies where its unions are well organised, and these will be released soon.

Tesza says that it is keeping an eye on firms which have subscribed to the codes and will publicise its findings. But it admits that lack of resources will make their unions a not very effective monitoring device.

Inkatha claims that it is also monitoring the codes. According to Gibson Thula, Inkatha publicity officer: "Lists of subscribers to the codes have been made available to workers and a few companies have been visited, but we don't have the staff to do this properly." So far, Inkatha has not made any statement on its findings. Thula argues that "we are still finding our way."

Vic Razis, of UCT, is interested in setting up a university-based body which will monitor all the codes. It would serve as an information service, as well as investigate employment practices. Obviously, having a third party to investigate would be better than relying on employers and trade unions. But the codes' effectiveness ultimately depends on the employers, for it is up to them whether a third party can have access to premises, and talk freely with employees.

continued on page 505

A bitter struggle ahead

for the workers

BLACK WORKERS employed by various multinational companies operating in South Africa are getting a raw deal, and very little is being done towards implementing the Sullivan code and other codes of employment practice.

This is the view of Mr Zakhela George Manase, national organiser of the United Automobile, Rubber and Allied Workers of South Africa.

He is also the national secretary of the Codes of Conduct Monitoring Committee.

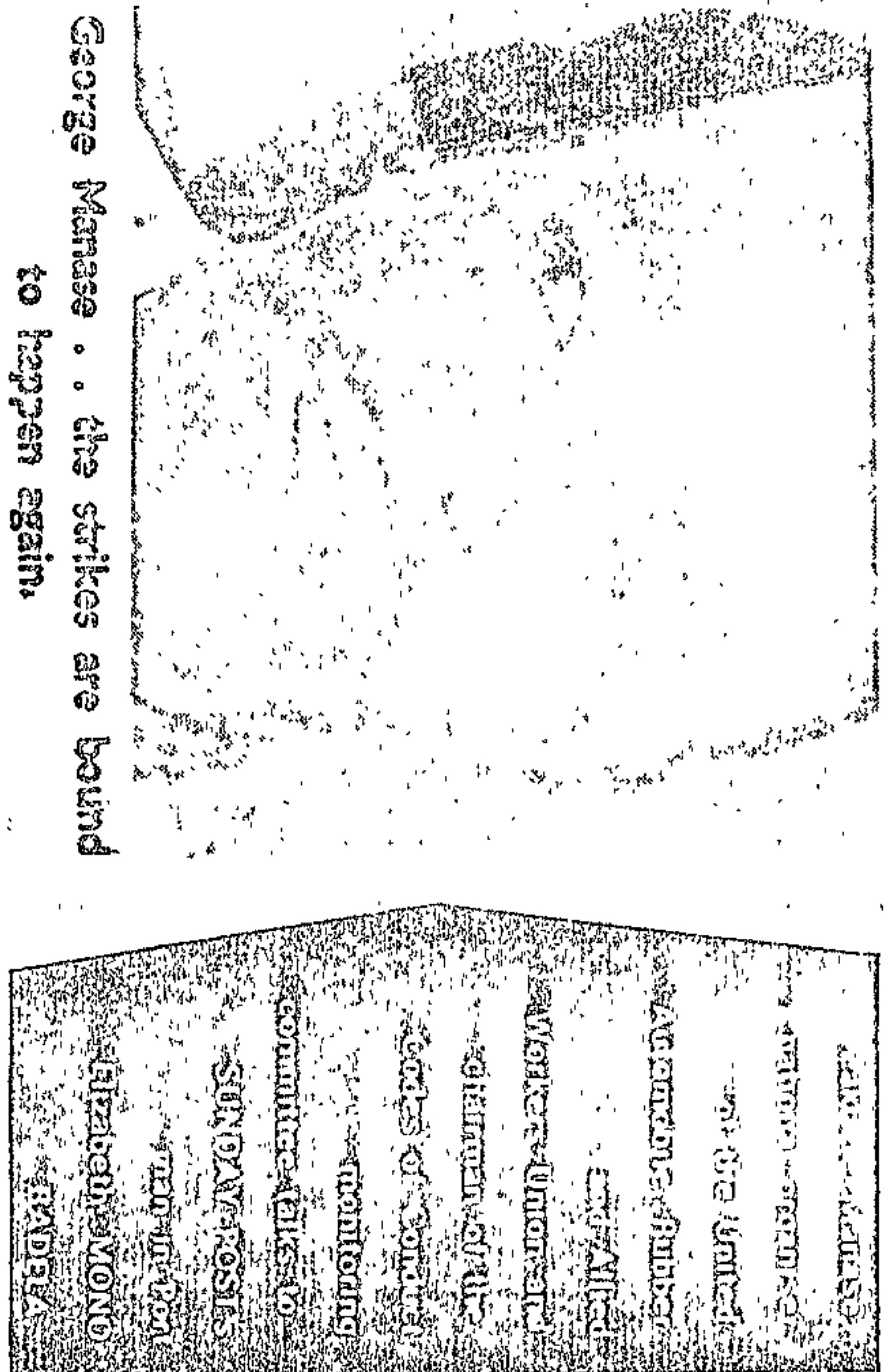
Mr Manase, whose union is currently involved in the negotiations between the Ford management and the more than 500 strikers in Port Elizabeth, received training in trade union work in the United Kingdom and from the headquarters of the powerful International Metal Workers Federation and International Labour Organisation in Geneva.

He foresees a bitter struggle between the black workers and management.

In an exclusive interview with SUNDAY POST Mr Manase warned that as long as the multinational companies were not adhering strictly to the codes of conduct, the Sullivan code and the European Economic Community code of employment practices, strikes like those that took place in Port Elizabeth last month were bound to happen again.

Mr Manase, himself a former employee at the Fort Cortina plant, which was forced to close down following a mass walkout by more than 700 workers, said his union had a membership of well over 10 000 members spread all over South Africa.

Most of them were in Uitenhage, Port Elizabeth, Johannesburg, Pretoria, East London and Durban. He said if black



George Manase... the strikes are bound to happen again.

MULTINATIONALS GIVE A

RAW DEAL, SAYS UNIONIST

workers all became members of trade unions and if the trade unions were fairly strong and powerful, the maximum could be achieved from the Sullivan code and the EEC.

Mr Manase said there was no such thing as equal pay for equal work in all these companies — Ford Motor Company included.

He said even though the workers were undergoing the same training, the black worker always started at a lower rate com-

pared to his white counterpart. Blacks were getting a raw deal in so far as promotion was concerned. Although the companies stated that they were doing away with discrimination, this was not seen to be happening by black workers. This applied to all American companies in the Port Elizabeth and Uitenhage area.

Volkswagen was as guilty as Ford. They did not comply at all with the Sullivan code, said Mr Manase. There was only one black foreman at General Motors. "Volkswagen is as guilty as Ford. Even the so-called black

foremen, to me, are like boys because they have to take instructions from their white counterparts," said Mr Manase. "Black foremen have no white workers under them. White supervisors are always rude towards blacks."

Mr Manase's union, which was established in 1973 has its main objects:

- To fight for increased pay and benefits and safeguard the living standards of the workers.
- To see that the working conditions are at least reasonably healthy and safe.
- To protect the human dignity and rights of the workers.
- To fight against unjust discrimination and firing of workers.
- To assist members in obtaining employment.
- To promote, support or oppose legislative or other measures affecting the interest of the members.
- To educate the members in the history or function of the union movement and to develop and maintain an intelligent and reasonable membership.
- To fight for job advancement, job enrichment and promotional opportunities for its members.

The union also assists its members with information, advice and assistance on various matters. Mr Manase however said that the union's progress at General Motors was being hampered by the personnel department of the plant. He said blacks were being discouraged from joining the union there. There were hardly 200 members of the union at General Motors. There was a lot of potential in the Transvaal, where places like Fiat, Datsun, Sigma, Bosal, Alfa Romeo, Ilvesone and BMW were being organised to strengthen the union.

Mr Manase said the fault at Ford Cortina plant was that the executive committee was too weak while on the other hand the workers themselves were very politicised. He hoped the union would work hand in glove with organisations like the Port Elizabeth Black Civic Organisation.

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FAIR EMPLOYMENT
PRACTICES

1-1-80 - 31-12-80

been greatly simplified. For example, should some of the funds channelled into research on prolonging lives of heart patients be used to control the spread of bilharzia? Questions like these are resolved politically whether or not the answers are embodied in an indicator (or a financial measure of health) or not. If argued, they are decided less

The totals in each column are then multiplied to arrive at a final score which forms the basis of its ranking. This is necessary to remove problems with low prevalence (yaws), or vulnerability to management (common cold) from priority contention.

City council moves nearer elimination of wage gap

STAR 1/2/80

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Municipal Reporter

The Johannesburg City Council is poised to start closing the wage gap between black and white employees in comparable posts.

The staff board has completed an in-depth evaluation of the posts, and its report will be presented to the management committee in the next few weeks.

There is already wage parity in professional posts in the council, but in all other posts coloureds and Indians get paid 90 percent of white salaries and blacks 80 percent.

Last year the management committee chairman, Mr J F Oberholzer, MPC, promised that after the staff board investigation any gaps between the salaries of black and white employees would be closed.

CLOSE WATCH

Mr Fraser Simpson, the PFP spokesman on staff matters in council, said today that if the council could afford it the wage gap would probably be closed in the next budget in June.

He added that he would also like to see the posts in the top white establishment in the council opened to all races, and the two pension funds — one for whites and one for blacks — merged.

There might be some technical problems involved in such a move, but they are not insurmountable, he said.

Another PFP councillor, Mr Winston Hertzberg, said that in view of Mr Oberholzer's claim last year that job reservation could not be eliminated in the council until the wage gap was closed, the PFP would keep a close watch on the situation.

are generally Africa are untr for a large pr of infant nutr height) becaus factors which contributory q

on the factual situation : data which could in theory be measured; and the judgement will be better, the better is the information available, even if it is qualitative and selective. The third column measures mainly subjective costs of particular illnesses or problems, and reflects such matters as whether the community is more disturbed by problems of infants, children, mothers, working populations or the elderly, or whether certain diseases have a particularly adverse social effect.

2.5 An Epidemiological Approach

Once objective grammes can be those achievin chosen. Agai quently lackin health program scientific to data on health dispositions o

An overall definition of the objectives of health care is the cornerstone of this approach; these objectives must be expressed in indicators of public health status in such a way that the benefits of each programme can be measured in terms of these indicators and their priority assigned accordingly.

The proposed measures of health status will relate to at least two dimensions of health : length of life and quality of life. Mortality rates define the first dimension, those of morbidity relate to the second. Within 'quality of life', even insofar as it is related to health in its narrow definition, one might wish to distinguish other dimensions : degree of disability, for example, can be distinguished from degree of pain.

The effect of : introducing sel various kinds of health problems, to render the analysis of a much wider range of choices possible as if they were questions of efficiency: of choosing the most cost-effective methods of reducing mortality and morbidity.

However, unless a single indicator is adopted, the possibility remains of a conflict between programmes designed to reduce different indicators of health, say, morbidity and mortality, although decision-making will have

Union rejects assurance by mine management

STAR 1/2/80

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127

(57)

By Sieg Hannig,
Labour Reporter

One of the most enlightened mining unions has rejected an assurance by mine managements that the jobs and pay of every "current employee" will be secure when changes are made in "labour utilisation."

The undertaking accompanied the January pay cheques of whites employed on mines which are members of the Chamber of Mines.

The assurance is "disturbing in the extreme," says a circular which the Mine Surface Officials' Association (MSOA) has

sent to its 14500 members.

The circular questions the good faith of mine managements and says their assurance implies that jobs will be downgraded.

To guard against this, the MSOA called for an urgent investigation into the possible creation of non-racial employment safeguards of the kind adopted in the steel and engineering industries

The MSOA said it would not stand in the way of fair employment practices which opened avenues of employment equally to all races. But such a process

had to be based on equal pay for work of equal value, appointments on merit and open to all.

"It (the MSOA) cannot allow salaries and conditions to be diluted in any way — not even for the sake of the optimum use of manpower resources," said the circular.

Referring to its efforts to organise coloured miners so that their employment conditions can be brought in line with those of its own (white) members, the MSOA says:

"The mere fact that this needs to be done draws the good faith of management into doubt."

FATTIS & MONIS STRIKE

For almost a month 188 workers at the Fattis & Monis factory in Bellville South have been on strike. They struck because five of the fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work - R40 a week and an 8 hour working day. A director of the factory says these demands are "out of all proportion" and unreasonable and would lead to "di-

Officials of the 10 000 member union (the Food & Canning) dismissed men had signed a document giving the union right conditions. The factory has refused to negotiate with the were replaced by machinery and that it was part of a cut-

Although those dismissed are Coloured, more than half African contract workers. In spite of the threat of being Homelands, the African workers have stood firm with their sisters. On the first day of the strike men from the Dep separate Coloured & African workers who had gathered of workers refused to be separated. One said, "We were all

Moves of solidarity with the striking workers are increasing meeting last week more than 500 university and college Peninsula Training College and Bellville Technical College be reinstated and for a boycott of Fattis & Monis produc-

The Western Province Traders Association says it will not to sell the factory's products unless there is negotiati-

The South African Council of Sport (SACOS) has called on schools affiliated to SACOS to support the call for re-e and a boycott of the factory's products

At a meeting at U.C.T. over 500 students supported a call Fattis & Monis products.

Fattis & Monis insist that there is no dispute. However says he is worried about the calls for a boycott of the blacks as much of the factory's trade is with blacks. The production going by employing scab workers in the place. However production has been slowed down

Who are Fattis & Monis? Fattis and Monis is the factory which produces the following products: All Record flour products including self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wheatie Treat flour; All products with the Fattis & Monis brand name including ice cream cones, wafers, cake cups, macaroni, spaghetti, large & small shells, ribbon noodles - broad, narrow, plain and green, rings and dilatines; All the above noodles and spaghetti under the following brand names: Pick-Ni-Pay, Pot of Gold, Princess, Checkers and Roma; Philadelphia flour and Koeberg Mille pack mealie meal; Fattis and Monis also control a number of Bakeries including Wrench Town Bakery in Observatory, Good Hope Bakery in Elsie River and Ultra Bakery in Somerset West.

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Make the
W...
Region Reporter

Churches have been...
to help make black
workers aware of anti-
discriminatory codes of
business conduct.

This was one of several
initiatives for the divi-
sion in the labour field at
the Church Consultation
on Racism here.

Yesterday the Consulta-
tion was told by a work-
ing man that codes of
conduct had so far failed
to get through to ordinary
workers.

The church also recom-
mended that ethics lec-
tures be made available to
workers and employers
and thereby to help
members understand que-
stions about employ-
ment practices and
ethics at their annual
meetings.

It also recommended
that a code of business
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Ford report may shock

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PORT ELIZABETH — The full text of a report monitoring Ford's performance in the light of the Sullivan principles, will be released next week.

This was revealed last night after a meeting in Grahamstown between the Institute of Race Relations, Ford officials and the report's authors. Prof Michael Whisson and Dr Marianne Roux.

The report which was commissioned from the Institute of Race Relations by Ford, is in parts highly critical of the company's performance according to the Sullivan principles.

In a previous interview, Prof Whisson outlined major recommendations of the report, but our Cape Town correspondent says it has established that some measures proposed in the report will come as a shock.

One is that the report calls for an end to the alleged Broederbond membership of the company's top industrial relations executives, Mr Fred Ferreira and Mr Dirk Pieterse.

Prof Whisson, professor of anthropology at Rhodes University, said last night

as the auditors, he, Dr Roux and Mr Cecil Manona, research officer at the Rhodes Institute of Social and Economic Research, were confident that Ford's decision would be an example to other companies which were signatories to the principles.

Ford's director of industrial relations, Mr Fred Ferreira, said: "We wanted to see how an outside agency viewed our performance and to assess where we fell short."

"Our view taken was that this was not at any stage a public report, which is not to say that we would not at some stage make it public."

Ford's decision to do so came on the eve of a visit to Port Elizabeth by three American diplomats.

Following in the footsteps of the Assistant Secretary of State for African Affairs, Mr Richard Moose, his deputy, Mr Robert Keeley arrives this morning. He will be accompanied by a minister-counsellor at the United States Embassy in South Africa; Mr Howard Walker, and the consul-general based in Cape Town, Mr Alan Lukens. — DDC.

(d) weakly developed ancillary services in vital areas: dental and ophthalmic services are not easily available to a large part of the population; pharmacies are absent in African townships; health educators and health visitors are few. Services for the mentally ill, handicapped...

Savage discusses two further problems with health services:

(c) Inappropriate institutions, particularly 'disease palaces' are associated with this geographical bias and partly responsible for both the urban- and disease-orientation of the services.

(a) Neglect of preventive medicine by most practitioners and inadequate budgetary provision for it. Savage also notes the excessive expenditure on cure.
(b) Both also note the maldistribution of doctors and health services. Kirsch describes this in geographical terms, and in terms of inappropriate institutions. He notes the concentration of doctors throughout the world in urban areas. Savage describes this as a concentration in South Africa on the needs of the white and urban populations; but he also implicitly recognises an international dimension when he notes the applicability to South Africa of the 'Inverse Care Law' originally described by Hart, as it appears in Britain; 'the availability of good medical care tends to vary inversely with the need of the population served'.⁵

Other contributors (e.g. Adler, Vol.2) would regard the nature of the economic system, rather than the legal structure of apartheid as the root cause of the 'Inverse Care Law', as it is apparent to some degree throughout the third world and in most 'western' societies. Both Adler and Savage, although not denying the need for medical reforms, regard these as inseparable from changes in the wider social structure if they are to be effective.

2.2 Public or Private : The Options

The debate on what has come to be called 'socialised medicine' concerns which method of health care provision is most *efficient* and which best satisfies the condition of *equity*. Efficiency, in the economic sense, is taken to mean that there can be no change which will make one person better off without making another worse off. If one can, by reorganisation, get something more without extra cost, without making anyone worse off, the existing situation is not efficient.

In fact, only the provision of medical care is in dispute, rather than all measures which promote health, most of which, as we have seen, concern the entire structure of the economy and society. The arguments therefore apply only to the relatively narrow, but nevertheless highly charged field of medical care. It has conventionally been accepted by the majority of those who can afford it that some basic public provision should be made for a indigent. The rising cost of medical care, particularly in the United States and some European countries, has forced a reassessment of this position by health economists of all persuasions.

Free market position is argued by Rees (*27): If a good or service can be bought and sold between individuals, and all relevant costs and benefits taken into account in the market transactions without spilling over to others (excludability), and there are no economies of scale,⁶ then individual preferences as expressed through their purchasing power can be efficiently when the good is distributed through a free market so that there can alter the price on their own, and no combination of buyers or sellers exists that can influence the price to their own advantage. In addition, there must be no information constraints on buyers and sellers. These conditions are fulfilled, private provision will be efficient, though the possibility of efficient allocation may also exist under other conditions. The advantage of a private market are generally taken to be minimal need for information transmission before an efficient distribution can be reached.

(2.2.) The Day Hospitals compared to the Soweto and Eastern Province clinics.

The eight clinics in Soweto form a separate department of Baragwanath Hospital. They are responsible for curative health care only. Four of the clinics have 24 hour maternity facilities where low risk confinements take place under the supervision of midwives. There are no operating theatres or X-ray departments at the clinics; this, plus all laboratory analysis, physiotherapy, occupational therapy and social work is centred at Baragwanath Hospital. There is no general outpatient department at Baragwanath and patients requiring specialist attention and the services mentioned above, are transported from the clinics to the hospital. There are two district services operating from each clinic - a district nurse service and a district midwifery service.

Since the riots of June, 1976, only three clinics have reopened.² The reluctance of doctors to enter the township has led to the establishment of a service run largely by nurse physicians - each clinic has its own team of nurses with one doctor to whom difficult cases are referred. Nurse physicians receive two months additional training in the diagnosis and treatment of common illness. Between January 1977 and March 1978, the nurses examined more than 100 000 patients, of these 80% were treated and discharged and the balance were referred to doctors. The system has been accepted by the community - in the same period, only 2% elected to see a doctor instead of a nurse.³

In the Eastern Province, primary health care (curative) clinics exist at Cradock, Graaff-Reinet, Grahamstown and at Kwazikhele in New Brighton, outside Port Elizabeth. At each clinic one doctor and four sisters treat 200-250 patients per day. Of these, 70-75% are treated by sisters, the rest being referred to the doctor. No procedures or paramedical treatments are carried out at these clinics. The Kwazikhele clinic is staffed by sisters only. Complicated cases are referred to Livingstone Hospital. In 1977, 89% of patients were treated by sisters at a cost per patient of R1.80.⁴ (This includes only the cost of diagnosis and prescription, not administrative overheads.)

UK firms mislead say black unions

By RIAAN DE VILLIERS
Labour Correspondent

SEVERAL British subsidiaries in South Africa have come under heavy fire over their reports submitted to the British Government in terms of the European Economic Community's (EEC) code of employment practice in South Africa.

According to a black trade union, workers at one subsidiary have rejected its report as "false and misleading" and another union has accused a company of "serious inaccuracies" in its report.

The accusations appear in a document on foreign companies and codes of conduct released by the predominantly black 50 000-strong Federation of South African Trade Unions

(Fosatu) at the weekend.

The document contains replies by Fosatu unions to reports submitted by British firms on their employment practices to the Department of Trade.

Several cases of companies refusing to recognise black trade unions are outlined and Fosatu has also charged that the code has failed to promote the recognition of black unions.

Companies named are Cadbury Schweppes, Eveready, Crabtree (Springs), Glacier Bearings, Henkel SA, Forbo-Krommenie, Revertex (SA), South African Fabrics, Sarmcol and Raleigh Cycles SA.

Smith and Nephew, Kellogg and Leyland are singled out for having concluded agreements

with Fosatu unions.

In an accompanying statement, Fosatu said it believed all codes had to be measured against whether they promoted union recognition.

The EEC code stated that companies should accept decisions by black workers to be represented by trade unions.

The codes could only be successful if there were sanctions against companies which did not abide by them.

After comparing the report submitted by Eveready to conditions at its subsidiary, Crabtree, in Springs, the Engineering and Allied Workers' Union said: "Workers at Crabtree were shocked by this report and rejected it on the grounds that it is false and misleading."

"If EEC governments are

not going to take serious action to prevent companies from not complying with the code the existence of the code is not going to be helpful to the people the code is designed to relieve from the grips of labour exploitation."

Rather than helping SA workers, the reports were providing a facade behind which companies could hide their unfair labour practices, added the union.

Company spokesmen were not available for comment on the document, which was released at the weekend.

The British Consul in Johannesburg, Mr A R Titchener, said last night he could not comment on the criticisms until he had studied the report.

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that only those deserving hospital attention are referred

Argus 1/10/57

Work the same, but whites get more pay

WHITE, coloured and black enumerators will earn different salaries for doing the same work during the national census in May.

This was confirmed today by a spokesman for the Department of Statistics in Pretoria.

Whites would earn R21 a day, coloureds R16,80 and blacks R13,65.

He admitted that they would be doing 'basically the same type of work', and said that the rates had been determined by the Civil Service Commission.

'The Government is working towards narrowing the wage gap. These rates have been given to us and there is nothing more we can do about it,' he said.

MORE NEEDED

The enumerators would begin work on May 6 for about 12 days. Each would have to call at 150 to 200 addresses and question 850 to 1 100 people.

Enumerators of all races were still needed in many areas, including Wynberg, the second big-

gest census area in South Africa, stretching from Llandudno to Macassar and including black townships, Crossroads and Mitchell's Plain.

A spokesman there — who approached The Argus for help in canvassing for enumerators — refused to give the pay rates and referred The Argus to Pretoria.

'DISCRIMINATION'

The Rev Alan Hendrickse, leader of the Labour Party, said it was again a case of discrimination.

'I'm sure black enumerators, who will be operating in black areas where there is a higher degree of illiteracy, will have a much more difficult task to gather the necessary information,' he added.

'This also makes nonsense of the Government's promise to narrow the wage gap between the various race groups.'

Exemplary exposure

57
MBW

While most South African employers resent reporting on their employment practices, Siemens takes special pride in exposure.

It disarms critics with frankness.

It opens its factories to more than 300 international visitors a year, not to mention many more local visitors such as top business leaders and parliamentarians.

And it provides detailed facts and figures on labour relations and conditions in its annual reports.

All South Africans are sharing the dividends of this open door policy, because it has made Siemens a leader in the fight against disinvestment.

There are increased dividends for shareholders as well — hard cash returns worth 24.4 percent of nominal capital.

Yet this subsidiary of a German company lives up to the EEC code's stipulation of paying at least 50 percent more than the minimum wage required to satisfy the basic needs

The removal of wage discrimination is only one of many achievements which have made Siemens a leader in South African employment practices, writes labour reporter SIEGFRIED HANNIG.

of a worker and his family.

Indeed, its lowest paid workers have incomes of 72 percent above the minimum living level, visitors heard last week.

In its latest annual report, issued today, Siemens reaffirms the crucial features of its employment policies — merit alone decides who is to occupy the individual workplace and racial integration takes place "not as a matter of force, but as a matter of course."

Thus, integration of canteens is still proceeding in consultation with local liaison committees. But six of the 15 liaison committees have become racially combined, in addition to the multiracial umbrella committee.

Siemens sees this process as desirable among its trade unionised workers of all races as well.

"Surely, separate and parallel unions must seem less desirable when many other trends point to economic integration," says the chairman, Dr W B Coetzer, and the chief executive, Mr W E Wentges.

In line with the non-racial employment safeguards in the metal industry, Siemens obtained the approval of worker representatives of all races for the promotions of 270 wage earners in the past financial year.

The proportion of blacks among those promoted tallied with the proportion of black wage earners.

The first black joined management as recently as last September.

But the number of black and coloured workers in skilled and semi-skilled categories has increased from 10 in 1966

to 1 391 last September... "a most impressive result of untiring training," Siemens reports.

In addition, races other than white now account for 10 percent of salaried staff excluding management.

Of the 137 people promoted from wage earning to salaried staff last year, 49 were black and coloured workers.

Siemens is not the only employer seeking to "harmonise people of a multitude of different backgrounds on one common socio-political denominator."

Indeed, it sees the Government itself as "steering the economy into integration."

But few other employers can claim that in their firms the "former backlog of the lowest paid has been overcome."

This is why Siemens can warn with justification that "further unproportional developments... would endanger the economy's first priority, the creation of job opportunities."

(There will be statements on 3 (three) of the 9 (nine) topics; you will have to choose and write on 1 (one) of these only.)

Justify your choice of (a), (b) or (c).

(c) The slave trade had no effect on the Niger Delta states.

states.

(b) The slave trade had a positive effect on the Niger Delta

states.

(a) The slave trade had a negative effect on the Niger Delta

E.g. Which of the following statements is most correct?

and then justify your choice.

In the section on the tutorial topics, you will be required to choose the most correct version of a statement relating to one of the topics

White technicians ^{RDM 20/2/80} earn a lot more

Political Correspondent

THE ASSEMBLY -- White telecommunication technicians earn a starting salary of R124 a month more than blacks

This was revealed by Mr Hennie Smit, Minister of Posts and Telecommunications, in Parliament yesterday in reply to a question by Mr Horace van Rensburg (PFP Bryanston).

Mr Smit's reply also showed that coloured and Indian techni-

cians earn a starting salary of R58 less than whites.

Commenting on the statistics, Mr Van Rensburg said there could be no justification for discriminatory pay to technicians of different races.

"It makes a mockery of Dr Piet Koornhof's pious pronouncements that the Government will not rest until all race discrimination is removed

"I challenge the Prime Min-

ister to tell us whether this is an example of so called 'necessary' discrimination, and if so, why?"

Discriminatory rates of pay were a deplorable example of race discrimination. "All the technicians have to pass the same stringent examinations and they all have to do the same work to the same standards," Mr van Rensburg said.

According to the statistics

released in Mr Smit's questions, 11 black, 60 coloured and 61 Indians have qualified as telecommunication technicians.

The commencing salaries for whites is R3 960 a year plus a R462 personal pensionable allowance. For blacks it is R2 475 plus a R621 personal pensionable allowance, for coloureds and Indians it is R3 267 plus a R645 personal pensionable allowance.

SOME FOREIGN companies operating in South Africa are giving out misleading reports of what they are doing for their black workers, according to the Federation of South African Trade Unions (Fosatu).

In a lengthy report Fosatu claims that the companies, which have their headquarters in Britain, Germany and Switzerland, are contravening the European Economic Community's employment code.

Fosatu has accused four of the British companies of issuing misleading and untrue information in reports to the British Department of Trade on their implementation of the EEC code in their South African operations.

Fosatu's chief complaint is based on a clause in the code stating that companies should recognise African trade unions if workers want to be represented by them.

"This has failed to help in the achievement of union recognition," says Fosatu. "The general story is one of evasion and delay."

Fosatu says some of the companies — Forbu Krommenie (Swiss) and Glacier Bearings, Revertex, Sarnco! and Raleigh Cycles (all British) — have refused to deal with unregistered trade unions.

Cadbury and Eveready (British) have refused even to recognise coloured unions, and Cadbury's management has set up its own union.

Fosatu says these firms are going against the spirit of the EEC code, which stresses that the firms are free to recognise unregistered unions since they are not illegal.

"Employment codes are pointless unless there are sanctions against those companies that do not abide by the code," says Fosatu.

Unions affiliated to Fosatu asked workers to comment on the reports submitted by British companies to the Department of Trade.

Prominent among workers' criticism were claims that companies paid wages be-

Foreign firms lying about blacks' workings Conditions - Fosatu

S. Post 24/2/80

SUNDAY POST SPECIAL LABOR CORRESPONDENT

low those mentioned in the reports, that training programmes weren't what they were said to be, and that workers pushing for the establishment of a union were intimidated.

The companies' claims about education bursaries and scholarships were misleading, the workers said.

Cadbury's claimed to offer scholarships, but the Sweet, Food and Allied Workers Union said that members were not aware of any scholarships for employees' children.

The firms Managing Director, Neville Bain, said in reply to this that the "official union" — Cadbury's own union — was aware of the scholarships.

The Chemical Workers' Industrial Union said of Revertex: "The education bursary mentioned is only for university studies and, to the best of our knowledge, only one worker has benefited from it. Workers have asked for the bursary to cover school education because this is where it is most needed. The company has refused the request."

Companies' claims of no discrimination, or at least equal facilities, have also come under fire. Raleigh Cycles stat-

ed that as far as the law permits there is no segregation of facilities.

But the Engineering and Allied Workers' Union claims that there are segregated toilet facilities, separate factory gates for blacks and whites

(where only blacks are searched on leaving the premises) and segregated canteen stations and pay booths.

Stan Jenkins, personnel director of Raleigh's parent company was reported this week as having said

that he could not deny this, but that "we were reporting on the group as a whole. Although something in the report may not apply to Raleigh, it the group."

In Springs Mr M J Pinker, general man-

ager of Crabtree, admitted that some of Fosatu's claims against his company were correct.

The factory had no canteen, nor were there equal toilet facilities for black and white workers as the report submitted to

the British Government had claimed.

Fosatu said that some of the Crabtree workers had been shocked by the report, which also claimed falsely that workers and their dependants were given free med-



Cadbury's MD, Neville Bain . . . keeping it in the family.

'Fair deal'

report

criticises

Ford *SAW 25/2/50*

There is a widespread lack of commitment to "equal and fair employment practices for all employees" at the Ford Motor Company of South Africa.

The implementation of this element of Principle Two of the "Sullivan Principles" may be seen as the central element of the entire code, says a report released today.

The report was compiled by a team from the SA Institute of Race Relations invited by Ford to conduct an "audit" of the company's operations in Port Elizabeth.

The team was headed by Professor M G Whisson, head of the anthropology department of Rhodes University.

Sullivan's Principle Two says "equal pay and fair employment practices for all employees."

Under that heading, the report comments, inter alia: "Coloured and black union representatives are extremely sceptical of the objectives of management. One of the union's officials described the Sullivan Principles as 'not worth the paper that they are written on'."

In fact, over the past years, for the overwhelming majority of hourly paid workers, there has been a decline in their real standard of living.

While some progress has been made in equalising terms and conditions of employment the company has a very long way to go, the report says.

Figures tend to lend credibility to the belief held by many black workers that while there is no institutionalised discrimination between whites and non whites, the scales and differentials, both between the minimums and maximums within grades, and between the minimums for each grade, enable a substantial amount of discrimination to take place.

Negative attitudes are reinforced by the belief that the company, through industrial relations officers, has close connections with State security agencies. This fear will be overcome only when all suspicion of state security intervention has been removed, the report states.

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THERE'S no Ford in the future of many black workers at that motor company — they're paying most of their black workers below the Household Subsistence Level (HSL).

And Ford is rated one of the top American employers of blacks in South Africa in terms of the Sullivan Principles. The principles are guidelines intended to improve the position of blacks employed by American companies in South Africa.

This week a special SA Institute of Race Relations investigation into Ford's employment practices found that between 80 and 95% of Ford's black workers — who have been working on short time (28 hours a week) — are earning less than the HSL.

In 1979 the Household Subsistence Level for a black family of six living in Port Elizabeth was calculated at R169 a month.

Ford commissioned the study, which was conducted by three academics from Rhodes University in Grahamstown. They concluded: "The company has a very long way still to go before it can be said that it is implementing the principles in the manner and spirit intended by Sullivan."

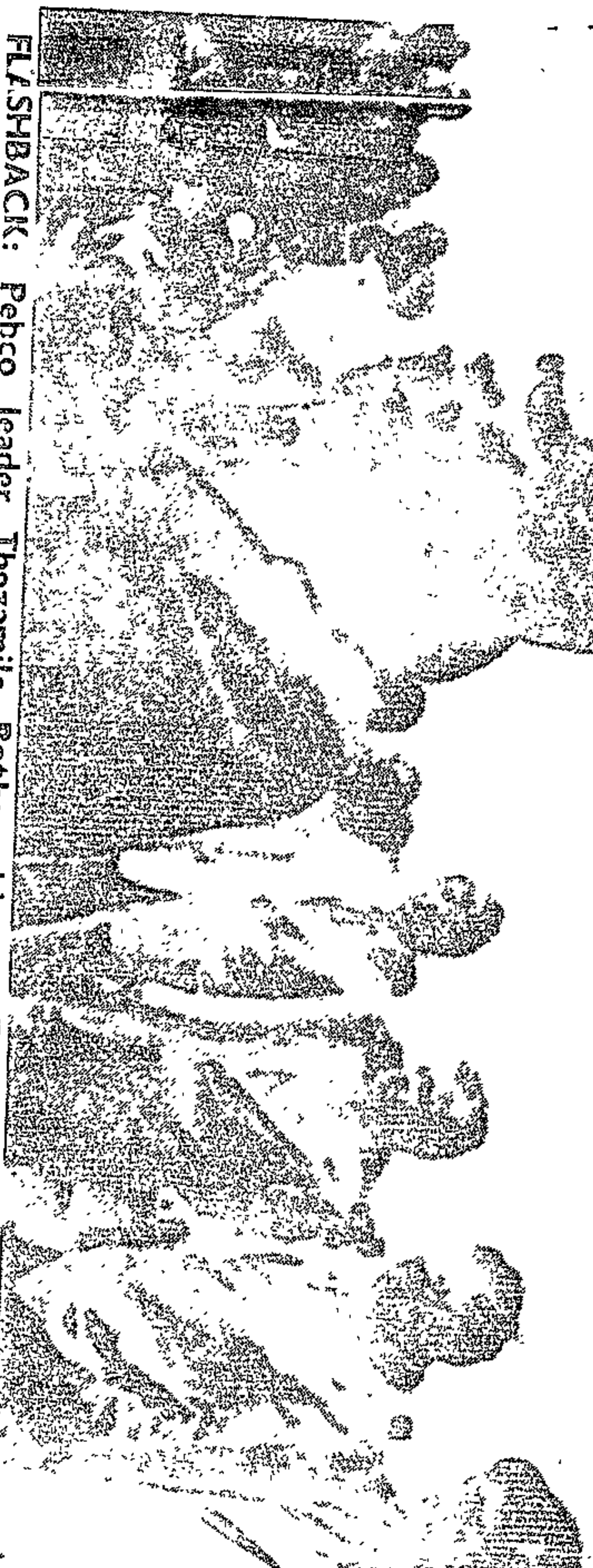
The principles were designed by the Rev Leon Sullivan, a black American priest and company director.

Last year Ford was hit by a number of walk-outs by black workers. The unrest came after the dismissal of Pebco leader, Thozamile Botha, who was banned this week.

After that workers refused to air their grievances through their union, the United Auto Workers Union. Many accused Botha of playing power politics, not believing the workers may have had genuine grievances. But, the SAIRR report now shows that workers have plenty to gripe about.

Combined with a recent document from the Federation of South African Trade Unions (Fosatu), the SAIRR investigation brings into question the effectiveness of employing codes. Fosatu — largest umbrella body for unregistered unions — found that a number of British firms had been misreporting to the British Department of Trade on their implementation of the EEC code.

NO FORD in the future of these car workers



FLASHBACK: Pebco leader Thozamile Botha addresses Ford workers as management looks on.

the Sullivan Principles — that the signatories will not only do things which are progressive and in their own interest, but will also do things which are not in their own interests for the sake of the mass of the people."

Pluses for Ford are its recognition of an unregistered union, the United Auto Workers Union, integration of facilities and education. These have given Ford its good track record in labour relations.

The Ford controversy of this week has brought into serious question the value of employment codes, especially since Ford has one of the best records of all foreign companies in this regard.

What, then, of other foreign corporations?

STUDY FINDS PAY BELOW SUBSISTENCE LEVEL

SUNDAY POST
Special Report
Correspondent

whites are employed below grade 7, while 60% of blacks fall into grades 1 and 2. And, when blacks take over from whites, the jobs are often downgraded according to workers.

But, say union officials, even when whites and blacks are in the same position, whites earn more. The

the local Bantu Administration Board has, says the report, "lent credence to the belief that the Ford management is part of an unholy alliance between white employers and the two most hated arms of the State (the Security Police and the Administration Boards)".

And these donations, among other things, have done little to

the mass of Ford's black workers. Black Ford workers also complain about receiving harsher disciplinary action than whites. For instance, a black worker reporting drunk to work was fired immediately.

On the other hand, a white worker, drunk at work, was simply asked to clock off and go home for the day. Ford has taken no interest in the prin-

EARNING POST

STARTS NEXT WEEK SPECIAL WHISTLEBLOWING
Have you got to do with
earnings?

Curbs on black managers may go

THE ASSEMBLY — The government is considering scrapping the law which bans blacks from being placed in managerial positions over whites without permits.

This was disclosed yesterday by the Minister of Community Development, Mr Marais Steyn, when he replied to a question by Mr Colin Eglin (PFP, Sea Point).

At present employers are required to obtain permits before they can place blacks in supervisory positions over whites.

Mr Steyn said this provision applied in all areas of South Africa, not only in areas zoned for whites.

The Minister was asked whether this provision of the Group Areas Act was to be withdrawn.

He said: "An in-depth investigation is being undertaken into its possible amendment as well as the amendment of other related proclamations which regulate these matters in areas other than group areas."

"My department only became responsible for areas other than group areas on March 1, 1980 and a firm indication of when it will be possible to issue amending proclamations can unfortunately not be given at the moment," Mr Steyn said. — PC.

EXAMINATION RESULTS IN FACULTY ARTS

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159454V	MCCARTHY	MELISSA JANE	911102	MATHEMATICS IA
152965K	MEHL	ANNETTE ELISABETH INGRID	108102 905102 916103	GERMAN INTENSIVE CHEMISTRY IB ANIMAL BIOLOGY
157093D	MERCURIO	GIANCARLO	110101	HISTORY I
155747D	MICHAELS	KAREN	003101 994101 107101	SOCIOLOGY I PSYCHOLOGY I ENGLISH I (PRE)
158469Z	MITCHELL	JANE	118101	CULTURAL HISTO
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150783V	MULLER	SUSAN FLORENCE	110101	HISTORY I
157521U	MURRAY	ESTELLE	116120	DRAMA I
137983G	NAKIDIEN	MOGAMAT TOYER	107101	ENGLISH I (PRE)
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157913V	NORMANN	HANSJURG	117101	POLITICAL SCIENCE I
155878H	O'CONNOR	SHIPLEY ANNE	114101	RELIGIOUS STUDIES I
162116N	PAM	JONATHAN RICHARD	004101	PSYCHOLOGY I
154187V	RAIERSOM	IAN JAMES STEWART	107101 110101	ENGLISH I (PRE-1980) HISTORY I
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133406G	PRITCHARD	ROBERT STEPHEN	115102 115103	FRENCH INTENSIVE ITALIAN INTENSIVE

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48	162116N	7	UP	(57)
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52	154286C	1	F	(50)
54	154286C	1	UP	(50)
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ENGLISH I (PRE-1980)

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Blacks may fill health posts Staff Reporter

The staff shortage in the Department of Health has reached such critical levels - more than one in five entry posts are vacant - that the Secretary of Health, Dr Johan de Beer, has suggested the recruitment of blacks to fill them.

In the department's report for 1979, Dr De Beer said that 2593 whites were appointed and 1773 left the service. Of these, 1589 resigned or deserted, 156 retired or died and 28 left because their contracts terminated or they were dismissed.

There were 5026 representative entry posts in the department of which 1149 were vacant.

"Existing manpower is insufficient to satisfy demand. It would seem that additional employment of non-white staff would greatly improve the situation," Dr De Beer said. The report added that this was "a promising possibility" and that the Public Service Commission would shortly provide guidelines on the problem.

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UCT

Women doctors fight for tax reform

STAR 24/3/80

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A group of South African women doctors said this week that it has been making representations for three years now to have the system of joint taxation of working married women and their husbands changed.

"We have been to see the Minister of Finance and officials of the Department of Inland Revenue twice now. We thought we would be ethical and not inform the Press.

"But we have achieved nothing by our silence," said Dr Leonore van Rensburg, who is on the executive committee of the Women's Medical Association. She works at Tygerberg hospital in the Cape.

The doctors' anger and concern is voiced at a time when professional working married women countrywide are speaking out against the tax system, and also at a time when the Government service of South West Africa/Namibia has announced it will tax salaried women separately from their husbands.

The Women's Medical Association says it is fighting on behalf of all married working women, not just doctors.

Dr Van Rensburg told me of couples who have divorced because their joint tax made their financial position unbearable.

"I know of medical women who are not marrying, but living together. Some wait until they retire, and then marry.

"The married women in my profession work for idealism for humanity — not for money. It does not pay us to work."

Dr van Rensburg pointed out that the present tax system was introduced in 1914. At that time there were few working women, but times had changed and now there were 500 000 married working women.

"Women have done their fair share in helping to build this country.

"Today we women are not allowed to share on an equitable basis as individuals in the financial prosperity of the

country."

Dr van Rensburg said that since 1949 there have been four commissions of inquiry into the question of separate taxation for married women.

"On not one of these commissions did they have a woman. And think of the time and money they have spent in their 31 years of investigations."

Dr van Rensburg said she and her fellow doctors had been received sympathetically by the Minister of Finance and his department officials, but that they had received no satisfaction.

"In 1978 we were told they first had to get general sales tax operating efficiently. That didn't take them long.

"Then in our meeting last month we were told that the administration of a separate system was too difficult, that they didn't have sufficient staff to needn't have two forms.

"We suggested they needn't have two forms. We came up with all kinds of ideas for overcoming their administrative problems.

"But at this stage their arguments don't hold water because they managed to organise GST within a couple of months."

Dr van Rensburg ques-



DR LEONORE VAN RENSBURG — "the married working women in my profession work for love of humanity. The tax system does not pay them to work."

tioned whether it was fair to penalise married working women because the Department of Inland Revenue allegedly had staff problems.

She stressed that deductions did not help.

"Married working women have extra expenses. They need to pay for domestic help, for transport costs, creches,

extra clothing. R900 is not enough. We have worked out conservatively that we would need four times that amount to make it worthwhile for us to work."

Dr van Rensburg stressed repeatedly that the married working woman was an individual who deserved to be treated as such.

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SWA/Namibia wants skilled women to return to work

STAR 24/3/80

(57) (200)

(220)

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

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

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

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

He said women would not have their own tax

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

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

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

MARRIED COUPLE WITH TWO CHILDREN:

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

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

R2 071m BILL FOR CHANGES — WITS BUSINESS EXPERT

Firms turn to all-race job rates

57
6/4/80
Sund Express

BIG BUSINESS is switching to nonracial rates for the job — and the change will cost the economy around R2 071-million a year, according to figures published by C G Cogill of Wits Graduate School of Business Administration.

Following the Wiehahn Report, it is believed that about 95% of all companies employing more than 250 staff have voluntarily begun implementing standard rates to end racial discrimination in the workplace.

Most businessmen involved in such projects are reluctant to talk about them.

But universities report daily calls for help from industrialists enlisting their aid in what is proving to be a complicated change-over.

The price of the switch, calculated at about R2 071-million a year by Cogill, has been generally accepted by the authorities.

But Cogill emphasises that this cost involves only the upgrading of pay for jobs where Blacks and Whites are performing equivalent tasks.

Based on research published by companies who have recently emerged from the experience, increases to wage bills will range from 12 to 18 per cent.

Within a very short time, most South African companies are going to be faced with closing the wage gap — because of overseas pressure, pressure from the townships or simply because of managements' growing desire to eradicate discrimination.

Nordberg Manufacturing Company has recently completed the process. All 300 of its White and 400 Black, Coloured and Asian workers now receive

a rate for the job with no discrimination.

Total cost to the company was an 18 per cent rise in current former payroll.

Nordberg's personnel manager, Johan Moller, explains that the company's management realised that the longer they postponed the operation the more expensive it would become. With every pay increase the gap between skilled

and unskilled workers was widening.

For Nordberg, closing the pay gap consisted of developing a completely unified pay structure. All employees — irrespective of race, colour, whether hourly-paid or salaried — are now compensated according to one pay curve based on one system of job evaluation.

The grading system to evaluate jobs, regardless of race or sex, was based on the principles

formulated by Professor T Paterson.

First step for Nordberg involved a statistical analysis of present Black and White wages by job grade. Then a market survey was conducted.

Wage indices such as SLL were consulted, alternative structures were costed and within the parameters of this framework Nordberg's budget wage structure was evolved.

Two clear wage curves emerged — one based on existing White jobs and another on existing Black jobs. Once these had been merged, the personnel department took over.

They had to solve problems such as — how would White employees face these changes? Would they regard closing the wage gap as a threat to their positions? Would Blacks fear widespread unemployment? And so on.

Moller points out that as Blacks moved into jobs previously reserved for Whites, their pay rates automatically coincide with those of Whites on equal skill and performance levels.

He says: "Nowadays, if any employee asks why he or she is getting say R50 less than a colleague or superior we are able to present this person with a rational explanation."

"Some firms may find that they simply cannot afford the additional costs involved in closing the pay gap, but they can make some adjustments," Moller points out.

Two crucial areas should be

SUNDAY EXPRESS BUSINESS EXCLUSIVE

By MADGE SWINDELLS

niques without necessarily subscribing to the philosophy. The first 2 lectures in this series will explore the idea of cinéma-vérité as it emerged in France, Canada and the United States and the third will discuss possible applications to a relatively recent development, the committed, local-issue advocate.

- | | |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Lecture One | The observer: The fly-on-the-wall approach
Film: <i>Chiefs</i> (20 min.) or <i>A happy Mother's Day</i> (26 min.) <i>Running fence</i> (57 min.) |
| Lecture Two | The catalyst: Acknowledging one's presence
Film: <i>The moontrap</i> (84 min.) |
| Lecture Three | The militant: Fighting the good fight
Film: <i>It's ours whatever they say</i> (39 min.) |

NOTE: Additional films related to this course will be screened each afternoon at 5.30 p.m. It is advisable to see as many of these as possible. Fee: 50c per session. The programme will be available in the final Summer School programme.

The organisers may change some of the film material listed above, depending on what is available from abroad.



Boraine urges end to curbs on employment

57 18/4/80
Aigues

Parliamentary Staff

DR Alex Boraine (PFP, Pinelands) called in the Assembly yesterday for the removal of laws that restricted the employment of people.

Speaking in the second-reading debate on the Budget, he said the unemployment situation was severe in black urban areas and could only be described as 'calamitous' in the rural areas.

When it was considered that most of the unemployed were young and were to be found in the

disfranchised sections of the population, the problem took on serious political implications.

Dr Boraine said job creation would be assisted by the removal of certain legislative provisions, including provisions of the pass laws, the Black Urban Areas (Consolidation) Act and the Environmental Planning Act.

In addition, the restrictions in the labour preference areas, such as in the Western Cape, should be lifted.

'In short, any law which places restrictions on the ability of a man to receive or provide employment

should be lifted,' Dr Boraine said.

Economic growth needed to be encouraged at all costs.

Even if South Africa achieved a growth rate of 5 percent the country would still not be able to absorb all its people into the economy.

POSITIVE

Probably the biggest positive step the Government could take towards overcoming the unemployment problem was to speed up and intensify education and industrial training.

The provisions of the present Budget simply did not match the demand for jobs.

The Cillie Commission had reported that one of the aggravating factors in the 1976 Soweto uprising had been the lack of work for new job-seekers.

It was imperative, therefore, that attention be given to at least three aspects of the unemployment problem — to identify the causes of unemployment, to counter as far as possible these causes and to take positive action to create employment.

80 26/4/80 (57)

Boraine slams wage gap

CAPE TOWN — Dr Alex Boraine yesterday criticised the widening wage gap as tragic, disgraceful and a warning to South African society.

Dr Boraine (PFP, Pinelands), the opposition labour spokesman, referred to average monthly salaries for various race groups detailed in the report of the National Manpower Commission.

The commission reported that the percentage difference between the wages of Coloured and black workers in non-agricultural sectors appeared to have shrunk between 1970 and 1979.

Dr Boraine said

separate figures of average actual earnings showed the wage gap in money terms was widening every year.

In the mining sector, average monthly earnings of whites in 1970 was R356 and that of blacks R18 — a difference of R338 a month. In 1979 whites earned an average of R899 a month and blacks R140 — a gap of R759.

Similarly the difference in average monthly earnings of whites and blacks increased in the manufacturing sector from R248 a month in 1970 to R617 a month in 1979, and in the government and service sector from R222 to R424.

"There is the same dis-

mal story of an ever increasing gap in average monthly earnings between whites on the one hand and Coloureds and Indians on the other," Dr Boraine said.

These startling and disturbing figures are a correction to the often quoted statement indicating higher percentage increases for Coloured, Asian and black workers in relation to whites.

"In actual fact the gap in real terms is getting wider every year. These harsh facts should be seen as a warning light to the entire South African society," he said. — PS.

Black labour's new target

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By ANDREW McNULTY

**The EEC and Sullivan
pressures of conduct
should be seen as a pre-
cursor for mounting
Western pressure to-
wards enhancing ad-
vancement of South Af-
rica's black employees
through training, trade
unionism and worker
mobility.**

As the view of Peter
Vale, lecturer in International
Studies at the University of
Wolverhampton

Dr Vale, a former assistant
Director of the South
African Institute of International
Studies and Research Associ-
ate of the International Insti-
tute of Strategic Studies in Lon-
don, has just completed re-
search for a doctoral thesis on
the economic ties between the
European Community and South
Africa.

Dr Vale devotes considerable
attention to the sanctions issue
and believes the threat of eco-
nomic sanctions against South
Africa has receded and now

looks far more remote than it
did two years ago.

A much more likely develop-
ment in coming months is
greater concentration of pres-
sure in the field of labour rela-
tions as already foreshadowed
by the EEC and Sullivan codes
of conduct.

He believes a marked change
has taken place in the thinking
of Western governments since
1976-77 and 1978 when the
prospect of sanctions looked ex-
tremely serious.

Surprised

I did not take seriously the
latest UN debate on sanctions a
fortnight ago and was surprised
it even reached the resolution
stage, he says.

This view — which carries
the caveat that an incident such
as violence between police and
coloured students could change
the whole picture — is based on
these events:

- The West's difficulty in reaching consensus on embargo or boycott action against Iran or the Soviet Union in reaction to the Iranian hostage deadlock or the Soviet invasion of Afghanistan.

• The present economic cli-
mate, in which Western indus-
trial countries are drifting into
a recession making any form
of sanctions practically more
painful for their own econo-
mies.

• The resurgence of the Zam-
babwean issue as a formal
pretext for sanctions against South Af-
rica because of her role in sup-
porting the UNITA Government.

But it now appears to mili-
tate against sanctions with
South Africa being recognised
as a key force for economic
stability and advancement in
the region.

"Latent fears in the West
have been expressed by Iran and
Afghanistan. I believe there
would be an extreme reduc-
tion at the present time for
these countries to test their
unity over South Africa," he
says.

However, the fact that EEC
members reached agreement
in principle on Tuesday to
support President Carter's
sanctions programme against
Iran suggests that these coun-
tries will have a major test
case, as well as accumulating
experience in implementing
sanctions, should this pro-
gramme be successful.

World turns the pressure on jobs

Unity could be severely test-
ed on the South African issue
by the divergence of interests
between South Africa's major
Western trading partners, with
Britain in particular over a
barrel.

Estimates of British unem-
ployment that could result
from the loss of South African
market range between 25 000
and 300 000.

Studies

Recent studies by the United
Kingdom-South Africa Trade
Association (UKSA) find that
the loss of South African mar-
kets would eliminate some
70 000 jobs in Britain.

Arnold Spandau, former Pro-
fessor of Business Economics
at the University of the Witwa-
tersrand and author of a book

published last year entitled
"Economic Boycott of South
Africa", notes that for Ger-
many a boycott of South Africa
would cost 80 000 jobs with
some 250 000 at stake for the
EEC as a whole.

Direct French involvement,
on the other hand, is relatively
small and difficult to assess.
The United States would clear-
ly be unaffected by sanctions —
except that all these countries
would probably suffer in the
short to medium term from a
possible loss of South Africa's
minerals.

Consensus

Like Mr Vale, Dr Geldenhuys
believes that prospects for the
necessary consensus on these
factors are slight, although an
extended range of limited se-
lective measures are probable.

The great variety of forms
which "creeping" sanctions
could assume include:
• Official and unofficial re-
strictions on loans
• Withdrawal of commercial
attaches, restrictions on export
guarantees and tax credits and
other official actions designed
to discourage trade.
• Withdrawal of investment.

He notes that while pretexts
such as the maintenance of
apartheid, the South African
presence in South West Africa,
or its military incursions into
neighbouring states could all
legally be used for sanctions by
the United Nations, four stages
of agreement would be re-
quired.

First, a situation requiring
collective action has to be
reached, second goals have to
be determined, third, measures
have to be selected, fourth, the
measures have to be imple-
mented.

Mr Vale considers the last
course the most likely.
"Most Western countries are
adopting the 'reform-by-
growth' thesis, which assumes
that apartheid will be disman-
tled if economic growth is suc-
cessfully encouraged," he says.

"The codes were based part-
ly on this principle and it is
important to realise that they
are only the start
...There will be much greater
pressure in this direction. Fu-
ture areas of attack could in-
clude moves towards worker
participation, in which EEC
countries have considerable ex-
perience.

He believes also that the the-
ory of the "hassle factor" —
that large corporations could
decide to withdraw from South

Termination of preferential
trade agreements
• Embargo on the sale of
high-technology items such as
heavy machinery and comput-
ers
• Scrupulous official monitor-
ing of companies' adherence to
codes of employment conduct,
specifically the EEC and Sulli-
van codes

Prospects

But people forget that for
them this is one of the most
important areas outside Europe
and is a market with good pros-
pects.

"The profitability of invest-
ment in South Africa is well
proven, earnings by US com-
panies in the 1960s having aver-
aged 22% compared with 9% in
the rest of the world. The West
has, and will continue, to let
the market be the main arbiter
of its interests here.

"Finally, it seems naive to
assume they will have to take
in either or choice between
black Africa or us.
Surely, the whole ethos of
political and business efficacy
is to take advantage of all the
penetrations between the two
extremes, as has been shown
by Britain's relationship with
Nigeria and South Africa.

Council bridges that wage gap

57

STAR 30/4/88

260

Municipal Reporter

Ten years of carefully weighed decisions and endless discussions ended finally yesterday as the Johannesburg City Council voted to close the wage gap for all comparable posts.

"We are not doing this because we believe we should lead the way, but because we believe it to be right," said the chairman of the Management Committee, Mr J F Oberholzer, MPC.

"The process of closing the wage gap started in 1970 and there is not a single member of the original management committee left that started the movement except myself. There is not a single original member of the Staff Board left," he said.

He said the closing of the wage gap had to be done progressively because to have done it overnight would have crippled the council financially. But in that time, salary increases had been such that even the non-graded labouring staff

had shared in improved salaries.

The council agreed unanimously to spend over R500 000 to close the wage gap in 933 posts.

Mr Oberholzer said that one union had expressed misgivings about the decision to close the wage gap. It said the council was going "too far, too soon." Its various objections were discussed at an industrial council meeting and every union now supported the move.

"Every person of colour can now aspire to advance to a top grade in his field. We realise this might have a detrimental effect on other local authorities that will now pay less than we will," he said.

Mr Sam Moss, leader of the PFP, congratulated the Management Committee and the Staff Board on the closing of the wage gap.

"The city had measured up to its moral and financial obligations and the move would have far-reaching repercussions," he said.

Ⓢ Page 9: More City Council reports.

Jo'burg praised for equal pay policy

2/6/80 1/5/80' 57

By GRAHAM BROWN
City Editor

IT WAS difficult for members of the Johannesburg City Council's management committee not to blush on Tuesday night in the face of praise for instituting an equal-pay-for-equal-work policy.

The Progressive Federal Party leader in the council, Mr Sam Moss, called it a "glorious moment" in the council's history.

"I congratulate the management committee and the staff board. I believe that once again Johannesburg has grasped the nettle and stands in the vanguard of change," he said.

"They measured up to their moral obligations. They didn't just talk about the removal of discrimination — they did something about it."

The council decided to close the wage gap between blacks, coloureds, Indians and whites doing the same kind of work.

The management committee chairman, Mr Francois Oberholzer, noted that he was the only one left of the committee which in 1970 took the decision to start closing the gap.

"This is the crowning day in the history of the city," he said.

He quoted a letter from a trade union which outlined the

arguments the council had been up against. The union claimed the council's decision was "too much too soon". It believed white employees would suffer because there would be no money left for the council to pay them increases after closing the salary gap. It also said blacks would be better off than whites because their expenses, such as rates and taxes, were lower.

Mr Oberholzer dismissed the arguments, but warned that other municipalities — particularly Indian local authorities in Natal — might find themselves losing black staff to Johannesburg where the pay was better.

'Let workers see conduct codes reports'

RDM 1/5/80

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61 62 151

Own Correspondent

DURBAN. — Black workers, it is claimed, do not see the reports foreign companies in South Africa make in terms of various codes of conduct, and cannot check their accuracy.

An unnamed black shop steward at a briefing yesterday by the Natal Regional Council of the Federation of South African Trade Unions (Fosatu), said the reports should be seen and approved by the workers.

Codes of conduct have been drawn up by the EEC and by an American priest — the Sullivan Code.

British firms operating in South Africa report to the British government issues like trade union recognition, wage rates, facilities and assistance to workers.

Some reports, the shop steward said, had been drawn up after interviews with managements, and the workers had not been consulted about their accuracy.

Mr Alec Erwin, Fosatu general secretary, said the only way to monitor the codes was on the shop floor and this was yet another reason for strength at grass-roots level.

On mixed trade unions, Mr Erwin said there was much legal confusion. Fosatu has decided to apply for full registration for mixed unions. It would not accept registration on any other terms.

He was critical of the industrial court which he said was headed by a person who, unlike a judge, could be removed at any time. There was no legislation establishing the procedures of the court and this was needed before it could start.

On the National Manpower Commission Mr Erwin said it had undefined rights which meant that it could investigate a trade union without the union having any right to know about, or to reply to, the investigation.

He confirmed that Fosatu and other trade union groups had been receiving funds from abroad.

They amounted to about R400 000 to R500 000 and came from the International Metalworkers Federation, the International Confederation of Trade Unions, the TUC, some Scandinavian trade unions and a church group.

All could be properly accounted for in union books. The funds had been accepted because efforts to raise cash in South Africa had been fruitless and because of legal barriers it was difficult to get funds from union members by conventional means.

Mr Erwin said Fosatu was entirely independent of any political organisation "but we have the right to express views that might be political".

Mine sex bias attacked

Labour Reporter

A TRADE union representing mine officials has accused mine employers of discriminating against women employees and has called for "equal pay for equal work, irrespective of race or sex."

The call comes on the eve of wage talks between the Chamber of Mines and officials' associations and the issue is likely to be raised at these talks.

In the latest issue of the journal of the Mine Surface Officials' Association, the MSOA's general secretary, Mr Robert Botha, says that women clerks on the mines "are employed at a rate of pay which is nearly R100 a month lower than that of their male equivalents".

In a general article attacking sex discrimination, Mr Botha alleges that "we have it on our own doorstep."

Black women, Mr Botha says, have to contend with "much more" discrimination than white women. He cites the case of a woman black trade unionist who is not permitted by law to travel overseas without her son's permission because her husband has died.

Question 2

Inequality 'a fact' - but gap must be cut

The demand to hold money and the demand to hold assets in ... therefore a first might the demand

Fisher believed developed the quantity theory, the demand

M = KP

where price P is the average price level, T the real value of transactions and K is the fraction of the money value of all transactions people want to hold as money.

This theory can also be written as

MV = PT

where V is the velocity of circulation (transactional) and the theory can also be used with an income velocity of circulation.

According to the classical theory, equilibrium always occurs in the economy at full employment i.e. T is constant being the maximum real value of transactions possible for the economy.

V depends on institutional factors which are also constant at least in the short run, so consequently, Fisher predicted that the demand for money M_d would be directly proportional

WHEN the Government spoke of equal opportunities it did not mean equal facilities. Mr. Sibrand van Nieferk, former Administrator of the Transvaal and National Party MP for Kooeldoorspoort said at a SAAK meeting at Stellenbosch last night.

He was addressing about 50 students on ethnicity as part of the Prime Minister's P2-point plan. Inequality between the races was an undeniable fact that could not be changed, he said. One could strive only to narrow the gap. Knowledge and ability could not be demanded, they had to be achieved.

Fifty years ago he had been one of the poor whites - who were poorer than the blacks were now. The poor whites had overcome their position faster than the blacks were doing. There was no recipe for doing it and he did not wish to speculate on whether the blacks had the ability.

It was, however, the Government's duty to create the opportunities enabling them to change their positions.

The whites had historically been placed in a position of maintaining order and they would do so by legislation and administration until self-government and separate freedoms were granted to the black nations.

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FM 16/5/80 (57) ~~1704~~

COLGATE

Union accusations

The credibility of employment codes once again comes into question. This week an unregistered union released information on the refusal by Colgate Palmolive — rated as a top firm in terms of the Sullivan Principles — to deal with the existing union.

The unregistered Chemical Workers' Industrial Union, a Fosatu affiliate, accuses Colgate of violating the principles by refusing to deal with it and by "clinging to the racially defined liaison committee system." It has adopted this stand, says the union, despite a petition in support of the union signed by 200 of about 300 weekly paid production and warehouse workers. The union claims a membership of 150.

In the final reply to the union's request for recognition, Colgate wrote: "As a company we are opposed to the unionisation of our workforce because we firmly believe that, as enlightened employers, offering equal opportunity employment practices, no trade union can do more for our employees than we can."

In addition it said, "We are not prepared to enter into any discussions with your union representatives . . . unless you comply with our requirements and the law governing the registration of unions."

According to the union, prior to this reply Colgate had asked for confidential information, such as copies of membership forms. The union refused this unless recognised. The union applied for registration in March.

On Monday a delegation of African workers asked to see management. According to union shop stewards, Colgate turned this down, referring them to the liaison committee. The shop stewards say the workers don't want a liaison committee.

The union reckons Colgate is hiding behind the Sullivan Principles. "They say they are a good company, stressing integrated facilities and so on." But the shop stewards say even integration "is not carried out fully."

Even so, this is not what workers are worrying about. Says a shop steward, "Integration of facilities is not what we are after. We want a direct say with management."

○ The FM tried to contact Colgate management, but no one was available to comment on the accusations.

US urged to act on the Sullivan code

1975 17/5/78

By ANTHONY RIDER
Washington Bureau

WASHINGTON — The architect of the Sullivan Principles of employment for American companies operating in South Africa has urged the United States Congress to make it compulsory for companies to comply with the code.

The Rev Leon Sullivan told the House of Representatives' Sub-Committee on Africa and International Economic Practices this week that he had gone as far as he could to sign up voluntary subscribers to the code.

A total of 187 US companies were now signatories, but at least 160 had refused to sign.

Mr Sullivan said a fourth report would be issued in October and all US companies that had still refused to sign the principles by then would be listed.

"I will be recommending selective disinvestment from companies that refuse to participate, and strong stockholder and consumer action against those who fail to implement them satisfactorily."

The principles were beginning to work out "I am still far from being satisfied. The signatory companies can and must do much, much more."

"So I will be turning the screws more and more."

Two witnesses at the hearing, the fifth in a series on US policy on South Africa — opposed mandatory adherence.

They were Mr Donald Taylor, President of Ford, and a Ford spokesman, Mr William Eroderech.

Mr Sullivan was a the Pastor of the Zion Baptist Church of Philadelphia, where he is known as "the Hon of Zion" is a director of General Motors Corporation.

He said the pressure for signatories to the code represented 85% of the work force of US subsidiaries in South Africa.

He said the principles now had their own momentum and would continue to change conditions.

"But they cannot end apart from the total elimination of apartheid," Mr Sullivan said.

For the total elimination of apartheid, Mr Sullivan said,

help had to come from churches, unions, educational institutions, governments and worldwide public opinion.

"Also, there must be strong supportive efforts by South African businesses and institutions, including the non-violent efforts of the people themselves against the racial laws."

Mr Sullivan said his goal was total desegregation of all companies by the end of 1978.

He noted that the principles were not only reaching US companies, but companies with South African companies, were now directly beginning to affect nearly a million black workers.

Mr Sullivan said he had no personal commitment to US companies staying or leaving South Africa.

But as long as they were there, they should use their influence "to help change the system that has made it possible for them to reap a colossal profit of cheap labour, lack of workers' rights and segregated employment practices."

"We are just not going to stand for any more compan-

ies that do no active work to help change the system here and justice for remaining in the country."

He said there was running out for peaceful change in South Africa. Discriminatory laws, too, and laws must give black must be given full and equal rights as citizens.

Mr Sullivan said he would welcome US legislation requiring all US companies to comply with the code.

He said those who failed to cooperate should be subjected to tax penalties, sanctions, loss of government contracts and the withholding of overseas licenses.

The deputy director of the Investor Responsibility Research Centre, Mr Edwin Myers, said his organisation had no opinion on the question. He said similar codes exist in the European Economic Community, Canada and Sweden were not mandatory.

But he added "More or better companies if the Sullivan code were made mandatory."

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

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

that the top 20 per cent of the population receives as much as 75 per cent of the national income.

One consequence of this is representative of middle-class understanding of, the importance of township development with a view to low cost housing considered on a site and service or similar basis up to now opposed this.

While the immediate consequences are most obvious, we should not forget that housing has been provided. Inadequate participation in the process and lack of opportunity for improvement has not, for the most part, been provided has not, for the most part, status and identity.

This is a summary in Discrimination to be published later

Everything goes better with Sullivan

THE Coca-Cola company board of directors has reversed previous corporate policy and announced adoption of the Sullivan principles for its South African subsidiary.

Their decision, revealed at the annual meeting, followed unsuccessful motions by shareholders to have Coca-Cola join other multinational corporations that follow the plan, which calls for affirmative action and equality in the workplace.

Coca-Cola has informed its local affiliate, Amalgamated Beverage Industries of its decision. A spokesman said, however, that the company's operating principles "matched and predated the Sullivan principles".

Corporate policy has been to "accord full negotiating rights to a trade union that is the choice of its workers", he added. Recognition of union rights is a key plank in the Sullivan plan. — SUNDAY POST Correspondent.

authorities, largely large been lacking in high standards of building. Many experts in the field of 'informal' housing on a government officials have

age of housing are the effects of the way in which development of communities, lack of choice in housing accumulation. Moreover, the basic need for security,

es on housing (Dr Sheila T van der Horst), a handbook

12/5/80 57

4/.....

Colgate 'resists unions worldwide'

By KINGDOM
LOLWANE
COLGATE Palmolive
SA, the Boksburg
based American com-
pany, this week said
it was their policy
worldwide to resist
the establishment
of trade unions.

The company was reacting to allegations by the Chemical Workers' Industrial Union (CWIU) that it had refused the unionisation of its workers. The company, according to the CWIU, said that a committee to serve the interests of its workers already existed.

The union claimed, among other things, that Colgate refuses to deal with the union of the workers' choice and that management was endorsing Government policy, saying it will only deal with a registered union.

A statement released by the company says: "It is the Colgate-Palmolive policy that we resist the establishment of trade unions in our factories throughout the world. With respect to unions, if the employees do organise in accordance with the laws of the country,

and a majority of the employees indicate a desire to join a union, it has been our practice to deal with such a union.

"It is strongly emphasised that our refusal to meet with the CWIU prior to the official registration of that body, and the steps we took to determine whether all our employees knew what they were signing when they endorsed the so-called petition, in no way constitutes any deviation whatsoever from our sincere and on-going commitment to the Sullivan Principles.

PROBLEMS

"Our liaison committee was elected from among and by the employees in a free and open election in which 86 percent of our hourly-paid employees participated. Our company has been, and continues to be willing to meet with the legally-elected representatives of the committee as often as necessary to resolve questions and problems relating to rates of pay, hours of work, working condition and extension of fringe benefits.

"Without trade union representation, Colgate-Palmolive pays a mini-

mum wage rate which must rank among the highest in the country. Since the CWIU has not seen fit to supply the information we have repeatedly requested, we must therefore, again decline their request for a meeting.

Meanwhile, the Sullivan Principles stress that companies should "support the elimination of discrimination against the rights of blacks to form or belong to Government registered unions, and acknowledge generally the right of black workers to form their own union or be represented by trade unions where unions already exist."

RDM, 21/5/80
Fosatu's angry reply
to Colgate statement

Labour Reporter

THE Federation of SA Trade Unions (Fosatu) yesterday reacted angrily to a statement by a major American company, Colgate-Palmolive, that its policy was to "resist the establishment of trade unions throughout the world".

The statement was issued by Colgate in response to allegations by the Fosatu-affiliated Chemical Industrial Workers Union that the company had violated the Sullivan Code by refusing to recognise the union.

The code, which has been signed by most American firms operating in South Africa, commits companies to removing race discrimination in their plants and recognising the right of black workers to form unions.

Colgate has been rated a "model company" among American employers in South

Africa.

"If this is the policy of a company which has signed the code, we cannot see how Sullivan can be of any use to black workers," Fosatu's general secretary, Mr Alec Erwin, said yesterday.

In its statement, Colgate added that it was company practice to deal with a union which was supported by a majority of employees and which operated "in accordance with the laws of the country".

The company "strongly emphasised" that its refusal to meet the union until it was registered with the Government was not a deviation from "our sincere and on-going commitment to the Sullivan principles".

Colgate said its black liaison committee had been elected by 86% of its workers and added that it would continue to deal

with it. It added that the union had "seen fit not to supply information we have repeatedly requested".

The company added that it was also interested in its workers' welfare "beyond the workplace" and had sponsored black education and sport.

The union's general secretary, Miss Nombusa Dlamini, said yesterday "Colgate implies we are not a legal union, but unregistered unions are perfectly legal".

"Colgate workers approached us of their own accord, which shows that they are not happy with their committee."

Colgate had "ignored" allegations that black workers were fired "without good reason" and had been assaulted by white workers when they used the company's "integrated" toilets, she added.

61 57
230

Shell barrage

21/5/80
LONDON. — Shell Oil directors faced a barrage of questions at the company's annual meeting yesterday about its operations in Southern Africa. They rejected an appeal to pay reparations to Zimbabwe.

One questioner said reparations should be made because Shell's South African subsidiary supplied oil to the former Rhodesian Government of Mr Ian Smith in defiance of UN sanctions.

The chairman, Mr Peter Baxendell, said Shell headquarters had not colluded in the sanctions busting and bore no responsibility for war damage.

Another questioner, the Rev David Haslam of the War on Want Aid Organisation, appealed to Shell to consider withdrawing from South Africa.

Mr Baxendell said Shell's South African subsidiary was working positively to establish equal opportunities for black and white workers, and described it as a constructive element in South African society.

Make it voluntary say U S giants

Post 2/21/60 (57)

WASHINGTON — America's corporate giants fought on Tuesday to stave off legislation compelling them to apply a Fair Employment Code in their South African subsidiaries.

They pleaded instead for the voluntary Sullivan principles to retain their labour guidelines.

Top executives of Coca-Cola, Mobil Oil, General Motors and Citicorp — all of them Sullivan sig-

natories — gave evidence at a hearing of the House of Representatives' Africa Sub-Committee.

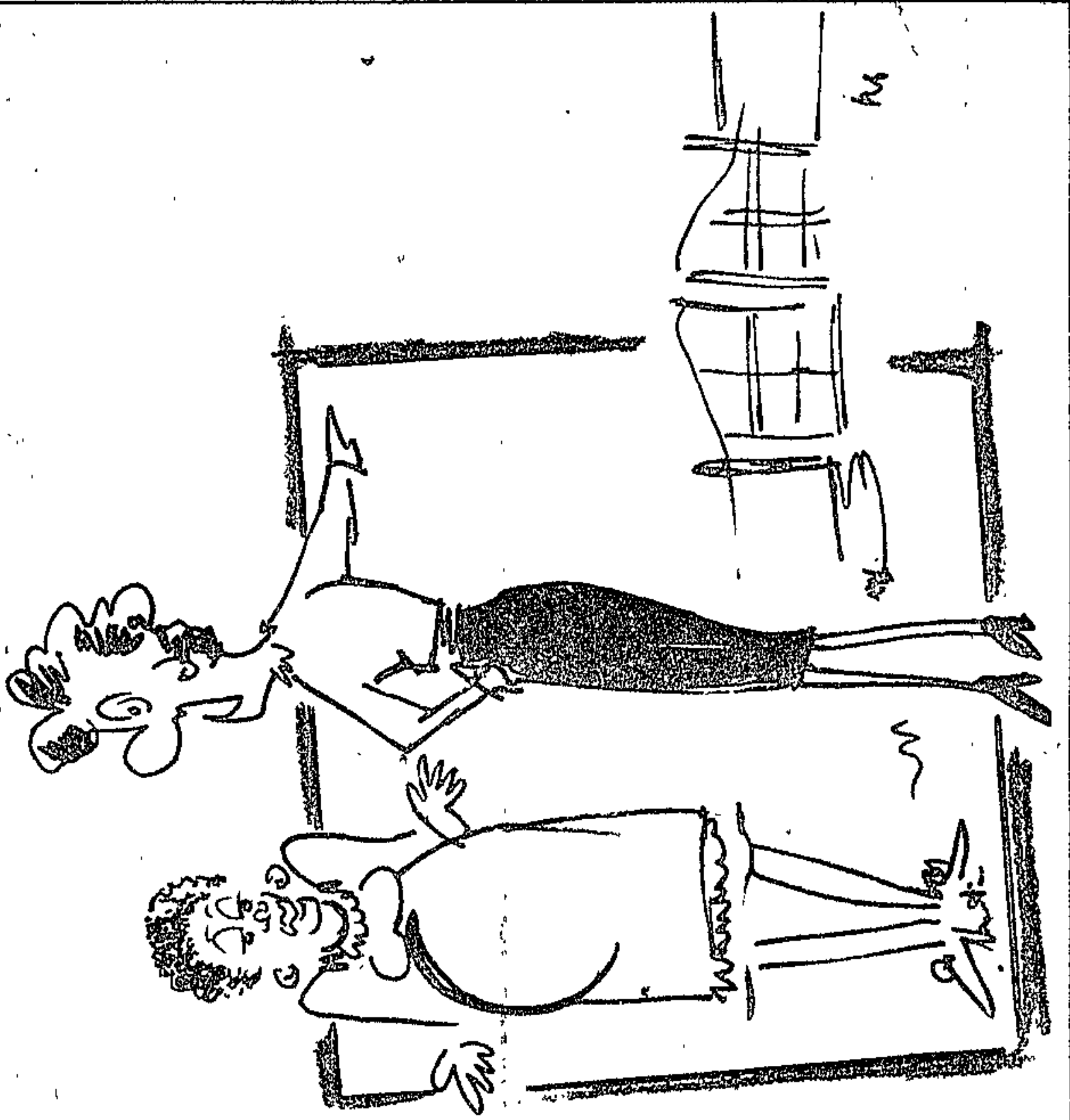
The Sub-Committee is examining whether a Sullivan-type code should be enacted into US law, thereby making American business the cutting edge of America's anti-apartheid policy.

It is also considering, in a series of hearings, whether there should be a law banning new investment and bank loans.

Mr. Thebehali said their expenditure on Soweto

6780 Post

POST WOMAN



You'll have to leave, this is not a maternity hospital.

The Royal Household Cavalry Band with the Household Cavalry Band behind them.



Women workers Get a raw deal

NTOMBI is a 23-year-old job-seeker from the farms. She has all the qualities required by her would-be employer, whom she met at the labour offices.

But the employer was not quite satisfied when Ntombi mentioned her age. The reason being that "Ntombi might end up a baby-maker as she is still very young."

This would disrupt her duties and the employer is not prepared to carry the burden.

Ntombi's would-be employer is however, not the only person who has this attitude towards young women.

A fish and chips shop-owner in the city actually ordered his pregnant worker to "leave this place as it is not a maternity hospital."

Women in employment are getting a raw deal from their employers just because they happen to be "members of the society who are liable to absenteeism due to pregnancy."

Having studied the discriminatory laws against women in em-

By Sinnah Kunene

ployment, and interviewed some of the victims, The Study Group on Women in Employment (which was spearheaded by the Women's Legal Status Committee) filed through the following recommendations in a memorandum to the Commission of Enquiry into Labour Legislation.

PROVISIONS

Provision be made in the Factories Act and the Shops and Offices Act to prevent the termination of employment of any female on account of marriage, pregnancy or confinement.

Where situations arise in which for health or safety reasons the work being performed is unsuitable for the pregnant workers, the employer must make all

reasonable efforts to vary conditions of work or find alternative employment for her with in the establishment.

Usually the maternity benefits are payable (to women who qualify for such benefits), four weeks before confinement and eight weeks after (with the female employee making the choice in each case).

Maternity benefits in the Republic are too low (at present 45% of the worker's salary).

This low percentage hits hard on black women in low-paid jobs who are frequently the major source of family income. The recommendable percentage is 60% of the worker's salary.

Where they are in full-time employment.

171

(57) ~~2~~ Post 22/3/80

Germans take closer look at conduct code

BONN — The Economics and the Foreign Affairs Committee of Parliament have scheduled a joint public hearing for June 23 to consider whether West German firms operating in South Africa meet the standards set by the European Community's suggested code of conduct.

The committees agreed to the hearing at the urging of Social Democratic Deputy Wolfgang Roth, who earlier this year declared the government's first report on application of the code of conduct to be unsatisfactory.

The committee has invited the Federation of German Wholesale and Foreign Traders, the Federation of German Industries, the German Trade Union Federation, the Evangelical Church in Germany and the Roman

Catholic German Bishops Conference to send witnesses.

The committee also has invited five individual experts to testify during the day-long hearing.

The five are: Prof Dr Helmut Blei of Hannover University's Historical Department, Prof Dr Theodor Hans, of the Bergstraesser Institute in Freiburg, Dr Reinhard Hermle, of the University of Heidelberg, Prof Dr Rolf Hofmeier, of the African Institute in Hamburg, and Prof Arnt Spandau, of McKinze and Comanz in Duesseldorf.

20 QUESTIONS

The committee announced 20 questions it asks of the witnesses. They include these questions:

● To what extent is the European Community's code compatible with the code for multinational corporations and could the application of different codes lead to confusion in South Africa?

● Did German firms ap-

plying the EC code experience any intervention by South African authorities?

● Have recent South African legal or administrative measures hindered or eased application of the code?

● In what manner have the firms arranged for the interests of their black workers to be represented?

● Have wages been made equal?

● Has separation of the races been erased at the working place and what has been the resistance to the measure?

● Do traditions, habits or social forms, also those of ethnical or religious character, hinder application of the code?

● What effect did application of the code have on competition among companies and has this affected the degree of German activity?

● What effect has the code's standards on the wage system had on the job situation for black Africans?

● Would the investment climate in South Africa be improved if the code were replaced by appropriate legal regulations?

KOREKORE.

Training more important..

Res 22/5/80
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CODES of practice aimed at black labour advancement in South Africa hindered black job advancement, a seminar on black labour was told yesterday.

Mr Ron Marsden, a senior manager of a National Development Management Foundation project said this at the seminar on black advancement organised by the Unisa School of Business leadership.

He said these codes encouraged companies to

look for "high visibility programmes" such as spending money on racially integrated facilities.

Meanwhile the companies ignored training and development, which was a long-term concept but constituted the greatest priority for South Africa.

Companies forced to increase their pay often ended by reducing their work force.

Mr Marsden said: "training and development is far more important than pulling down separate toilet signs."

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ifications of the prohibited in the task of upgrading 54 000 o say the least.

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by no stretch of the imagination equivalent to a white one, and the same applies at Senior level. Fed on government propaganda and isolated within their own school system, few Africans (and few whites) realise this; but the problem is acute, and embarrassing, for Africans who are beginning to make their way in increasing numbers to the 'liberal' white universities : on paper their qualifications are the same but in fact they cannot compete with their fellow students who have gone through the Alpha educational system. (The same problem, in a less severe form, is found with coloured and Indian students.) Universities like Wits and Cape Town are having to devise special programmes to bring these students up to a satisfactory level.

The language problem reared its violent head in Soweto schools in 1976. In their usual policy of divide and rule the government has decreed that all children must be educated in their mother tongue up to the end of Standard Two. So all over the country there are Xhosa schools and Tswana schools and Sotho schools and Zulu schools and the rest. At primary level the children spend a high proportion of their time learning their own language, English and Afrikaans, to the detriment of other subjects. After Standard Two, English is introduced as a medium of instruction.

This, too, has its drawbacks. On the one hand, the children are being instructed in a language which they barely understand by teachers whose command of it is imperfect. On the other hand though, they will have to make their way in an English-dominated working world, and fluency in only African languages is not a passport to a good job. Many Africans are

British firms' starvation pay to SA blacks

(57) ~~1/1~~ RDM 26/5/80

LONDON. — The British Government had refused to publish the names of 33 British companies which were paying more than 2 000 black workers in South Africa "starvation wages", the Observer has reported.

The report said the companies operating in South Africa included oil, banking, engineering, food, paper, insurance and chemical concerns.

"A further 20 000 African workers, 20% of the total employed by British companies, are paid below the minimum level recommended by the EEC Code of Conduct," it said.

The Observer said the decision to conceal the identities of the companies had been taken "at the highest level" and was a departure from previous practice.

The report on wages paid by the companies was in the hands of the Department of Trade and was compiled from reports submitted by the companies.

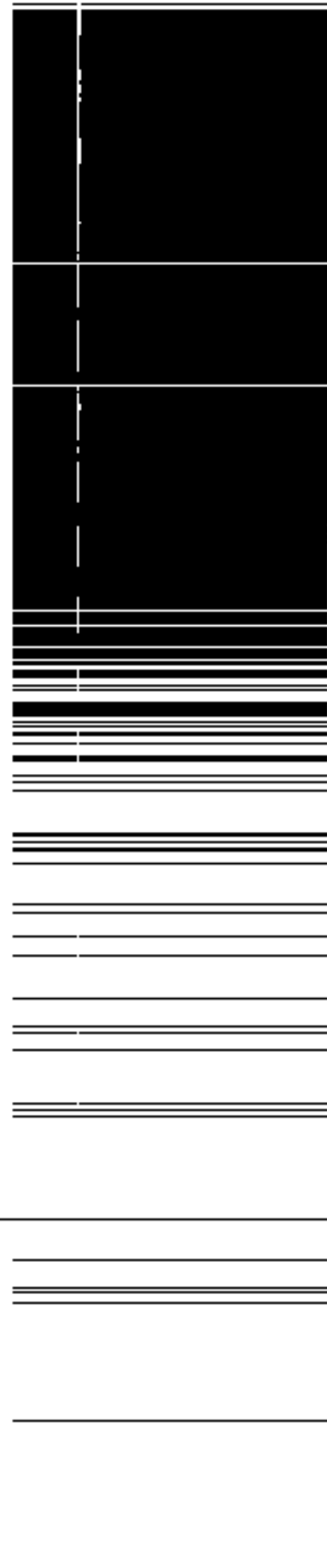
The Observer said it had

the full list of names in its possession but could not publish them without the protection of parliamentary privilege.

"The department's carefully censored report, which discloses that 20 000 African workers are being paid below the level recommended by the EEC Code of Conduct, also shows that some 2 000 workers are being paid much less, 50% below this level — which, according to South African academic authorities, represents barely a subsistence living," the Observer said.

Mr William Rodgers, MP, chairman of the parliamentary committee which reported on British companies in South Africa, said he would press for the names of the 33 companies to be made public.

Under the EEC code British companies are required to submit details of employment conditions to the Department of Trade. So far 200 concerns have sent in reports. — Sapa.



Faint, illegible text, possibly bleed-through from the reverse side of the page.

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**Company
says it
made a
mistake**

By KINGDOM
LOLWANE

COLGATE Palmolive (SA) Limited, the American company based in Boksburg, has said it made an error in its original Press release regarding the establishment of trade unions in the company.

Colgate's original statement had read: "It is the Colgate-Palmolive policy that we resist the establishment of trade unions in our factories throughout the world. It is strongly emphasised that our refusal to meet with the CWIU prior to the official registration of that body, and the steps we took to determine whether all our employees knew what they were signing when they endorsed the so-called petition, in no way constitutes any deviation whatsoever from our sincere and on-going commitment to the Sullivan Principles."

The recent statement rectifying the original, reads: "On a worldwide basis, Colgate-Palmolive Company policy neither resists nor encourages the formation of trade unions in its factories. However, if a majority of employees in a country decide to join a union and if the union is organised in accordance with the laws of that country, it has been Colgate's practice to deal with such a union. As a point of record, a majority of Colgate factory workers worldwide belong to unions."

(57)
Member

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payday, someone will during the next few
n. We appeal to you to contribute as ge

WORKERS SUPPORT COMMITTEE

ct

Post 27/5/80

UK mum on 'slave pay' firms

LONDON — The British Government had refused to publish the names of 33 British companies operating in South Africa which were paying more than 2 000 black workers "starvation wages", the Observer newspaper reported yesterday.

The report said the companies include oil, banking, engineering, food, paper, insurance and chemical concerns.

"A further 20 000 African workers, 20 per cent of the total employed by British companies, are paid below the minimum level recommended by the EEC Code of Conduct," it said.

The Observer said the decision to conceal the identities of the companies had been taken "at the highest level" and was a departure from previous practice.

The Observer said it had the full list of names in its possession but could not publish

them without the protections of parliamentary privilege.

"The Department's carefully censored report, which disclosed that 20 000 African workers were being paid below the level recommended by the EEC Code of Conduct, also shows that some 2 000 workers were being paid much less, 50 percent below this level — which, according to South African academic authorities, represents barely a subsistence living," the Observer said.

Mr William Rodgers MP, chairman of the parliamentary committee which reported on British companies in South Africa, said he would press for the names of the 33 companies to be made public.

Poverty wage firms escape the spotlight

By MARGARET SMITH
London Bureau

LONDON. — The British Trade Secretary, Mr John Nott, has decided not to name or spotlight British firms in South Africa paying "poverty" wages to their black workers

His decision is certain to come under fire from groups opposed to apartheid and British investment in South Africa, as well as Labour MPs who believe the Conservative government is backsliding over an important moral issue

This follows allegations in Britain that a large number of British-based multinational corporations operating in South Africa are not abiding by the EEC code of conduct

The Department of Trade has not denied the charges.

Mr Nott has apparently decided that the best way to bring the offending firms into line is through private pressure.

Therefore their names can not be made known in Britain

— unless it is under the umbrella of parliamentary privilege.

But Labour MPs feel very strongly about this soft line

Mr Michael Meacher is one of them. As a junior Minister in the Department of Trade under Mr James Callaghan, he resisted civil service pressure not to publish names in the last report on the subject, in 1977

He pointed out last night that the EEC code of conduct was not statutory and depended on publicity for its effectiveness

"That is why I feel it is so important that this information be published," he said

It is estimated that 33 British-based firms are paying "poverty" wages to blacks

Mr Meacher said: "That is nearly five times the number of companies paying below the poverty datum line only three years ago

"The number of Africans receiving subsistence wages has increased three times, from just over 700 three years

ago to 2 000 today"

Asked why Department of Trade officials had not wanted the names of offending firms published in 1977, Mr Meacher said: "The officials in the Department of Trade took the view that the information was not as comprehensive as they and we would have liked.

"The number of companies who provided all the information sought in the original questionnaire was about 43 — out of 200. The rest provided most, but not all the information

"But I took the view we should publish the information that we had because it conveyed a great deal of important information which the public was entitled to know."

The other reason trade officials gave for not publishing the names was that this could have adversely affected Britain's export performance as the South African Government might have been embarrassed by the evidence

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00107	11*		WRITE (5,35)
00111	12*		READ (7,40,ERR=25,END=30) NAME
00114	13*		WRITE (5,45) NAME
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00117	17*		READ (7,50,ERR=30,END=20) NUMBER,IPART,N.
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00125	19*		WRITE (15,55) NAME,NUMBER,XZERO,INEG,XZE
00137	20*	5	CONTINUE
00140	21*		DO 10 I=1,9999
00143	22*		READ (7,50,ERR=30,END=20) NUMBER,IPART,N.
00150	23*		ITOT=ITOT+1
00151	24*		WRITE (15,55) NAME,NUMBER,XZERO,IZERO,XZE
00163	25*		IF (IPART.EQ.0) GO TO 15
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DM 28/5/80
 Name the 33
 'starvation'
 firms in SA

LONDON. — Pressure mounted yesterday on Britain's Conservative Government to publish the names of 33 British companies operating in South Africa which are allegedly paying black workers "starvation" wages.

The government remained silent as Opposition MPs and the country's largest circulation daily newspaper, The Sun, demanded to know the names.

The demands were triggered by a front page report in The Observer on Sunday that the government would not be releasing the names of the companies.

The Observer said more than 2 000 blacks were being paid "starvation" wages by the companies and a further 20 000 — 20% of the total employed by British firms — were receiving wages below the minimum level recommended by a European Economic Community code of conduct.

In an editorial, The Sun said: "Back in 1973 the scandal was exposed of British companies that were making fat profits in South Africa by paying wages to black workers that were below the official poverty level."

"The British Government took action. There was a Commons inquiry. The overwhelming mass of the 200 companies involved introduced improvements."

The Sun said the "malingerers" should now be named and added that seven years was

long enough for any company to put its house in order.

"Throwing a curtain of secrecy around the guilty allows suspicion to fall on the innocent."

"Besides, the public paid for the inquiry. The public is entitled to know the results."

A former Labour Cabinet Minister, Mr Michael Meacher, yesterday criticised the government and said it was impossible to put pressure on the 33 companies involved unless their names were made public. — Sapa

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Row over UK firms' 'slave pay' growing

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2/6/80. (W)M

By IAN HOBBS
London Bureau

LONDON. — New accusations that the British Trade Secretary, Mr John Nott, is covering up the scandal of British firms paying poverty level wages in South Africa, are to be made in the British Parliament today.

A major row has erupted following claims this weekend — which are not disputed by the Ministry of Trade — that Mr Nott personally censored publication of a list naming 33 "scrooge" companies paying wages below the Poverty Datum Line (PDL).

The British Government's alleged cover-up of the names of the "slave wage" companies breaches the Common Market code of conduct applying to majority-owned British firms in South and British government policy since 1974.

Concern is so great that Ministry sources have taken serious risks to leak details of the scandal and create a confrontation in the House of Commons.

Mr Michael Meacher, the former Labour Trade Minister, described the cover-up as a "disgrace" which had to be fully exposed.

Mr Meacher, backed by former Labour Cabinet Ministers, has tabled questions to Mr Nott demanding public exposure of

the 33 companies said to be paying below the PDL and another 50 or so paying below the higher minimum level set by the Common Market.

A spokesman for the Ministry of Trade agreed this weekend that the decision not to release the names of the "scrooge" companies was taken "at ministerial level".

He said it had been decided that it would be better to put pressure on the companies in private rather than to expose them to international publicity.

Mr Meacher, who has received a mass of documents on British companies in South Africa, said: "This is an incredible situation — the whole purpose of the exercise was to use the force of publicity to improve conditions for black workers in British-owned companies in South Africa."

The operations of the British companies, which are said to be the biggest foreign investors in South Africa, are contained in reports which at least 200 companies have submitted to the Ministry of Trade through the British Embassy — as they are obliged to do under the Common Market code of conduct.

But reliable sources claim details being covered up include the names of companies that have failed or refused to

give the information requested and that some reports are deliberately vague or actually fraudulent.

About seventeen companies refused to supply any information.

A confidential analysis of the companies' reports, which detail their inaccuracies and contradictions and lists those paying "starvation" wages, was prepared by the British labour attaché in Pretoria, Mr William Vose. It is this analysis that has been censored.

The Sunday Times of London, one of a number of British newspapers that have received information of the cover-up, said on its front page yesterday that five companies have admitted for the second year running that they are paying poverty wages.

They were named as: International Distillers and Vintners, Lindustries, Tarmac, Thomas French and Sons and Thomas Witter. Spokesmen for these companies could not be contacted in London this weekend.

The companies that have allegedly refused to co-operate by giving employment details have been named as British Vita John Brown, BTR Caravans International Grundy of Teddington, Hall Engineering, Hickson Welsh, Hoover, Lamont Holdings, Legat and General Assurance, Lockwoods Foods Merley, Morgan Crucible, Pritchard Services Group, Sun Alliance London Insurance, Thomas Tilling, Trust House Forte and Union International.

Poverty pay

row ^{KDM 4/4/80}hots up

(51)

London Bureau

LONDON. — The row is hotting up over the Tory Government's failure to disclose the names of British firms who are paying poverty wages to their black workers in South Africa.

The Minister of Trade, Mr Cecil Parkinson, refused on Monday to name these companies when he answered written questions from Mr Michael Meacher, Labour MP.

Mr Meacher now says: "I am determined that these companies be exposed so that the whole weight of British public opinion can be used to make them change their ways."

Mr Meacher has tabled further questions and, he says, he will not be satisfied until he has "winkled" all the names from "a government which appears to be shielding the wrongdoers".

He added: "I believe it is a scandal that British companies exploit black labour at the same time as they benefit from super profits."

In his reply to Mr Meacher, the Minister of Trade said that

coercion would be incompatible with the voluntary code of conduct.

Mr John Nott, the British Trade Secretary, when asked whether he was concerned that the British-based companies were paying poverty wages, replied:

"Of course I am concerned about the level of wages in South Africa. This is a matter of concern to everybody, but if I were to publish the names of firms we thought were paying below the accepted level we might persuade these companies not to send in any information in the future. It is a voluntary code."

He said that the poverty level varied geographically in South Africa and depended also on other factors such as the size of the family.

However, Mr Meacher remains unsatisfied. In addition to tabling further written questions he has applied for the matter to be debated in the House of Commons.

"I am determined to see this thing through," he said.

Let black unions monitor UK firms'

By MARGARET SMITH
London Bureau

LONDON. — The Labour Party is pressing the British Government to let black trade unions in South Africa monitor the reports of British-based companies on the wages of their

black workers in South Africa.

This is the latest development in the growing row over the Conservative Government's refusal to disclose the names of British-based firms paying "poverty wages" at their South African plants.

Mr Michael Meacher, a Labour MP, has written to the British Secretary for Trade, urging him to accept the view of the Federation of South African Trade Unions that black trade unions should check the firm's claims about wages.

He has also submitted a Fosatu document giving "details of the actual practical operation of the (EEC) code of conduct" and charges that it shows the implementation of the code is in some instances not only ignored, but deliberately circumvented.

PDM 6/6/80

REPRODUCED FROM THE ORIGINAL COPY

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Apartheid under British spotlight

ADN
10/6/80

LONDON. — Apartheid and British companies alleged to be paying some of their black staff "starvation wages" in South Africa are coming under increasing scrutiny as Britain's national newspapers take up issues affecting blacks in South Africa.

The Observer has now published the names of 33 companies it says are paying some blacks poverty wages, and questions are to be asked in the Commons this week about the government's reluctance to issue an official list.

Teams of reporters from the Observer, the Sunday Times and The Guardian are examining the 202 reports submitted to the Trade Ministry by British companies with interests in South Africa.

The Lions tour has also focused attention on apartheid, and the Sunday Times rugby correspondent, John Hopkins, concluded yesterday that the tourists should never have visited South Africa.

Reporting on the attitude of Dr Danie Craven, Hopkins reported: "He seems genuinely surprised at the concern some of us have at the stinking ghettos we have visited.

"Doctor Craven and other Afrikaners are surprised that we are offended by the Pass Laws. He can't understand why we are appalled at the inhumanity of the Mixed Marriages Act.

"Most of all, he wants our nod of approval for the painfully small steps that have been taken towards equality in sport.

"Dr Craven, a man who holds three doctorates and has brains to spare, is naive."

Answering his own question about whether the Lions should have come to South Africa, Hopkins concludes: "Of course they shouldn't. They shouldn't have come in 1962 or 1968, or 1974. This country should be isolated and isolated." — Sapa.

Exposed: 27

British companies

paying poverty

wages to workers

AT LEAST 26 British companies operating in South Africa are accused of breaching the EEC Code of Conduct by paying black labourers poverty wages.

Disclosure of the list of companies — which SUNDAY POST publishes this week — has stirred up a hornet's nest in Britain with the opposition Labour Party pressing for legislation to enforce the code.

But the Tory Government has refused leading

to the charge that the Thatcher government is aiding the companies concerned to avoid adverse publicity.

Last week the Sunday Times of London published a list of 27 companies operating here which breached the code last year.

When SUNDAY POST approached these companies for comment this week, reaction ranged from outright denial of breaches of the code to qualified acknowledgement coupled

with an undertaking to improve efforts to comply. A number of companies sidestepped the issue however, claiming either that spokesmen competent to make Press statements were unavailable, or referring SUNDAY POST to the offices of the parent company in Britain. Some of the firms could not be reached for comment.

These are the 27 companies — the name of the parent company is given first with the South African subsidiary of asso-

ciated company in brackets — paying some workers below the poverty lines.

BICC (Scottish Cables) 833 workers below the poverty line. The head of the company's personnel department declined to comment, saying that the managing director, who was not available, was the only person authorised to make a statement

★ To Page 2

RDM 28/6/80

Labour slates UK over black wages in SA

(43)
(57)

LONDON. — The British Government was strongly criticised in Parliament yesterday for its refusal to name British firms paying wages below subsistence level to black workers in South Africa.

Opposition Labour MPs, led by Mr Michael Meacher, have campaigned to persuade the government to publish a list it has of 33 companies which last year paid more than 2 000 African workers wages below the Poverty Datum Line.

Mr Meacher said in Parliament that there had been an alarming deterioration in black workers' wages — according to the list, 800 had been paid below-poverty wages the previous year.

The Trade Secretary, Mr John Nott, has refused to name the firms in Parliament because, he says, the list is not complete or accurate.

Following a 1977 Common Market code of conduct, the

government asked firms with South African subsidiaries for details of pay and conditions for their black workers.

However, Mr Nott said, the information was provided voluntarily, and some firms had not responded.

He said there were other issues, including grading and other job opportunities, which some firms were providing and these were more important for black advancement than wage levels.

Details provided by the firms were available for the Press and public, but fears of possible libel actions had prevented newspapers from publishing them in full.

Last year the then Labour Government named in Parliament 18 firms which had admitted paying workers wages below subsistence level. Parliamentary statements are protected against libel action. — Sapa-Reuter.

MOBIL OIL
Workers lot bettered

8/12/57
11/7/50

Announcements by Mobil Oil Southern Africa and Kaap-Kunene Beleggings indicate that companies in the Cape are now viewing schemes to improve the lot of workers as urgent.

Mobil has announced that it will spend nearly R1m on financing a housing scheme to alleviate overcrowding in the Kewtown area of Athlone, Cape Town.

Mobil, with the self-help organisation Babs (build a better society) and the city council, will build 37 duplex and 13 single-level houses, and provide assistance for a community centre to be established. Construction is scheduled to start in August.

Kaap-Kunene's chairman Andre du Preez announced at the group's annual meeting in Cape Town that in future 2% of annual profits before tax and 8% of any increased profits will be used to bring workers' earnings to a basic minimum.

surplus will go into a national development fund to be administered by congress to it.

The scheme was unanimously approved by shareholders.

Du Preez said: "Businessmen should

realise that if we want to retain the free enterprise system in this country, something drastic will have to be done."

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Du Preez said: "Businessmen should

realise that if we want to retain the free enterprise system in this country, something drastic will have to be done"

Fluor snubs union

By JOE THELOJIE
AN American company, Fluor SA (Pty) Ltd, has snubbed a black trade union, the Building Construction and Allied Workers Union.

The company, a signatory to the Sullivan Principles, ignored a letter written to it on March 19 by the union's secretary, Mr Frank Mohlala.

The union is a member of the Consultative Committee of Black Trade Unions.

The Fluor industrial relations manager, Mr D P White, has told POST that if the union feels aggrieved "they can come over" to see him.

The union had written to the company asking it to investigate allegations by one of their members. Mr Jerry Dikgale, that:

● A deduction of R285,87 for tax from his December 14 pay packet was excessive.

● He was "unfairly dismissed" from his job as a welder at the Sasol II site on February 27; and
● He was not given notice nor paid for it.

"Kindly investigate this matter and consider reinstating our member," the letter said.

Mr Dikgale, a 43-year-old father of four, also told POST that since the letter had been written, he had been promised work by another construction company at the Sasol site, but Fluor had told the company not to employ him.

He also alleged that some of the people who had been dismissed with him

had been re-employed by Fluor. Mr White said they had received the letter from the union: "But we get lots of correspondence every day. We cannot reply to all the letters."

He said the union is not a signatory to the industry's agreement. "They are not a recognised union," he said.

Mr White said Mr Dikgale was not the only one who had excessive tax deducted from his pay on December 14 last.

"We refunded them the excess on the spot. We have the record on file." When POST asked him how much

was refunded to Mr Dikgale, he said he did not have the records in front of him.

Mr White said the other construction company could have hired Mr Dikgale as long as he would not work on the Sasol site.

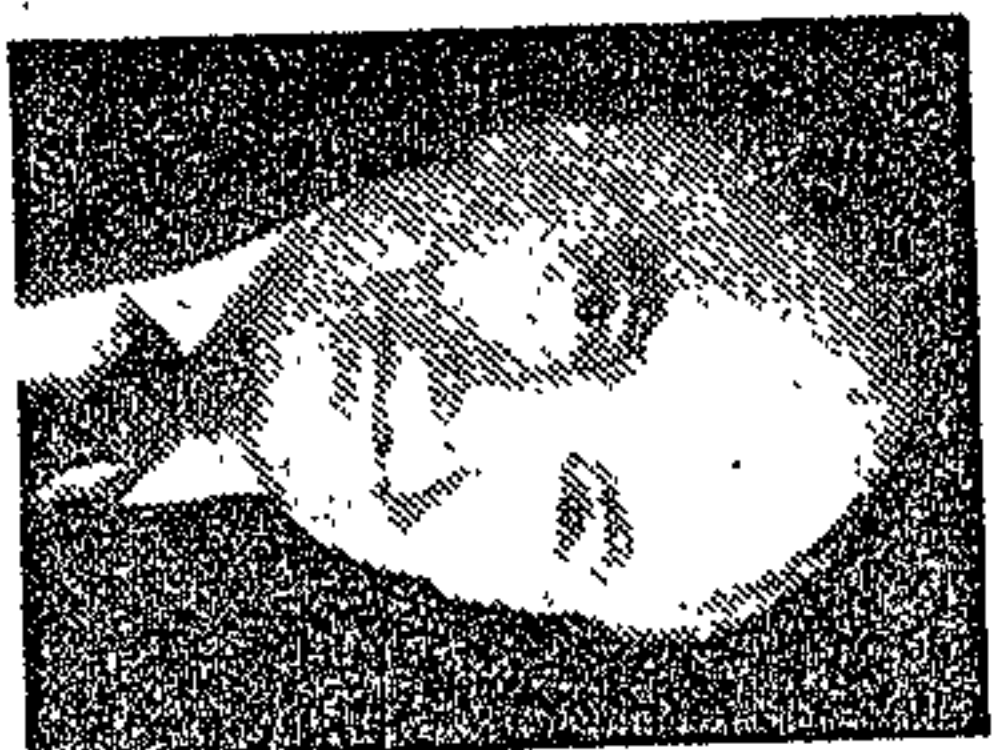
He said it was regular practice that when there were multiple employers on a site, if a person was dismissed by one employer, the other employers would not hire him.

He would not comment about the workers who have been re-employed. The Building Construction and Allied Workers Union has a membership of about 3 000 and more than 100 work for Fluor SA.

Chairman's statement

Anglo American Corporation

We must recognise, as foreign investors clearly do, that racial discrimination and free enterprise are basically incompatible and that failure to eradicate the one will ultimately result in the destruction of the other — MR OPPENHEIMER



In his annual statement to shareholders Mr H.F. Oppenheimer said, in part:

that while blacks make up 64 per cent of all pupils receiving primary and secondary education they account for only 11 per cent of university students, only nine per cent of those receiving technical training at the secondary level, and an almost negligible 1.7 per cent of technical students — 400 out of 24 000 — at the tertiary level. These figures make it plain that in order to solve the two major problems of the South African economy, inflation and unemployment, both of which are due in large part to a shortage of skilled men, a fundamental remodelling of the educational system is urgently required.

Competition on equal terms

Educational reform inevitably is a long-term process and in any case there is nothing whatever to be said for training blacks to undertake work in the economy which under our present dispensation they are not going to be

same commercial and property rights that are regarded as natural and self-evident in the case of whites.

I certainly do not wish to imply that I have lost faith in the goodwill of the Prime Minister or in his determination to carry through the programme of reform to which he has in general terms committed himself, nor do I underrate the difficulties that he faces in bringing about such fundamental changes in what too many whites are inclined to think of as the South African way of life. In particular he has to bring the electorate to recognise — as foreign investors clearly do — that racial discrimination and free enterprise are basically incompatible, and that failure to eradicate the one will ultimately result in the destruction of the other. Time is running dangerously short and if our problems are not faced now they will have to be faced in a much aggravated form in the future. We are at least fortunate in that the sound condition of the economy, and the growth in the national income which now can be

members of the organization, even if one deals with the management and workers.

In most industrial organizations nowadays, people from the fields of business administration, industrial and management engineering and operational research have replaced their colleagues from the field of organization. New quantitative techniques have been developed to serve these experts in such a way that they could not only describe the performance actions, but also *measure* them.

The purpose of studying the actions within the framework of the study of the organizational structure is to establish the effectiveness of each member of the organization and all of them together, that is, to say the economic effectiveness of the organization as a whole. For this purpose, one establishes standards for measuring the effectiveness of individual members of the organization and/or of the organization as a whole. The actions and the results of the actions of members of the organization are compared with these standards and on the basis of such comparisons one can establish the effectiveness of the individual and of the whole.

STUDYING THE RELATIONSHIPS BETWEEN MEMBERS OF THE ORGANIZATION

The second factor of organizational structure is the relationships existing among members of the organization. When one deals with a relationship between two members of the organization, one considers a *required relationship* between them, that is, a relationship facilitating the execution of operations conducted in the carrying out of the organizational targets, such as producing or supplying products or services. On the other hand, when one deals with two people connected with each other, one usually considers an *actual relationship* existing between them, because of work requirements or because of some other reason (e.g. because of historical circumstances, because of conditions created as a result of previous actions, not necessarily conducive to the organizational purposes, and, mainly, because the two people are personally attracted to each other).

The semantics of the organizational structure distinguishes between these two types of relationships.

Strikers to lose bulk of bonuses

By VICTOR MPOFU

THE ENTIRE black workforce of 1 200 employed by Goodyear Tyre Plant in Uitenhage stand to lose as much as 75 percent of their annual bonuses at the end of the year.

This was confirmed by Mr Mike Selley, Goodyear's public relations officer, in an interview with SUNDAY POST this week.

But he dispelled reports that the parent company in the United States was exerting pressure for the re-instatement of the 1 350 workers who went on strike last month.

When 1 350 workers went on strike for a minimum wage rate of R3,00 an hour, all were dismissed by Goodyear. All, with the exception of 100, were re-employed.

Earlier this week there were reports by workers that the parent company was putting pressure on its Uitenhage plant to reinstate them.

Mr Selley said: "About 1 200 workers were re-employed in the same jobs and at the same rate of pay."

Mr Selley told SUNDAY POST that those re-employed stand to lose their bonuses because of broken service. However, Goodyear claims it decided not to start pension payments anew. If the workers had been re-instated, they would not lose any bonuses or benefits.

The Goodyear workers had a number of basic grievances which still need to be removed. These include:

- Low wages.
- Tardy implementation of the Sullivan code of conduct.
- Dissatisfaction with the attitude of supervisors and foremen to the workers.

mes. The relationships of the organizational structure are called *formal relationships* - actually existing among members - and *informal relationships* - between the *formal structure*, the *desired structure*, and the *existing structure*.

It is stated that there exist those relationships which are congruent with formal structure and other *informal relationships* which are not with the formal structure, but which are covered by the informal structure.

Hierarchical, meaning that scale of hierarchy levels.

The hierarchy of the formal structure would usually do it in a form where the level of subordinates is below the level of superiors above it.

At the highest levels we reach the head of the organization - usually the chief executive of the organization - who is not only alone, but

under them subordinates are called "managers" or in other words, "formal leaders" (see

the text). The organization has no hierarchy, and no superiors or subordinates in the informal structure. The subordinates and their superiors (subordinates to the superiors) are the great part of the informal structure. As already mentioned, the *formal relationship* between members of the organization are no managers in the organization. They identify in it persons who are in *formal relationships*, i.e. with whom they have established relationships. These

Sullivan Code man to visit

By ARNOLD GEYER

57 (A) 301/5
5/18/80

THE Rev Leon Sullivan — architect of the controversial Sullivan Code which commits US firms operating in South Africa to removing discrimination against black workers — has accepted an invitation to visit South Africa.

He will be the guest of the South African Institute of Race Relations and will deliver the institute's annual Hoernle Memorial Lecture on September 4.

Mr John Rees, the institute's director, yesterday welcomed Mr Sullivan's acceptance.

"We feel the personal presence of the founder of, and guiding force behind, the Sullivan Code would be most advantageous and a positive contribution to the implementation of the code," he said.

Mr Sullivan was the first black member of the board of directors of the General Motors Corporation and is also member of the State Department's African Advisory Council.

His code was the first attempt to lay down principles aimed at removing racial discrimination practised by foreign companies in South Africa and it has had a significant effect on the employment practices of US firms.

US firms operating in South Africa employ about 70 000 workers and 138 of the estimated 300 US corporations involved have endorsed the code.

It has been strongly criticised, especially by black trade unionists, because even those companies which sign it are not

compelled to implement its provisions. And radical black organisations have slammed it for "merely trying to ease the shackles of apartheid".

But Mr Sullivan has urged the US Congress to make it compulsory for companies to comply with the code. And stricter guidelines may soon be incorporated.

Mr Sullivan has said his goal was total desegregation of all companies by the end of 1981.

Formerly a supporter of an investment boycott of South Africa, he now backs a policy of "constructive engagement", warning that companies that do not actively use their influence to bring about change in the system have no justification for remaining in the country.

In a statement issued yesterday, the institute said it had become increasingly interested in the implementation of the various codes of conduct for foreign companies in the country — the most prominent being the Sullivan Code.

"We therefore believe that this visit would be an important contribution to our understanding of the background and effectiveness of the code."

Mr Rees said his institute was particularly interested in the Opportunities for Industrialisation Centres launched by Mr Sullivan as self-reliance projects for unemployed blacks in the US.

POLITICAL comment in this issue by Allister Sparks, Benjamin Pogrand, John Ryan, news-bills by John Leask, headlines and sub-editing by Mike Stent, cartoons by Bob Connolly, all of 171 Main Street, Johannesburg

Sullivan ⁽⁵⁷⁾
accepts SA
invitation *Star 7/5/50*

The Rev. Leon Sullivan, the black Baptist preacher from Philadelphia who drafted the controversial Sullivan Principles for American firms operating in South Africa, has accepted an invitation to visit the Republic.

The Sullivan Principles of Employment Practice, designed to clean up the South African house of discrimination, have claimed significant progress in ending racism on factory floors, in clerical, management and sales offices and in workshops.

American firms operating in South Africa employ about 70,000 workers, and 138 of the estimated 300 US corporations involved have endorsed the code.

Mr. Sullivan will be the guest of the South African Institute of Race Relations, and will deliver the institute's annual Hoernle Memorial Lecture on September 4.

British companies exposed

Bad pay shock

Post
11-8-80
57
G.M.

BRITISH companies paying starvation wages in South Africa — some less than R20 a week at June 30 last year — have been exposed in London.

At least 13 subsidiaries of British companies paid less than R20 a week, and 36 paid minimum wages of between R20 and R30 a week.

These shock disclosures were made in a report just published by the newly-created South African Labour Education Project (Salep). It was compiled from reports the parent companies sent to the British Government on their South African operations.

The more than 200 companies covered in the report employed 105 000 blacks at June 30 last year. In terms of the EEC code of conduct for companies with interests in South Africa, the British Department of Trade had asked 224 companies to submit reports.

But 22 "failed or refused to submit reports or submitted inadequate reports".

The report says Lonrho subsidiary Western Plats paid a minimum of R12,93 for 48 hours work a week. Minimum wages paid by British companies in South Africa were about one-third of the wages those companies paid in Britain.

GKN (Sankey) paid British workers a minimum wage of R100 a week in 1979, and their South African subsidiaries paid blacks only R37,09.

"At British Leyland, the minimum wage in Britain was £73,50 (R133) per week in 1980; in South Africa it was R44,28 (£24) in 1979. At ICI the minimum wage was £77,46 (R140) in Britain in 1980; in South Africa it was R42,61 (£23) in 1979."

Salep was formed in March "to support and further the work of political and trade union education in worker movement in South Africa.

Salep condemns codes of conduct for companies operating in South Africa as well as the poverty datum lines used to calculate minimum wages.

Pressure

"The codes of conduct have been the response by employers and European governments during the 1970s to the increasing pressure of the workers' movement in South Africa, and the growing campaign for economic sanctions against the South African regime...
"Such codes of conduct, however, cannot serve the workers' interests. Only the workers

• To Page 3

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Employment audit

Industrial Reporter

A COMPREHENSIVE audit of progress in implementing South Africa's main code of employment practices is under way.

The code, drawn up by the Urban Foundation and the S A Employers' Consultative Committee on Labour Affairs, was launched in late 1977 to establish guidelines for labour practices including the elimination of discrimination, promotion of harmonious relations, and the improvement of living standards.

Monitoring of company

performance is to be done through a questionnaire compiled by Saccola in collaboration with the Institute of Labour Relations at the University of South Africa.

Copies of the questionnaire are being distributed by the Cape Chamber of Industries which has appealed for firms to participate in the exercise. The results of the survey could be extremely important for the future of industrial development in South Africa, said the CCI in its latest weekly bulletin.

Reverend

Sullivan

17/8/60 S. POST

to come

to SA

57
WA

THE Reverend Leon Sullivan, the General Motors Director who set up the Sullivan Principles, the code of conduct for American companies operating in South Africa, is to visit the Republic next month.

Rev Sullivan, whose employment guidelines have been the subject of much debate in anti-apartheid circles, has been invited by the South African Institute of Race Relations to give the Hoernle Memorial Lecture on September 4.

This was confirmed yesterday by Rev Sullivan's director of communications, Dr Marius Dorkin. Dr Dorkin said the Rev. Sullivan would be in South Africa for "just a few days to give the Institute of Race Relations address.

However, he also planned to speak to two black leaders: — SUNDAY POST Correspondent.

'Black-listed' firms won't give details

'Slavery'

salaries

denied

POST
15/8/80
57

SOME of the British companies accused of paying starvation wages in South Africa in 1979 have refused to tell POST what they are paying their workers now.

One managing director, who was less secretive, told POST they have been improving wages steadily every year — from R3,50 a week in 1972 when they took over a Ladysmith subsidiary to the present minimum of R21,50.

Mr N Buchanan, the managing director of SA Canvas, said the R21,50 a week was

By JOE THOLOE

“well above the minimum laid down by the law”.

The companies approached by POST have been accused of paying minimum wages of less than R20 a week (in June 1979) by the South African Labour Education Project in a report published in London last month.

The report is titled “Profiteering from cheap labour — Wages paid by British companies in South Africa”.

Spokesmen for nine of the 13 companies accused of paying less than R20 a week claimed they were paying more but would not say how much.

The companies are: Courtaulds, Thomas French, Western Plats, Wandrag-Emmentia Asbestos, Witbank Consolidated, Alpha Anthrasite, Tweefontein United Colliery and Dakota Motors.

Mr D Clarke, general manager

of Gestetner SA, who were accused of paying R16,17 a week at June 1979, says their minimum is now “in the region of R218 a month”.

He said the R16,17 applied to three labourers, “but it is not now so”.

Canvacor, a subsidiary of SA Canvas, was accused of paying a minimum of R19,01 a week.

Mr Buchanan of SA Canvas, said the minimum wages for Kliprivier, near Ladysmith, laid down by the law is R15,20 a week for the first year, and R16,80 for the second year.

Mr Buchanan said some of his workers get up to R70 a week.

Thomas French and Sons were accused of paying a minimum of R18,18 a week.

The managing director, Mr G W Allen, claimed that at the time, 1979, there was high unemployment “and we were helping keep youngsters off the streets”.

• To Page 2

UK firms silent

From Page 1

He said some had left and others had progressed and there had been a "substantial increase." He would not say what the minimum was.

A Mr Dixon at Courtaulds said POST should ask the company by letter.

Courtaulds were accused of paying a minimum of R16.17 a week in their forestry section in June 1979.

A Mr Riley Lourho, who owns six of the companies that were paying less than R20 in 1979, claimed: "The picture has changed since then."

One of the companies, Western Plats, was paying the lowest — R12.93 a week.

"You cannot go on

mines," Mr Riley said. "They supply everything else for workers. You cannot compare."

He said for other workers they paid above the minimum living level, and "in some cases we pay over the SLL."

British Petroleum (BP), who were accused of paying a minimum of R17.55 at Eikenboom Colliery, says the lowest paid person at the mine is a surface worker.

Mr Graham Barr, the BP public affairs manager, said: "Until July 1, he was paid R65 a month in cash and he got other benefits like housing, food, electricity, coal, etc valued at R54.76."

"The cash pay has now been increased to a minimum of R100 and if we still estimate the other benefits at R54.76, he is now earning R154.76."

$4/38$

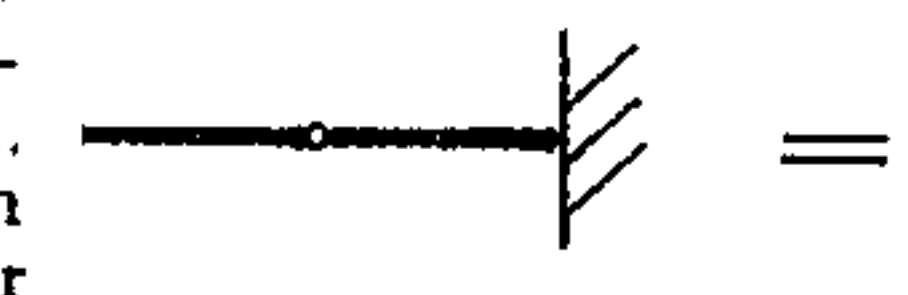
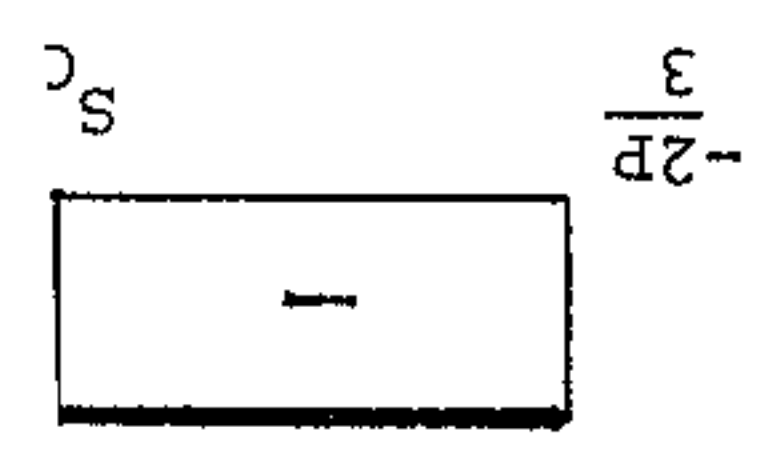
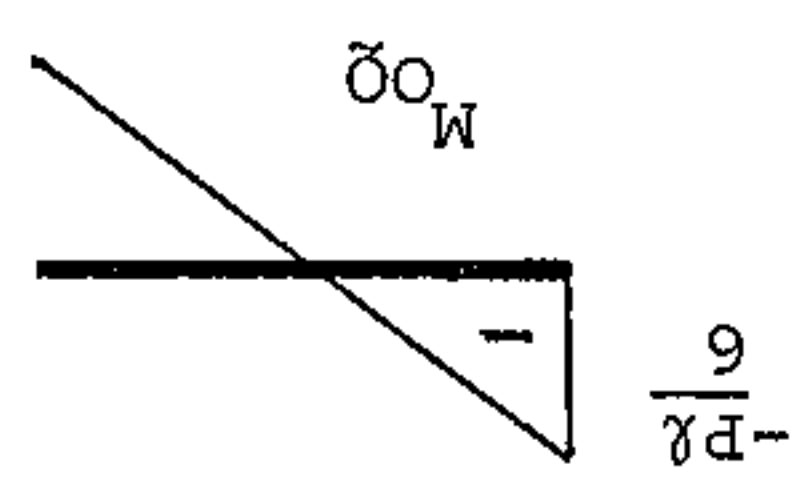
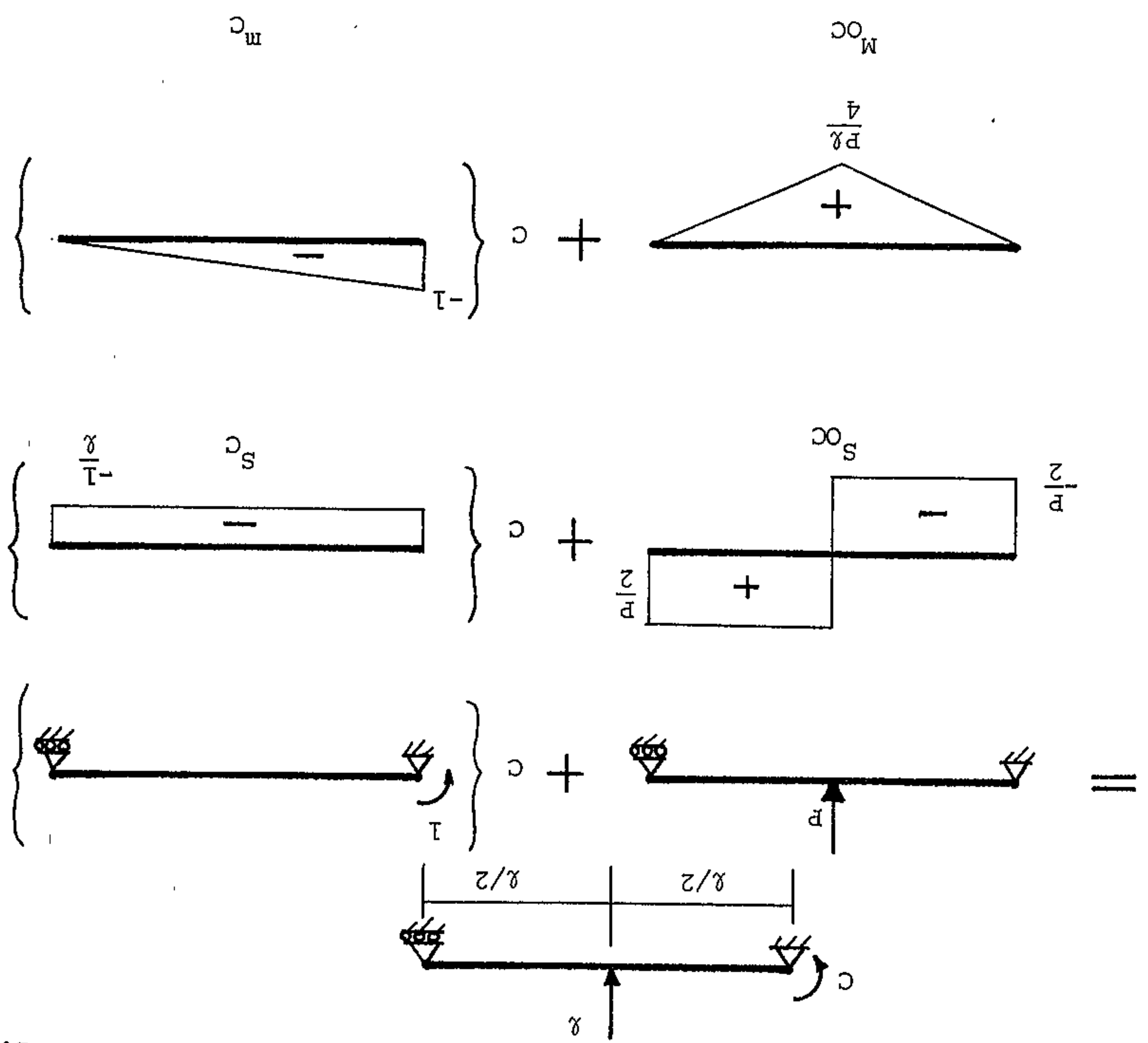


Figure 2.36 : Solution by releasing rotation constraint.
Figure 2.37 : Solution by introducing an internal release.



Black miners' pay still lags behind

31/12 20/8/80 (27) (57)

The lowest paid white miner is earning about twice as much as the highest paid black miner, says Mr Dennis Etheredge, past president of the Chamber of Mines and chairman of Anglo American's gold division.

But he hoped the problem of the wage and skills gap which separated black and white miners would be solved in about five years' time, he told a labour symposium of the Golden City Jaycees in Johannesburg yesterday.

Asked whether the white unions would ever admit a black mining engineer, he said: "It may take a little time, but I feel confident this will happen — otherwise we may have the mines closing down."

From June to July the skilled vacancies on gold mines had increased from 1700 to 1840 — enough to provide the skilled staff for one large or two small gold mines.

"Our task is to bridge the (skills) gap to produce a single wage curve based

on job evaluation," Mr Etheredge said.

But whites had to be reassured they would not be overrun by what they saw as an "advancing tide of blacks" — 10 blacks to every one white.

The whites were absolutely essential employees and it would not help blacks if whites left the industry because every skilled white miner allowed the mines to employ eight or 10 lower skilled or unskilled blacks.

Mr Etheredge warned that change was always turbulent, but added: "Change means turbulence — no change means revolution."

Barring unforeseen mechanisation prospects, Mr Etheredge did not see an end to migrant labour as long as gold mines existed.

He also predicted the maintenance of the ratio of close to six South Africans to every four foreign blacks in the mining industry.

Why blacks don't nurse whites

Mercury Reporter

BLACK nurses employed in white hospitals would amount to blatant exploitation because the two race groups were paid according to different salary scales, Mr Frank Martin, MEC for hospitals, said last night.

Until the scales were brought into line it was not a satisfactory solution to the nursing crisis.

Mr Martin was commenting on a threat by sisters in Wentworth Hospital's cardiac-thoracic ward to resign unless their working conditions were improved. The nurses said they were working under such pressure that patients' lives were in danger.

'We are extremely worried about the country-wide shortage of white nurses, particularly highly qualified people such as the Wentworth sisters,' Mr Martin said.

The chief nursing office of the Natal Provincial Administration, Miss J M Maguire, will investigate the situation at Durban hospitals today.

Apartheid: WCC wants more cash

SEP 26 3 57 24/8/80

GENEVA — The World Council of Churches has urged members to intensify their fight against racism "and apartheid in particular", calling it "a perversion of God's creation".

The report, called "Combating Racism in the 1980s", was almost unanimously approved by the 130 churches of the council's central committee.

The council called on member churches, representing 400-million Christians around the world, to increase support for the special fund which gives financial aid to groups fighting race discrimination and oppression.

The fund has been criticised in recent years when grants were made to Southern African

liberation movements. Churches feared the money could be used for arms.

Nevertheless, the central committee recommended that churches give the highest priority to the situation in South Africa, with increased support for liberation movements and Frontline States moving towards independence from that country.

"South Africa is the only country in the world where racism is a State theology and enshrined in its constitution," the report said. —UPI

Women have failed, says Mrs Lessing

By Molly Harding

It is 10 years since the first womanpower conference was held in South Africa to pinpoint the economic contribution women could make, said Margaret Lessing, consumer consultant and leading business-woman.

If the foresight of those women had been appreciated, we probably wouldn't be here today," Mrs Lessing was speaking at the morning session today of a day-long seminar entitled Womanpower 2000 at the Carlton Hotel.

Instead, she suggested, women had fiddled around until not women's lib but sheer economic necessity was forcing women into the labour market.

"We have failed in the forward planning those members of the SA Federation of Business and Professional Women tried to stimulate."

Nevertheless, women had increased in numbers in the work force from about 25 percent in the early 1970s to about 35 percent, she said. It would be closer to 50 percent after the 1980 census, she added.

Speaking on Womanpower As Seen By The Employer, Mrs Lessing said there was often a need for an understanding of married women's problems, which male employers tend not to show.

"It is my experience that women who employ women tend to seem kinder and more understanding than men."

Quoting from a survey on women in SA business, Mrs Lessing said there were big pay differences on all levels between men and women. Women had less access to management training and development and received

little more than on-the-job training in some companies.

Pension schemes and fringe benefits also differed.

Employers usually required women to have experience before appointing them to managerial positions, but seldom appointed women to non-traditional positions where they could gain such experience, the survey found.

Negative attitudes of employers toward women were shown by such comments as:

● "We don't view women as career prospects, not because we discriminate against them, but because on the whole they simply aren't."

● "There is still psychological resistance to women managers at the lower levels in South Africa because the male virility syndrome is very strong here."

● "We have a lot of very competent ladies but they have no desire to be promoted. I can't say we regret this. Once you start promoting women you can't very well stop and the thought of a woman in the board room is rather horrifying."

A study by Dr Dina Wessels showed many employers preferred mature married women to young girls because of their greater stability, greater sense of responsibility and their experience and skills.

Single women, however, tended to be more committed to careers.

"We can't wait for another 10 years to go by," Mrs Lessing said. "It is today that the need is greatest for Womanpower, and we should be making immediate provision, using and adapting every skill with employers and employees working together as a team in this special time in our history."

Joburg fears creating SA

black jobs—councillor

By Lynda Loxton
Municipal Reporter

The Johannesburg City Council was accused yesterday of discriminating against black staff members and practising job reservation.

Mr Winston Herzenberg, PFP councillor for Braamfontein, said that when faced with a shortage of white staff, the management committee had one reflex action — im-

prove the conditions of service to attract whites. It did not consider opening the posts up to all races.

He was commenting on a decision to restructure the grades of white health inspectors to encourage them to stay in the council's service.

Mr Herzenberg said 16 of the 85 white posts were vacant and another five inspectors were leaving,

which would aggravate the situation.

He accused the management committee of refusing to consider attracting inspectors of other races to work in white areas because it feared this could lead to race friction.

"This attitude implies that all whites are bigots. I don't think they are. They have learnt to stand in the same queues at post offices with blacks

and have learnt to live with their fellow South Africans. When is this going to be extended to the City Health Department?"

He also suggested that the outflow of white health inspectors would not be stopped by pay improvements alone. The council should consider granting fringe benefits, like housing, to retain and attract staff.

Major J D R Opperman, chairman of the Health and Environment Committee, said there was a shortage of both black and white health inspectors.

The department was the only one in South Africa which catered for senior positions for all races and had made more progress than any other in the field of race relations.

The only way to retain white inspectors was to speed up their opportunities for advancement. Black inspectors would be used in white areas only if enough could be found for the black areas.

Major Opperman said the council was to meet with representatives of the Technikon next month to discuss the recruitment and training of health inspectors.

City is 'pre-planned for us'

Municipal Reporter

Johannesburg city councillors made a strong plea yesterday to the Director of Local Government for greater town planning autonomy in the city.

They predicted 'chaos, another Parktown situation or a mini-Hillbrow in the suburbs if the Province continued to overrule the city council and allow high density housing in areas where there were no redevelopment schemes.

Mr Eddy Magid, chairman of the town planning committee, appealed to the Director of Local

Government not to allow high density developments in areas where there were no redevelopment schemes.

The council yesterday decided to oppose two applications to increase residential densities on stands in Riviera because the area did not have a redevelopment scheme to cope with the increase in population and traffic.

But, said Mr Magid, the Province recently overruled the council on two other applications in the area and allowed town-houses to be built. There

was "now a flood of similar applications."

Mr Magid said Riviera was a middle upper-class area with about 60 large stands and the residents were bitterly opposed to the intrusion of high density developments.

He warned that if all the stands were rezoned for higher densities, the roads would not be able to cope with the increased traffic and, by the time a redevelopment scheme was finalised, about 60 percent of the area would have been "pre-planned for us."

Contract corruption alleged

Municipal Reporter

A city councillor yesterday called for an urgent inquiry into allegations of corruption and "officials on the take" in the North-view fire station contract.

Reporting what he called "the most serious allegations ever heard in this council," Mr Alan Gadd MPC (PFP Yeoville) said affidavits "were going around the city" alleging corruption within the council and the fact that "contracts were being given and people bought."

He said he did not hold the management committee responsible for the fact that the contract for the fire station was approaching R2-million — "far in excess of the original amount."

But he would hold it responsible if it did not hasten an inquiry into the allegations.

He did not know whether the allegations were correct, but believed the whole contract should be thoroughly investigated.

Mr J F Oberholzer MPC, chairman of the management committee, said it was Mr Gadd's duty to write to the Town Clerk about the allegations. The Town Clerk would, if he felt it necessary, ask the Administrator to appoint a commission of inquiry.



UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

Restrictions on women at work to go

27/8/80 STAR
57
KMS

Pretoria Bureau

The Minister of Manpower Utilisation, Mr Fanie Botha, today hinted legal restrictions on women in the labour market might fall away.

Opening a seminar in Johannesburg on "woman power in the labour field" he said the Wiehahn Commission would be reporting back to him shortly on the position of working women, including legislation which affects them.

BLACK TRADITION

There was a world tendency to modify laws and eliminate protective measures applying only to women, he said.

It should be left to the employer and employee to sort out an agreement.

The question of equal pay for equal work was another delicate point. As a result of greater awareness about women's ability and labour value, a

large number of employers no longer differentiated on the ground of sex.

The same minimum wages were paid for skilled workers under the Wage Act but there was sex discrimination in clerical and unskilled work, he said.

The main reason for this was a traditional one — most unskilled workers in the past had been blacks. The black man could not accept that his wife or daughter could get the same wage as he, the head of the house.

FREE TESTS

The Wage Board was busy closing the wage gap as far as discrimination between the sexes was concerned but this could not be done all at once.

The result of closing the wage gap suddenly would be detrimental to firms employing large numbers of black women

and many would close down, causing an even greater unemployment problem.

Women with the appropriate qualifications would play an even more important role in the labour market in the future, especially the management field.

He said girls should be taught at an early age that they have a role to play in the labour force of the country.

They should be made aware that there were free aptitude tests and guidance facilities available at the Department of Manpower Utilisation's offices throughout the country.

Young women should also be warned not to take courses at colleges which would not allow them full scope in their careers.

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Examiners' Initials		

work. No credit will be given for such

- Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

- notes, pieces of paper or other material brought into the examination room unless candidates are so instructed.
- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

Gentlemen, think again, say the ladies

Most discrimination against women is unconscious and unintentional, says Mrs. Truida Prekel of the Unisa School of Business Leadership.

"I have come across very few real male chauvinistic pigs who deliberately and consciously block women in their development as people. But I do know many male chauvinistic gentlemen who with the best of intentions deter women in their development.

"They were well brought up (by their mothers) to treat women as ladies, to protect them against problems and responsibilities, to take difficult decisions on their behalf — and they don't realise that at the same time they are usually protecting these women against the opportunity of growing as an individual, of achieving success, of taking up challenges."

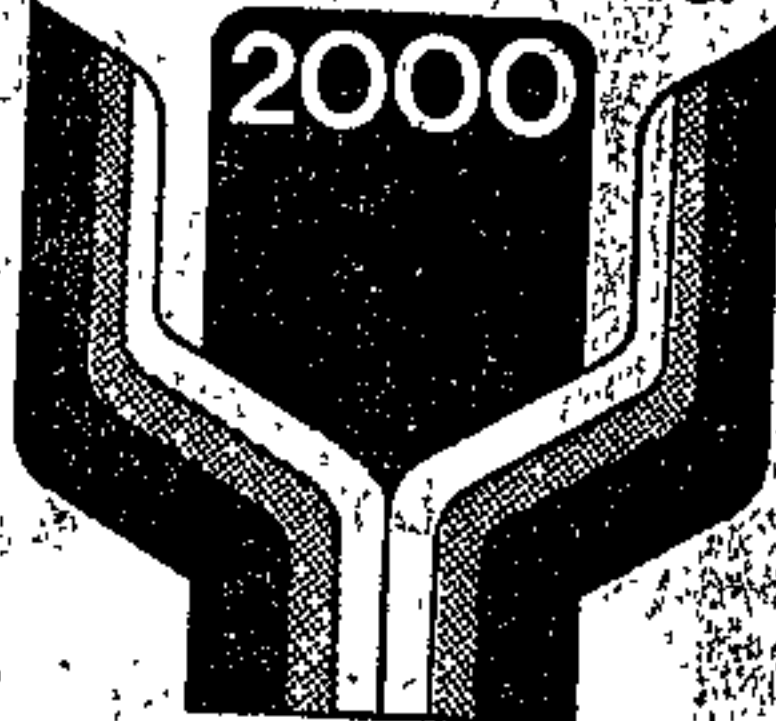
In this well-meant paternalism, men often tended to view — and treat — women in their work environment as they would the other women in their lives — their mothers, wives, daughters, or even their mothers-in-law, said Mrs. Prekel.

They made assumptions about women's abilities, ambitions, attitudes that often did not apply to the career-orientated woman. If only managers could approach and appraise women subordinates as they would do men.

She said the problems of working women fell into two main categories: those that lay in the women themselves and those that lay in the environment.

"The impression exists that every woman who speaks out about women's cause is a bra-burning feminist, and a woman who dares to take her career seriously is regarded by many as a real woman's

WOMANPOWER
VROUEKRAG



Among speakers at yesterday's WOMANPOWER 2000 conference in Johannesburg were two leading South African thinkers on the subject of women's rights — both of them women themselves. Here are extracts from papers they delivered.

libber. Consequently women who dare to break away from the traditional pattern are often treated more harshly than men," she said.

Employers often handled women differently — assuming that a man wanted a career and was, therefore, worth an investment while a woman was merely a temporary proposition and was not interested in a career.

Many of the problems lay with women themselves, she said. They tended to lack confidence in their own abilities and value.

She said women were also over-sensitive to criticism and too modest about accepting praise for their efforts. They also lacked self-control.

ise about women and their attitudes are based on myths. Women are expected not to want promotion. They are believed not to aspire to any career goals.

"Research has refuted these myths. Women want promotion as much as men do; talented women want responsibility; they also want recognition for performance."

According to Dr. West, discrimination against women is far too deep-rooted to be dealt with by a law. A revolution in attitudes toward the role of women in the workplace is needed.

Nearly 600 000 women are in the labour force, a statistic that has almost trebled itself over the past 25 years, and more than two thirds are married, she says.

"Women have not lacked the opportunity to work but the right to choose what the work shall be.

"Women operate in a narrow range of industries and their crowding into relatively few occupations causes the supply of workers to be artificially large and wages to be lower than they otherwise would be. The cause is

'Victims of myth'

Practices and prejudices operating in the labour market which impede the progress of women and tend to under-utilise their potential are a matter of considerable concern, says Dr. Dina Wessels, of the department of Psychology at Unisa.

unfair employment practices."

Why had women been kept out of the boardroom so long, and why had they been reluctant to push the door open themselves?

"Managements' problem is a tendency to general-

WOMEN'S PAGE

29/8/80 29/08/1980

Fannie is their darling

By Molly Harding
Speakers at the day-long seminar on Womanpower held at the Carlton Hotel this week said women are getting somewhere at long last in their fight for recognition, and they hinge their feelings on the fact that "a Cabinet Minister has finally stuck out his neck on behalf of women."

The comment was made by Truida Prekel, senior lecturer at Unisa's School of Business Leadership, who returned from a year's sabbatical in the US to speak at the seminar.
She was referring to the "very strong, firm speech made by Minister of Manpower Uthman, Mr S P Botha," who asked women to petition him directly for change.
It would appear to be a final "making amends" for over-

looking women when the established the Manpower 2000 Committee earlier this year, she said.
The Star's Women's Page revealed at the time that in appointing committee members from all sectors, Mr Botha had forgotten women. He promised the Star he would correct the situation and since then has appointed women to the executive, regional and national committees.
This week, a Womanpower committee was also set up, under the umbrella of Manpower 2000 and is headed by executive woman Vella Kirkpatrick.

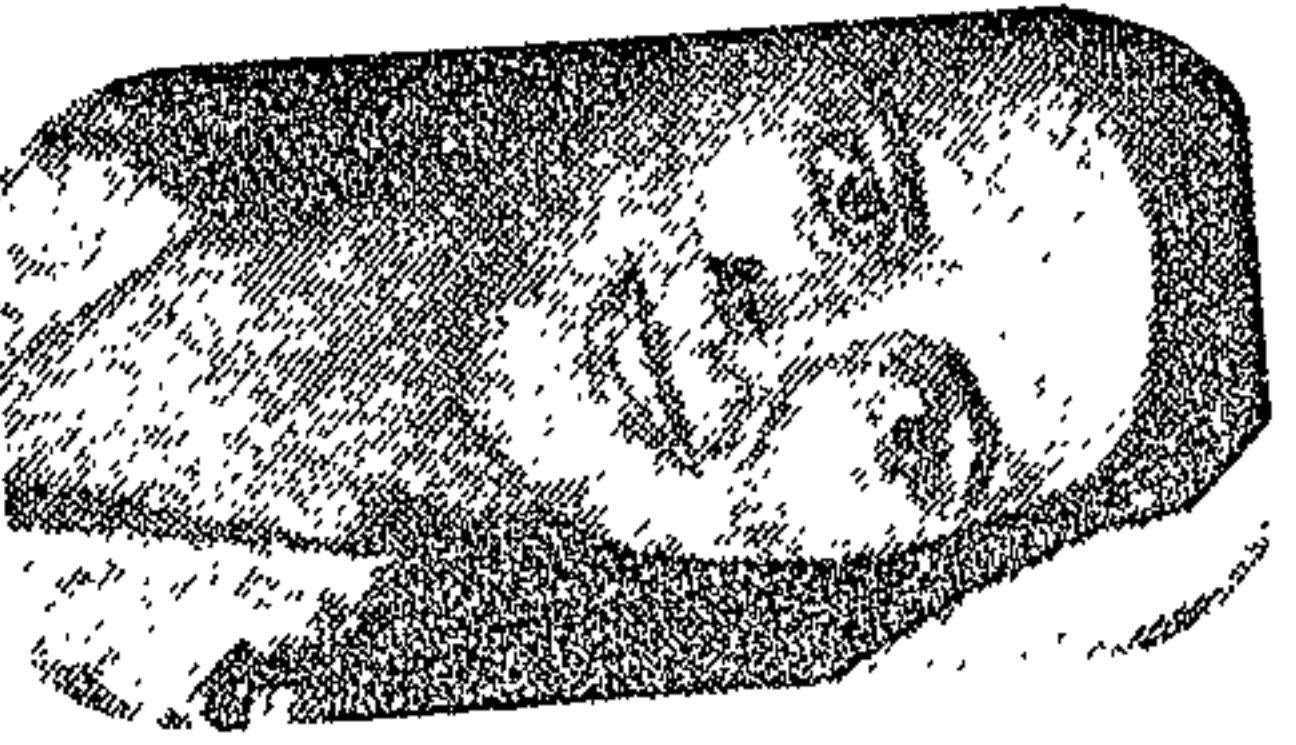
Mr Botha was however one of only a handful of men who attended the seminar

— a great disappointment to many of the women who attended.

Mrs Prekel said when the seminar was first discussed, it was intended to be a forum where women could present their problems to those who were most directly involved — men.

"We felt very strongly that members of the Manpower Commission, Manpower 2000 and top business executives should be there," she said. "We didn't want another conference where women talked to women about women's problems."

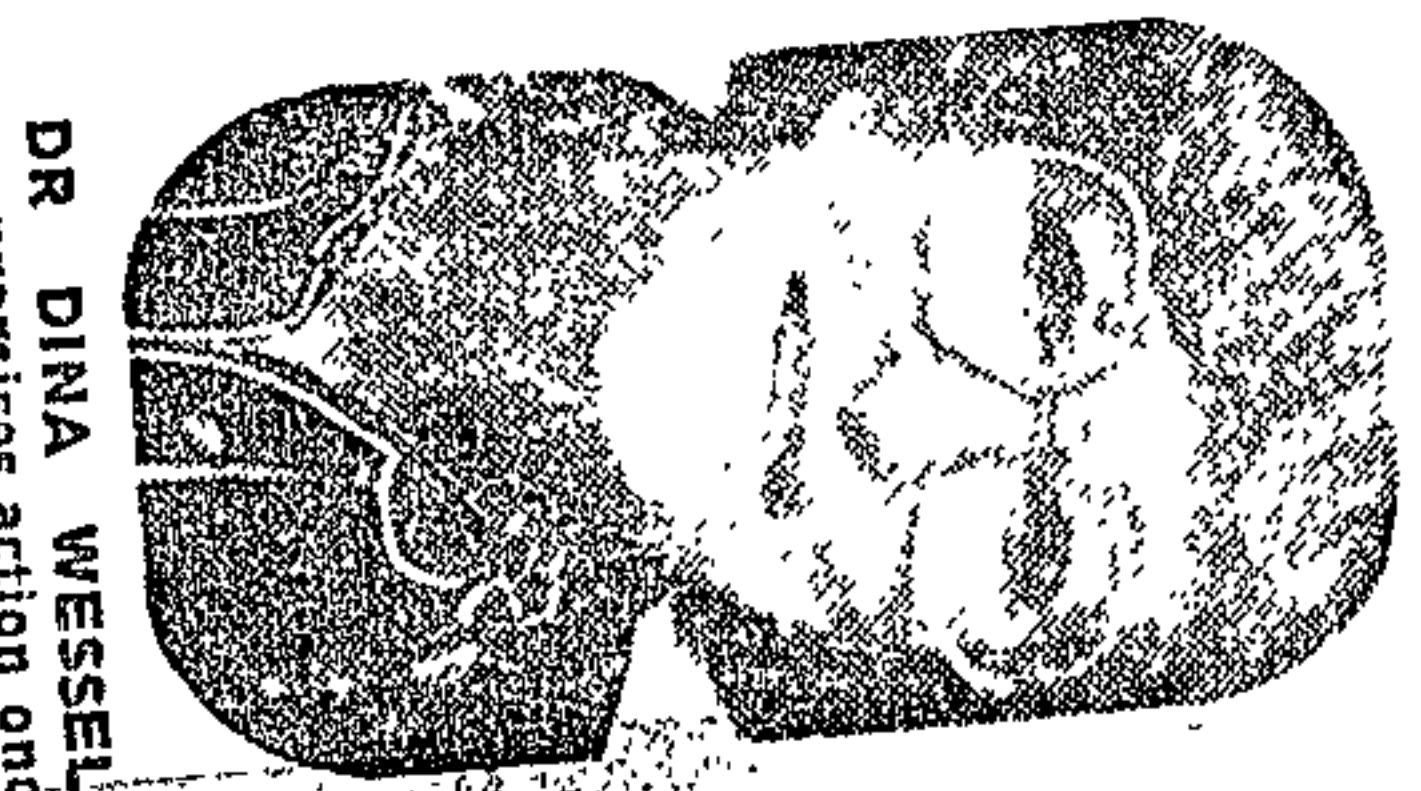
But in essence that's what they got. For, as another woman pointed out later in the day, "it's amazing how the men had quietly



TRUIDA PREKEL. — didn't want a conference where women talked to women about women's problems.



FANIE BOTHA — "A Cabinet Minister who has finally stuck his neck out."



DR DINA WESSELS — promises action once the Wiehahn Commission's report on women is out.

disappeared by lunch time." About 120 people attended the seminar, including some black women. They came from Johannesburg, Cape Town and from Bophuthatswana. And they differed widely on the day's events.

Some of the young black businesswomen felt they had learned how to organise their thoughts, how to work together for a common cause and how to approach the problems as encountered as women.

One group of direct marketing women said the seminar was an eye-opener. "We didn't even know there was even discrimination like we've heard here today." We've never met it."

A third group of women, who campaign for women's rights and recognition felt it was a looking back and not a looking forward. "It's really just the same old things," said one woman. "What's more to the point is that we've just had a re-shuffle of the whole

Cabinet and there's still no woman in it, nor even in the lower echelons. That's what should have been brought up here today."
"As for the men here, the Government probably thought it would throw us a bone by sending a few. But they've all finished now, so who are we supposed to be talking to about our problems?"

In the morning session, a top executive man was heard to comment that it was "not top management who were making it difficult for women to enter management, but the personnel men at middle management level. These are the ones who are reluctant to break away from traditional beliefs," he said.
Dr Dina Wesels, from Unisa's psychology department said she felt the ministers' attendance was especially promising. "But we're waiting for the Wiehahn Commission report. As soon as that comes out we'll act."

During a short discussion after the session, Dr Jan Grobler, MP for Brits, said he was as committed to separate taxation as married women. Women were and he urged those there also to consider asking for equal pensions for men and women and for the same retirement age.
Insurance consultant Annette Reincke of Cape Town's telegram firm suggested he sent a Senator Howard requesting separate taxation, was accepted.

The Reverend comes calling

When Reverend Leon Sullivan steps onto SA soil next week to beard the apartheid lion in his den, he will find himself a target of criticism from both left and right.

His Sullivan Code of fair labour practice, drawn up in 1978 as a suggested requirement for US corporate involvement in SA, sparked a round of alternative codes such as the FEEC and Saccola codes.

He will face opposition from the right, which protests the continual efforts of foreign countries to interfere in SA's internal affairs. Government, for one, views Sullivan's principles with a jaundiced eye, claiming that SA ought to be left to its own devices.

The irony of this criticism is that it plays directly into the hands of critics on the left, who feel that SA ought to be left alone — in isolation.

They argue that disinvestment is the only effective means by which foreign countries can influence change in SA and that the codes provide a "cover" for multinationals in that, although they may be in "technical compliance", they still do not effect "progressive" labour reforms.

Elizabeth Schmidt, an American research specialist in African affairs, claims: "The implementation of the Sullivan Principles is intended not to eliminate apartheid, but to 'modernise' it and ensure its perpetuation." She feels many signatory companies sign the codes to get the international disinvestment lobby off their backs, or to create a climate for further investment in SA.

Government's criticism is equally scathing.

Opening a General Motors subsidiary in Port Elizabeth this week, Minister of Transport Affairs Chris Heunis warned that although attempts at improving the service conditions of employees was welcome "such improvements should be commensurate with an increase in productivity."

Heunis intimated that foreign companies should keep their noses out of SA's affairs and praised General Motors for continuing to display "its loyal and positive attitude towards this country."

This can only make Sullivan blush, since he sits on GM's board of directors.

When the codes were introduced Professor Nic Wiehahn echoed this: "These codes constitute gross forms of interference in an almost 'sacrosanct' relationship, ie between employer and employee. In a free market economy, this relation-

ship should be left almost entirely to those two parties — the State should not interfere — least of all foreign states . . ."

These opposing views highlight the crucial issue facing advocates of labour change. There are those who feel politics have everything to do with industrial relations in SA and there are those who are fighting tooth and nail to isolate the two.

Professor Mike Whisson of the Rhodes Anthropology Department says the Sullivan Codes are essentially political as well as economic and that consequently workers' responses will follow this pattern. He argues that corporations will have to make the choice of either protecting trade and investments — or creating industrial democracy.

... there can be no industrial peace without social and ultimately political jus-

The guidelines

The firms endorsing the Statement of Principles have affiliates in SA, and support the following operating principles:

- ⊙ Non-segregation of the races in all eating, comfort and work facilities.
- ⊙ Equal and fair employment practices for all employees.
- ⊙ Equal pay for all employees doing equal or comparable work for the same period of time.
- ⊙ Initiation of and development of training programmes that will prepare, in substantial numbers, blacks and other non-whites for supervisory, administrative, clerical and technical jobs.
- ⊙ Increasing the number of blacks and other non-whites in management and supervisory positions.
- ⊙ Improving the quality of employees' living outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.

Signators "agree to further implement these principles. Where implementation requires a modification of existing SA working conditions, we will seek such modification through appropriate channels.

"We believe that the implementation of the foregoing principles is consistent with respect for human dignity and will contribute greatly to the general economic welfare of all people of the Republic of SA."

tice. One implication of support for the codes must therefore be unambiguous political involvement by management on the side of black labour."

However critics on both sides of the fence agree on one issue — the codes lack impetus.

Trade union spokesmen feel they are paternalistic since they were created by management without consulting black workers (for whom they are primarily designed), or trade unions representing black workers.

"The codes were drawn up in consultation with white SA business leaders; the final draft was approved by the SA government. At no stage in the initial development were black workers or community leaders consulted," writes Schmidt.

A further problem is that of monitoring the progress of signatories. The companies monitor their own compliance by filling out questionnaires twice a year. Theoretically, completion is obligatory but there are no penalties for failing to do so. This information is then used to classify companies as: making good progress, making acceptable progress, co-operating, or not responding.

The report-back record looks poor. Nearly half the signatories failed to respond to the first questionnaire, and nearly one-fifth did not return the second and third questionnaires. Critics argue that this indicates that many companies only "pay lip service to the code."

Companies such as Ford and Colgate-Palmolive Ltd, have been graded as "making good progress", yet they both refused to deal with unregistered trade unions.

Also, by the end of last year, 84% of the respondents did not negotiate with any employee union — white or black.

On this issue the code says: "Each Signatory . . . will acknowledge generally the right of black workers to form their own union or be represented by trade unions where unions already exist."

On the whole, evidence has shown that companies have been slow in implementing the principles. In its report on Ford at the end of last year, the Institute of Race Relations found that although management felt it was progressing well, workers felt that little or nothing had been done. They said their working conditions and mobility had not improved.

Sullivan will no doubt be influenced by these criticisms. But whether he can give teeth to the principles is open to doubt.

SUNDAY POST

Pik's guarantee

FOREIGN AFFAIRS Minister Pik Botha has "guaranteed" to "do something" about the appearance on television on Friday night of the Rev Leon Sullivan, author of the "Sullivan Code of Conduct" for American companies operating in South Africa.

The only reason for Mr Botha's anger is that Mr Sullivan came out very strongly against companies which do not implement the code. He warned that if they continued doing this he would seek a trade embargo against South Africa and tax penalties for those companies which continued operating in South Africa.

Mr Botha reacted in typical South African way. Instead of seeing the problem from Mr Sullivan's point of view (after all, it was his "code" which helped turn off the pressure for disinvestment) South Africa has accused Mr Sullivan of poking his nose into their affairs.

Even more amazing is the threat to "do something" over Mr Sullivan's appearance on television. Does this not confirm what we have always said: that if people do not agree with the government, they will not appear on the holy box? Does this not reflect badly on those who have appeared — and much too often, too?

Does it also not reflect on the journalistic ethics of those who work for television?

As we have said before, we do not expect the SABC to run around looking for anti-Government spokesmen. However, we do believe the box must not be the preserve of those who agree with the Government.

We believe Mr Sullivan must have felt disappointed at the failure by companies to adhere to his code. He said so, and in fact told American businessmen he would "turn the screw" on them if they did not do something about it.

There are many reasons why the code cannot be successfully implemented, the chief one being restrictive legislation. But as long as companies hide behind the "law", so long will there be no progress.

Mr Sullivan's warning that change will come violently unless the country's whites adapt to the times of the present and work for peaceful change, is nothing new. It has been said before by people right here in this country, so we cannot see why it suddenly becomes "meddling" if Mr Sullivan says so.

This country must stop pointing fingers at other countries, and try to find solutions to problems instead of creating further problems.

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Black leaders deride Sullivan principles

Sipr 2/9/80

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By Sieg Hannig
Labour Editor

A controversy erupted today when the Rev Leon Sullivan, draftsman of the United States's voluntary employment code, arrived on his first South African visit.

The "Sullivan Principles" of non-racial employment practice were described as a farce by Mr Tamsanqa Kambule, a black educationist who served on the Sullivan task force on education.

And Dr Nthato Motlana,

chairman of Soweto's Committee of Ten and also a member of the task force, revealed that "a lot of blacks who were involved in the (Sullivan) monitoring have resigned."

He said: "I have been under tremendous pressure not to speak to Dr Sullivan."

Unlike Mr Kambule, who today turned down several requests to explain his attitude to Dr Sullivan, Dr Motlana will respond to the questions Dr

To Page 3, Col 10

2/9/80 (57)

All eyes on Sullivan's SA visit

By Sieg Hannig
Labour Editor

A black American preacher who probably wields more influence in South Africa than most foreign governments arrived on his first fact-finding visit to South Africa today.

He is the Rev Leon Sullivan the man responsible for the six "Sullivan Principles" of anti-apartheid employment practices signed by about 140 American companies operating in South Africa.

Both supporters and opponents of foreign investment in the country will watch his four-day visit to Johannesburg with bated breath because Dr Sullivan could do much to turn the tide either way.

RIGHTS ACTION

During the American civil rights campaign he is reported to have resorted to selective boycotts against key firms with discriminatory practices.

And in 1971, when he became the first black director on the board of General Motors, he voted against his 24 co-directors

for a resolution calling on the corporation to wind up its business in South Africa.

Later he took a second look at the situation and decided to convert business into a force for human rights in South Africa.

Initially 12 big companies associated themselves

with the Sullivan Principles, formulated in 1976, for constructive engagement in South Africa.

ANTI-APARTHEID

Dr Sullivan's goal is the destruction of apartheid.

Amid warnings that bloodshed might be only a few years away, he reminded himself

forced his principles with regular monitoring exercises as well as gathering bodies to promote their implementation.

This process of stepping up the pressure is still continuing.

Most recently, Dr Sullivan's call for his principles to be made legally binding on American

These are the principles

2/9/80
SIAK
(57)

The Sullivan principles, subscribed to by about 140 American companies operating in South Africa are:

- Non-segregation of races in all eating, comfort and work facilities.
- Equal and fair employment practices for all employees, including non-discriminatory benefit plans.
- Equal pay for all employees doing comparable work, including an equitable system of job classification.
- Instituting training programmes which will prepare substantial numbers of blacks for supervisory, administrative, clerical and technical jobs.
- Increasing the number of blacks in management and supervisory positions.
- Improving the quality of employees' lives outside the work place in areas such as housing, transportation, schooling, recreation and health facilities.



Leon Sullivan . . . power in high places.

firms, with penalties on defaulters, received the attention of the House of Representatives Subcommittee on Africa.

TURNING SCREW

"I will be turning the screws on American companies more and more," he told the sub-committee in May.

"But I've reached about as far as I can go on a voluntary basis and I want to see the companies under the hammer — that's why I'm asking the government to come and help me."

(Clearly his main targets were the 164 non-signatory companies. But only 84 of the 138 signatories monitored late last year were found to have made good or acceptable progress in the implementation of the principles.

Where does Dr Sullivan intend going from here?

No radical switch in his policy is likely, since he has been watching the South African scene closely through the monitoring

process as well as through the eyes of personal aides who have visited South Africa on various occasions.

CONTRADICTION

But much will depend on the possibly contradictory and certainly confusing views which scores of American business leaders and South African community leaders and trade unionists of all races will put to him before he flies back to New York on Friday.

From all accounts this charismatic civil rights activist is sure to leave an impression on the people he meets here.

Who knows, he might even leave behind some more concrete reminder of his visit.

If so, this could well be an offshoot of his other initiative which has made a big name for itself — his Opportunities Industrialization Centre (OIC) which has found jobs for large numbers of unemployed blacks through in training and retraining in the United States.

OIC branches have been established in at least five African countries. Why not in South Africa?

Shock awaits Sullivan

A SHOCK awaits the Rev Leon Sullivan, author of the Sullivan Principles, when he lands at Jan Smuts Airport tonight — two members of his local Sullivan Education Task Force will not be working with him on his South African tour.

The two are Mr Tamsanqa Kambule, respected black educationist who has pulled out of the committee, and Mr Percy Qoboza, Editor of POST, who is on sick leave.

Mr Sullivan, director of General Motors who set up the Sullivan Principles — the code of conduct for American companies operating in South Africa — is a guest of the South African Institute of Race Relations.

He is expected to meet directors of American companies during his South African visit. He will be in the country "just for a few days" and will give the institute's Hoernle Memorial address.

Mr Sullivan has invited black leaders in the educational task force for a meeting tomorrow. The

task force committee includes Mr Kambule, Editor of POST, Mr Percy Qoboza, Dr Nthato Motlana, chairman of the Committee of Ten and Mr Gibson Thula of Inkatha. The Sullivan Education Task Force was initiated to improve facilities in black education through American companies in the country. The task force was set up to see to it that proper schools were built, existing ones improved and also to offer bursaries.

Mr Kambule said that he believed that meeting Mr Sullivan was worthless. He said that since the task force started two years ago, nothing worthwhile had been done to improve black education.

"And over the last two years, the black membership in the task force has dwindled because of the disillusionment.

"This would be merely to put a stamp of credibility to this committee which has no possibility

of achieving anything and would give a strong impression that it has the support of black leadership".

Mr Kambule said that the task force was started to justify continued operation of foreign companies in South Africa under the pretext of an educational upgrading of blacks.

Mr Kambule said that the task force's achievement

ments had been minute, and could not "offset" the glaring imbalance between black and white education.

"Blacks are disillusioned; hence they are staying away from committee meetings of the task force."

He said that had he agreed to meet Mr Sullivan, it would have led to him being used to give credence to the scheme.



Mr Tamsanqa Kambule . . . not meeting the Rev Sullivan.

Posi.

Work code rules union

CONTROVERSY over the "Sullivan Principles" erupted yesterday when the author, the Rev Leon Sullivan, arrived in South Africa for a four-day visit.

The controversy ranged from a demand by an unregistered trade union that he clarify one of his principles, to a refusal by a member of one of the task forces monitoring the code to meet Mr Sullivan.

The Chemical Workers Industrial Union yesterday recounted their battle for recognition with a signatory of the Sullivan Principles, Colgate Palmolive and asked for "an immediate clarification of whether the Sullivan Principles support the right of black workers to be represented by the union of their choice or whether the principles insist that the union should be approved by the State — ie, be registered."

The union said that Colgate Palmolive had refused to deal with them despite "strong support for the union from a large majority of workers."

The union said the company interpreted the second principle to mean that they need only "recognise a union or unions which have been registered in terms of the laws of the country."

"Clearly, the code of conduct is intended to set standards for the practices of American companies in South Africa," the union statement said. "The most important demand by workers is not for fringe benefits but for effective and democratic representation through their own organisations."

A leading member of the education task force, Mr T W Kambule, said last week that he believed a meeting with Mr Sullivan would be worthless.

Another man who has been involved in the implementation of the Sullivan Principles said yesterday they were a "farce." He did not want to be named at this stage.



The Rev Leon Sullivan and Mrs Leah Tutu in a Johannesburg hotel yesterday. Mr Sullivan is to deliver the Hoemle Memorial Lecture at the Institute of Race Relations.

Re: Term 5: The riskiness of this flow is 11 to that of Term 3 thus the same suggested. This stream is the from the tax deductibility of the equivalent (the displaced) loan.

Re: Term 4: The riskiness of this flow is 11 that of Term 3 thus the same dis suggested. To facilitate a fair leasing the most rapid method of by the receiver of revenue should more depreciation in this context ment and initial allowances.

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Training centres planned as a Sullivan spin-off

STAR 3/9/80
57
VMS

Labour Editor

Several training centres for workers of races other than white are to be opened in South Africa soon as a result of the Rev Leon Sullivan's labour initiatives.

This was announced in Johannesburg today by Mr Daniel Purnell, executive director of the international council engaged in the implementation of the Sullivan Principle of fair employment practices.

He said one of the party who is with Dr Sullivan on his first South African visit, Mr Garry Robinson, had been paving the way for the training centres on two previous visits.

Yesterday Dr Sullivan met the local committee which was "very, very busy with the opening up of the training centres," Mr Purnell said.

Dr Sullivan, who arrived yesterday, will have a busy day today

meeting black community leaders and the chairman of the task forces assigned to promote the implementation of the six Sullivan Principles.

Later he will meet the National African Federated Chamber of Commerce and the American Chamber of Commerce before spending the evening with trade union leaders.

Among the labour leaders will be Mr Seakos Sikhakhane, chairman of the Consultative Council of Black Trade Unions in the Transvaal, and Mr Ronnie Webb, senior vice-

president of the Trade Union Council of South Africa.

Representatives of the Federation of South African Trade Unions are to meet Dr Sullivan on Friday.

A Fosatu spokesman said today: "Fosatu's major problems with the Sullivan Principles are that they are too vague on the issue of recognition for representative unions and that there are no enforcement powers to ensure that companies do not merely pay lip service to them."

Sullivan Code did little, says Tutu

Re: Term 3:

Staff Reporters
 The Rev Leon Sullivan, author of the controversial Sullivan Code, knows it has done little to promote equal working conditions and employment opportunities in American firms working in South Africa. So says Bishop Desmond Tutu who met him yesterday.

the Inkatha movement, told Dr Sullivan the monitoring of the code left much to be desired.

Mrs Lucy Mvubelo, the trade unionist said Dr Sullivan promised to put pressure on employers to recognise registered and unregistered black unions.

Dr Sullivan toured black, coloured, and Indian townships of Johannesburg today.

Tonight he will give a public lecture on "The role of multinational corporations in South Africa" in the Great Hall of Witwatersrand University at 8 pm.

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Re: Term 4:

Bishop Tutu said he told Dr Sullivan "his principles are being used as a kind of buffer" by firms interested in public relations.

Mr Gibson Thula, the urban representative of

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 e used. Further-

more depreciation in this context includes the investment and initial allowances.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan.

The general approach will now be applied to the problem in MAN. 530 which follows.

'The goal is the dismantling of apartheid'

Sullivan hints at tough line

By JOE THLOLOE
THE Reverend Leon Sullivan might get tough with American companies that do not implement his labour code — the "Sullivan Principles".

He hinted at sanctions and disinvestment during his meetings with various people in Johannesburg yesterday — people ranging from the chairman of the South African Indian Council, Mr J N Reddy, to the secretary of the South African Council of Churches, Bishop Desmond Tutu.

But he was not giving much away until after his Hoernle Memorial Lecture to the South African Institute of Race Relations, his hosts, tonight.

Some time today he will be meeting the managers of the companies that have signed the Sullivan Principles.

At least one of his guests at the Carlton Hotel yesterday told Dr Sullivan that his Principles had no effect on the structure of apartheid.

"Amelioration of our condition, yes — but no fundamental change."

Others made sugges-

of talking?

He is not answering questions until after his lecture at Wits

He gets excited again when he talks about his Opportunities

Industrialisation Centres (IOC) all over the world — where skills are taught to the disadvantaged.

"That is why I am again asking questions."



THE Rev Leon Sullivan talks to Dr Nkhato Motlana at the end of the table during the lunch he hosted at the Carlton

Hotel yesterday. Among his guests are: Mrs Emma Mashinini, a trade unionist, Mr Leonard Mwendrickse, Mr M Mahanyele, of Nafcoc.

"Amelioration of our condition, yes — but no fundamental change."

Others made suggestions to improve the principles.

From early morning Dr Sullivan met his guests. His appointments were arranged at one hour intervals.

As his guests left we saw among them Mr Peter Davidson, an Inkatha regional executive member.

And there was Dr Sullivan, more than two metres tall — the personification of my images of American black preachers.

Dr Sullivan thanks us for coming. He has read the papers and comments on Mr Percy Qoboza's Washington appointment.

And then he asks questions.

He gets animated, grabs three items from the coffee table.

"I started here," he says, placing one item on the table. "I have moved to here." This is a few inches away from the first. "The destination is there." He throws the third about two metres away.

"The goal is the dismantling of apartheid. We are learning as we go along. That is why I am here — to listen to what people say.

Would not this be a better programme than the Principles — independent of reluctant companies?

"Yes, that has been suggested. We will look into that."

What direction should we take?"

As he talks he keeps saying: "If we continue with the Principles."

A hint at abandoning them? Or merely a way

FM 5/9/80

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The Rev Leon Sullivan has had a busy week. The father of the Sullivan Principles, designed as a fair labour practice guide for American subsidiaries in SA, jetted in to deliver the Hoernlé Memorial lecture on Thursday night, but his itinerary was packed with the names of prominent community leaders: Bishop Desmond Tutu, J N Reddy (leader of the Reform Party), the Rev Allan Hendrikse (leader of the Labour Party), Dr Nthato Motlana, the US Ambassador William Edmondson, and leading trade unionists.

Responses from those who met him ranged from "he's going to give it all

up — the criticism is too much" to "he's a veteran of the civil rights movement. He's tired of platitudes, he wants some action."

If nothing else, one message has come home clearly. There is grave dissatisfaction with the Sullivan Principles. The Federation of SA Trade Unions has accused the codes of being "a camouflage for employers," and many critics condemn their ineffectiveness.

Tutu, however, was not dismissive. "He's aware that the codes have not so far succeeded in making a dent in the unjust structure of our society. But he's no fool. He's heard and seen —

now let's see what mix he produces." Sullivan is said to be dissatisfied with the signatories' performance to date, but how he intends solving this problem is anybody's guess.

However, it does appear that he may now direct his energies towards education and training. He spearheaded the Opportunities Industrialisation Centre (OIC) in America, which primarily provides skills advancement programmes.

Of the OIC he says: "It has helped so many hundreds of thousands of people across America and the world... particularly our unemployed young people"

To implement this he may call for contributions from signatories. "This," says a labour observer, "will force them to improve training facilities and the rub-off would be greater mobility opportunities, particularly for black workers, and increased productivity."

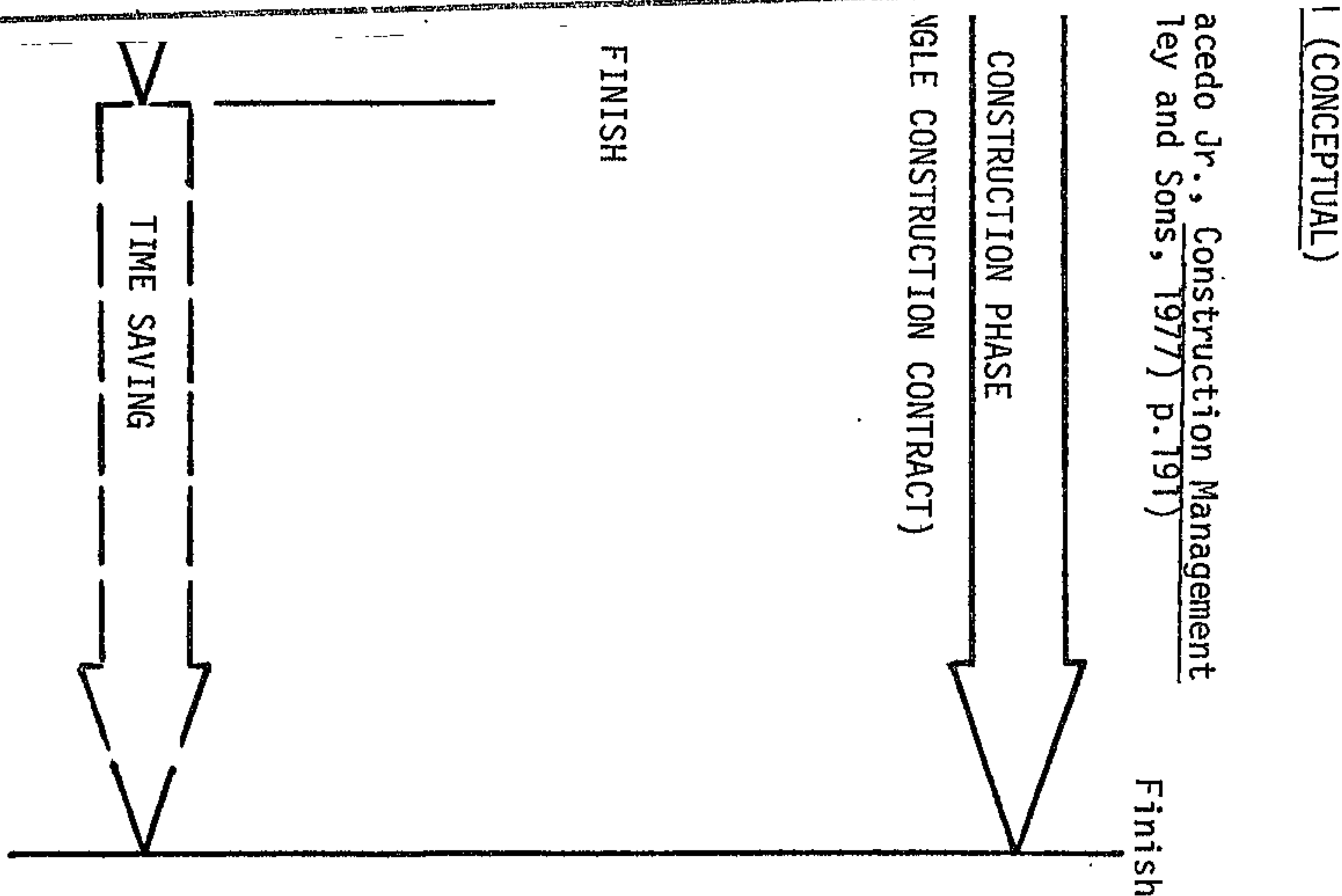
Despite his critics, Sullivan remains committed to introducing some kind of reform in SA.

His ideals are best reflected in a fervent letter written to President Jimmy Carter on Tuesday. He apologises for not being able to attend his Zion Baptist church service on Sunday — where Carter is due to preach.

He writes: "I greatly regret I cannot be present with you today. As you know I am in the Republic of SA to deliver an important address and also to do what I can to help relieve oppression of millions of people in this nation, who are living under the terrible system of apartheid; a system that must be brought to an end as quickly as possible, and hopefully by peaceful means."



Sullivan . . . seeking peaceful change



STYL
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KABU

Help Inkatha or face opposition - Buthelezi

Political Reporter

Unless organisations enforcing codes of conduct for foreign firms in South Africa co-operate with Inkatha in its formulation of an industrial strategy, they may face opposition from the movement.

This warning was given today by the Inkatha president, Chief Gatsha Buthelezi, when he had discussions with the American Civil Rights leader, Dr Leon Sullivan.

Dr Sullivan is the author of the Sullivan code of ethics for American companies operating in South Africa.

Inkatha's views on such codes is contained in an aide memoire used by Chief Buthelezi at today's meeting.

Inkatha is formulating an industrial strategy

which fits political objectives and medium-term goals, Chief Buthelezi said.

Inkatha believes that organisations responsible for the monitoring of the Sullivan Code and the EEC Code should very seriously consider helping Inkatha in the development of this strategy both materially and by joint discussions and planning.

"In the light of the limited generalised success hitherto obtained in the monitoring of codes and the exercise of external pressure, without such co-operation from the external agencies concerned, Inkatha will have radically to assess the benefits to black workers which the codes of employment practices can produce," Chief Buthelezi warned.

Inkatha did not share

the simple view that raising standards of employment practice would always produce mechanisation and a relative loss of jobs.

However, it was concerned that the economic progress of blacks should not be measured only by the performance of a few dozen large multinational companies.

The general secretary of the South African Council of Churches, Bishop Desmond Tutu, was "pleased" today at the tough stance adopted by Dr Sullivan last night.

He was commenting on Dr Sullivan's statements on investments, loans and planned "divestment" action against companies which did not comply with the Sullivan Code.

● Page 17: Hard line on investments

Sullivan Code 'of no significance'

C. Times
5/9/80
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JOHANNESBURG. — The Sullivan Code of Principles for American companies in South Africa is unattainable and of no significance, according to Professor Michael Whisson, professor of social anthropology at Rhodes University.

Professor Whisson, who last year monitored implementation of the code at the Ford plant in Port Elizabeth, gives this assessment at a time when the author of the code, the Rev Leon Sullivan, is on a visit to South Africa.

"The story of the Sullivan Principles would appear to be a classic case of incorporation of an idealist position by big business," Professor Whisson says in an article in the latest issue of *Social Dynamics*.

While acknowledging Mr Sullivan's success as a civil rights campaigner against the business sector in the United States, Professor Whisson says his attempt to pressurize for change in South Africa has not achieved similar results.

Focusing on the difference between the US and South African societies, Professor Whisson says: "The vast majority of Americans would vote against racism and were thus a sympathetic sea in which Sullivan and his cohorts could hunt down great white racist sharks."

But in South Africa the stake of American-based companies was small and the pressure which Mr Sullivan, who joined the board of General Motors after his American campaign, could bring to bear was only marginally greater than the leverage of like-minded people in South Africa.

The Sullivan Principles were thus born out of political impotence and moral fervour — a combination familiar to many readers of English-language newspapers.

Professor Whisson differentiates between two sorts of companies which supported the Sullivan Code.

Companies which saw the code as a means to mute criticism in the US with the argument: "We are committed to change, we are doing what we can within the law." Professor

Whisson describes their activities as "corporate camouflage."

Companies who take on a longer view of their involvement in South Africa and who use the Sullivan Code as a strategy for survival rather than "a slogan to quieten critics abroad".

But, Professor Whisson says, black workers have grave doubts about the various codes (the Sullivan Code is one of several seeking to improve the position of black workers).

"They have noted that since the codes were imposed real wages have not increased markedly — and, although some of the lowest paid workers may have benefited by wages being linked to Poverty Datum Line scales, this has been done at the expense of the semi-skilled by narrowing differentials.

"For the mass of workers, if the codes do not mean a rise in their real income, then they mean nothing."

Sullivan lashes US companies

57 (S)

KPM

5/9/80

THE author of the nonracial fair-employment code for United States companies operating in South Africa, the Rev Leon Sullivan, yesterday warned several hundred American businessmen that they would be exposed and punished if they did not abide by it.

Speaking at a luncheon in Johannesburg, the Baptist minister and veteran civil rights campaigner said: "I'm going to turn the screws on you. I will reach into corporation boardrooms and take the cover off your companies."

Later he added: "You American businessmen in South Africa and other parts of Africa had better get yourselves together."

Other black leaders have said the code perpetuated apartheid by simply improving — not changing — conditions. They advocate complete disinvestment as the only way foreign countries can force change in South Africa.

On the other side, the Government views Mr Sullivan's efforts with an equally critical eye.

Last week the outgoing Minister of Transport Affairs, Mr Chris Heunis, intimated in a speech while opening a General Motors company in Port Elizabeth, that foreign companies should keep their noses out of South Africa's internal affairs.

PATRICK LAURENCE writes that Professor Michael Whisson, Professor of Social Anthropology at Rhodes University, maintains that the Sullivan Code is unattainable and of no significance.

Prof Whisson, who last year monitored the implementation of the code at the Port Elizabeth Ford plant, says this in the latest issue of "Social Dynamics".

He said the pressure which Mr Sullivan could bring to bear on companies in South Africa was only marginally greater than the leverage of like-minded people in South Africa.

Mr Sullivan also accused US companies in South Africa of being too busy making money to notice the world of apartheid round them, United Press International reports.

"You are not going to make that money that easily any more," he thundered.

The businessmen left the luncheon visibly shaken.

About 140 of the 350 US companies operating in South Africa — American officials estimate they represent more than 75% of the total US investment of R1 340-million — have already pledged themselves to implement Mr Sullivan's code.

The code's first principle is non-segregation in all eating, toilet and work facilities.

After the luncheon, one US businessman who declined to identify himself or his company, said: "We American companies are at the forefront of implementing non-discriminatory labour practices. I certainly did not expect to be rapped over the knuckles like that."

Mr Sullivan is on his first full visit to South Africa since he drew up the code in 1978. Five years ago he passed through Jan Smuts Airport, but did not leave the complex.

He has spent most of his four-day visit, which ends today, in talks with black leaders.

The visit was at the invitation of the the Institute of Race Relations. It has aroused considerable controversy among the Left and the Right.

Dr Nthato Motlana, chairman of Soweto's Committee of Ten, has said the Sullivan Code "lacked teeth" and was worthless to blacks.

By Sieg Hannig, Labour Editor
 A stand against new investments in South Africa until there is concrete evidence that apartheid has ended was taken last night by the Reverend Leon Sullivan.

Such evidence included official meetings between the white Government and leaders of other races, such as a national convention and an agreed timetable to fully include the other races in the economic, social and political life of South Africa, he said.

At such a meeting or convention, he hoped there would be real spokesmen for the people... "and leaders that are in exile, banned or like Nelson Mandela."

The black American draftsman of the "Sullivan Principles" of fair employment practices was delivering the Hoernlé Memorial Lecture of the Institute of Race Relations before about 700 people in the Great Hall of Witwatersrand University.

In a foot-stamping fiery speech against "racial injustice" Dr Sullivan also:

- Opposed any further American bank loans to the South African Government or its agencies, saying consideration should be given only to specific projects developed in co-operation with races other than white for their advancement and equality.
- Gave notice that he would support "selective divestments" against American companies which did not co-operate with his principles, failed to comply favourably with them or refused to be monitored.
- Said he would call for US Government action... such as tax penalties and sanctions against such firms.

Hard line ON NEW investments

SULLIVAN
 (S)
 (S)

Third World countries. South Africa provided the setting where they could answer the criticisms with progress.

DESIRE

Dr Sullivan called on the "muted" voices of protest in Europe and elsewhere to be heard again.

There was more desire among some South African companies to improve conditions than among foreigners, he said.

South African companies employing more than 750 000 workers had committed themselves voluntarily to the Sullivan principles.

Dr Sullivan gave credit to his principles for 655 scholarships granted by last April, for the "adoption" of 70 schools, for literacy programmes reaching 40 000 people, for 70 000 hours spent by company teaching staff, for 1 000 professional, supervisory and managerial trainees, and for skills training involving thousands.

Progress was encouraging but much more needed to be done, he said.

VISIT

"I want to see apartheid eliminated from the face of the earth, and the world must help make it happen," Dr Sullivan said.

Describing himself as an "African American," he said the oppression of black people had brought him to South Africa although this meant missing a visit which President Jimmy Carter made to his church this week.

would come when representatives of multinational companies would call on Pretoria for an end to racial discrimination, separate development and the exclusion of blacks from the governmental process.

"For if the businesses of the world and of South Africa speak, the Government will listen."

The principles could crack the wall of separate development, but the wall had to come down.

To those who felt it was too late to eliminate apartheid "unless over millions of dead bodies," he said every effort had to be made to achieve this without a racial war which would engulf the Third World and possibly the entire world.

Free enterprise was on trial in South Africa, Dr Sullivan said.

Free enterprise and multinational companies were regarded as enemies of the people in

"remember Poland!"

● Predicted that he would be "turning the screws more and more" on American companies to implement his principles faster and faster because "the needs of the black people in South Africa today are beyond description."

Dr Sullivan called on "the companies of the world in South Africa" for co-ordinated efforts in line with his principles, with declines and goals... "before the (black) community believes that all this stuff you're doing is just a whole lot of talk."

It would cost the companies "billions of rands" but this would have to be paid if there was to be a peaceful solution to South Africa's racial problems.

The companies also should use their power to persuade the Government to end its racial laws. He hoped the day

● Warned that stronger measures, such as total divestment and ultimately a total embargo on all American exports to and imports from South Africa would be considered — with thousands of black churches rallying to his support.

● Called on black, coloured and Asian South Africans to "use your purchasing power" of R10 000-million a year to break racial barriers and to open jobs.

● Said blacks should elevate their schools and seek equal opportunities for their children at school... "for as long as the enemy can keep you educationally down they'll keep you down always."

● Called on American companies to "recognise any representative registered or unregistered trade union" and to work with such unions to their mutual advantage...

Anger at Sullivan attacks

American companies in South Africa were "mad as hell" today after being attacked twice at big meetings with the Reverend Leon Sullivan yesterday.

This was revealed by one American company spokesman who attended both meetings but declined to be named for fear of further repercussions.

"We agree with what he says, but the reaction is that the companies who have assisted him most in the implementation of the Sullivan Principles of fair employment practice are being hit the hardest," he said.

First Dr Sullivan had lashed into the signatories of his principles at a luncheon, and then he had hit them again at a public speech last night with his opposition to new investment in South Africa.

5/9/80



The Rev Leon Sullivan speaking at Wits last night.

Change or else, warns Sullivan

Post 5/9/80 (570) (2)

By JOE THOLOLO
THE Rev Leon Sullivan yesterday threatened a disinvestment campaign against South Africa if change did not come fast enough.

Delivering the Hoernle Lecture at the University of the Witwatersrand, he defended the labour code he started in 1977 and attacked companies which refused to implement it.

Dr Sullivan, head of the Zion Baptist Church in Philadelphia, said any American company that did not do its part to help alleviate oppression had no moral justification to remain in this country.

"As far as I am concerned they should pack-up — pack-up and get out," Dr Sullivan said.

On his return to the US he would be support-

ing selective disinvestment against American companies which did not co-operate with his principles or which refused to be monitored.

"I will also be calling for strong United States Government action — I will be calling for tax penalties and sanctions if they do not implement these principles.

Embargo

"And if change still does not come fast enough I will consider stronger measures including a return to total disinvestment and ultimately a total embargo on all American imports and exports to and from South Africa."

Dr Sullivan is a guest of the South African Institute of Race Relations.

He also attacked European and Japanese companies which were not

doing anything to bring about change. He said they were major beneficiaries of oppression in South Africa.

He warned that time was running out for South Africa. "Apartheid must come to an end, and I intend to bring it to an end, hopefully by peaceful means."

In an apparent reference to criticism of his code, Dr Sullivan said American companies had to talk to black unions whether they were registered or unregistered.

**Mainstay
Cup
draw
shock**

Sullivan code 'entrenches' apartheid

(57) ~~6/9/80~~

C Heard 6/9/80

THE Sullivan code which American companies in South Africa are supposed to be using to get rid of apartheid in their businesses is 'modernising' rather than eliminating apartheid, according to a book soon to be published. The man who devised the code, the Rev Leon Sullivan, is due in South Africa this week to deliver a lecture on the role of multinational companies in this country.

The book, Decoding Corporate Camouflage: US Business support for Apartheid is being published by researcher Elizabeth Schmidt next month.

Most blacks at US firms were still work in segregated workplaces. Equal work for equal pay is an empty slogan, and the top

jobs are still held by whites and the lowest jobs by blacks, she says.

She criticises the Sullivan code as a 'firmly camouflaged' to disguise the collaboration of US businesses with apartheid. It has divided rather than united blacks here, she says, and perpetuated apartheid.

The six principles of the code are:

- Non-segregation of the races in all eating, comfort and work facilities;
- Equal and fair employment practices for all employees;
- Equal pay for all employees doing equal work for the same period of time;
- Training programmes to prepare substantial numbers of blacks for

supervisory, administrative, clerical and technical jobs:

- Increasing the number of blacks in management and supervisory positions;
- Improving the quality of employees: lives outside the work place.

According to the October report-back by the signatories to the principles, 75 percent of the 244 businesses claim their facilities are now 'common'.

But this, says Ms Schmidt, is misleading. While most companies may no longer post race signs, 71 percent of blacks still work in segregated workplaces.

This is not because they are black, but because

they perform the most menial or semi-skilled jobs.

Lunch rooms, toilets locker-rooms that were previously reserved for white workers are set aside for salaried staff.

According to the report-back, 76 percent of the workers in the lowest job category are black and two percent are white. 99 percent of the workers employed in the top job category are white, one percent is black.

Two-and-a-half years after the introduction of the principles, half of the businesses that reported back had no blacks in managerial or supervisory positions.

As late as October 1979 only one company had

signed a contract with a trade union.

Ms Schmidt is highly critical of the system set up by Sullivan to keep an eye on the implementation of the principles in South Africa.

The costs of checking on the progress of implementation of the Sullivan Code are met by the Edna McConnell Clark Foundation — which has R65-million worth of its own business in South Africa.

The firm which writes the progress reports, Arthur D Little Company, also has little of which to be proud.

For more than a decade the firm has had links with the Space Research Corporation, the company

whose top officials this month pleaded guilty to shipping 33 000 howitzer shells and a number of howitzer parts to South Africa.

Ms Schmidt also criticises the grading system used to chart a firm's progress in implementing the principles.

The computer company Control Data, where in June 1979 only 14 of 270 employees were black, was considered to be making good progress although there were ten categories of work in the company, all of the blacks were employed in the bottom three.

No blacks were being trained for the top categories and nearly 73 percent of all white workers

outranked the senior black employee.

Many of the signatories appear to be directly proping up South Africa's State apparatus.

Motorola Corporation has hotly defended its South African activities, which included the sale of two-way radios to the South African Police.

General Motors, Sullivan's Own Company, comes under fire for its contingency plan to be implemented in the event of civil unrest.

The company agreed in the plan to co-operate fully with the South African authorities and to encourage its employees to join a local civil defence unit.

Sullivan 'has only started'

STAGE DL9180 (53)

Political Reporter
American civil rights leader, Dr Leon Sullivan, is returning home with plans for more rigorous monitoring of the activities of American companies in South Africa.

Dr Sullivan, author of the Sullivan Code for American companies, said at a Press conference at Jan Smuts Airport last night he hoped to have a

monitoring system in which blacks would have a voice.

He hoped to get the co-operation of a South African body in the monitoring process.

Dr Sullivan placed emphasis on black workers getting a better deal, rather than just an elite few.

He believed that his code had been an impor-

tant force for change.

In Port Elizabeth, the Minister of Foreign Affairs, Mr Pik Botha, faced a barrage of interjections and questions from Herstigte Nasionale Party supporters when he spoke in Port Elizabeth last night.

Mr Botha "guaranteed" the audience that he would "do something" about the appearance of the Rev Leon Sullivan on

television.

"In any case, I will make sure he answers me before he goes home" on how many African countries are implementing this Sullivan code," Mr Botha said.

Mr Botha accused the HNP of sowing suspicion and confusion and of helping South Africa's enemies "just like the PFP."

SUNDAY POST, September 7, 1980

Capeworkers hit at Sullivan visit

MR GOVERNMENT Zini, chairman of the Ford Workers Committee, has slammed the visit to South Africa of the Rev Leon Sullivan.

Mr Zini said in statement that if Mr Sullivan's 10 principles were aimed at 'management' and 'higher class society' they were not needed.

Ford and General Motors, with headquarters in Fort Elizabeth, are both signatories to the Sullivan Code of Principles which seeks to compel American firms operating in South Africa to move away from discrimination in the workplace.

Mr Zini revealed at a meeting attended by 10 000 Ford workers at the Holy Spirit Hall in Kwazakhele that the management had at last agreed to "reduce human

suffering experienced by black workers over lasting the 1970 year-end bonus."

"Each individual will be compensated for the amount lost, but it will not be classified as a bonus," he said.

The workers expressed their disappointment that Mr Sullivan had failed to visit the most troublesome industrial areas. "As a director of General Motors he could at least have paid a visit to know what is taking place there," said one.

Workers said the Sullivan Principles were an expression of oppression by

where he had planted his principles, we are left grieving.

"What did he come here for?" he asked. "To listen to one side of the story away from us — or were we being deliberately avoided?"

He asked whether the Sullivan Principles were just a front to label the American firms with a good name. He said the principles were viewed by the blacks as a cosmetic exercise in perpetrating apartheid.

The workers said the Sullivan Principles were a complete "fate" and

it would not be long before the South African black man rejected the entire concept and demanded that the "package" be returned to America.

The workers said Mr Sullivan's failure to meet the committees and talk with shop floor workers served only to confirm the suspicion that he was aware of the irrelevance of his principles.

At his first GM board meeting Mr Sullivan challenged the company to withdraw its business from South Africa.

He declared that American business could not morally function in a 'country that so blatantly and ruthlessly maintains such dehumanising practices against such large numbers of its people.'

Within four years, however, Mr Sullivan had changed his mind.

By
VICTOR MPOFU

American firms operating in South Africa.

Mr Zini also revealed that workers at the Cortez plant had been boycotting the cartoon since July in an effort to get management to pay out the 1970 bonuses.

In a statement this week Mr Zini told SUN. DAY POST: "We outwardly attack Mr Sullivan's visit. His visit might have been for a good cause but because he did not reach the so-called trouble spot

End separate development Rev Sullivan

HOMELANDS and separate development must be ended, said Reverend Leon Sullivan, architect of the code of conduct for American companies operating in South Africa, minutes before he flew home on Friday evening.

Reverend Sullivan had been in South Africa for four days as the guest of the South African Institute of Race Relations. He delivered the annual Hoernle Memorial Lecture this week in which he dealt with the role of multinational companies in South Africa.

Said the towering black American civil rights activist: "American companies must do more. They must reach their two million black workers here and upgrade them."

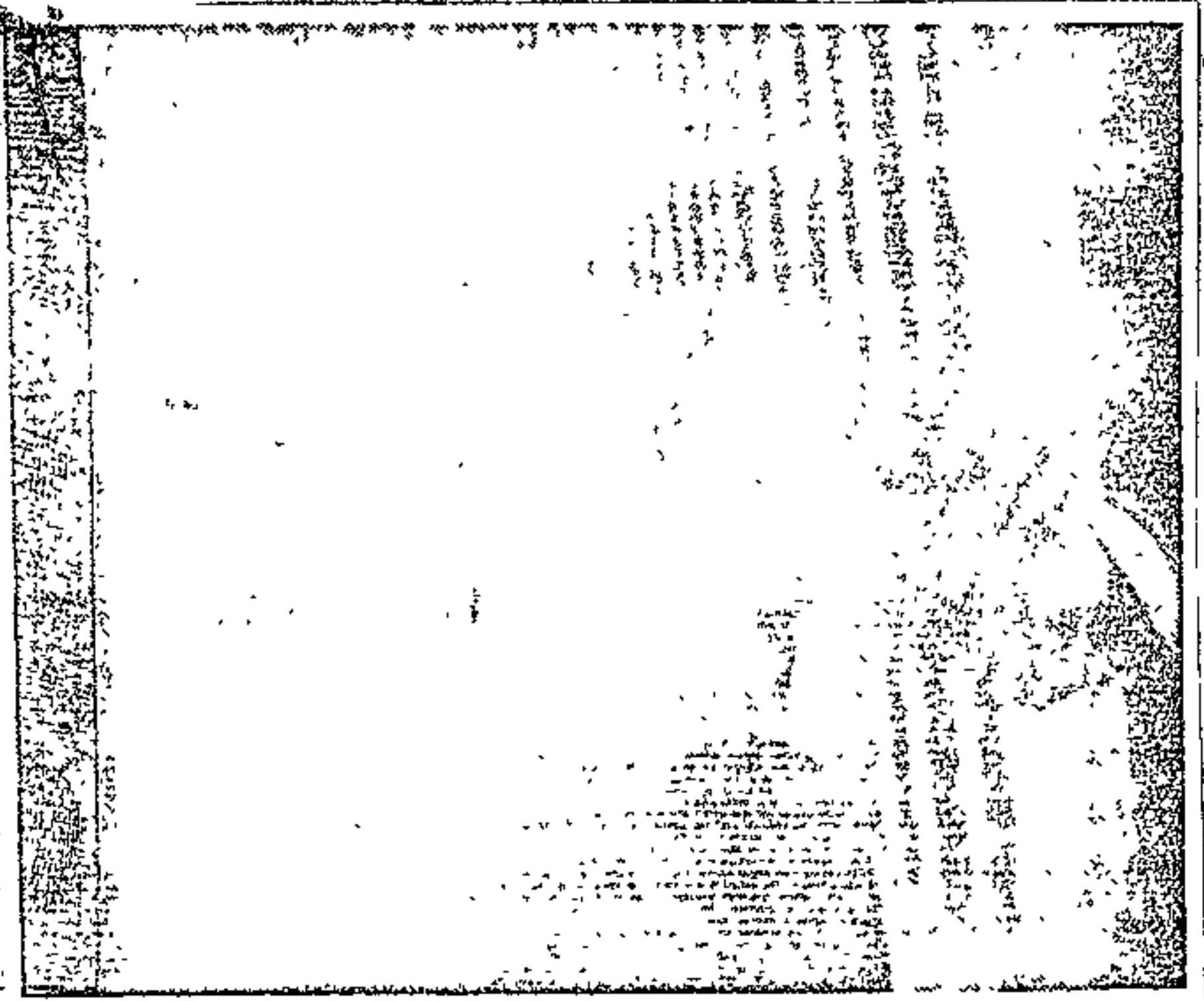
He warned he would seek the support of the American government in a call for sanctions against South Africa.

"American companies must be instruments of change," he said. "Struc-

By
Z B MOLEFE

tural discrimination in this country must be ended. Separate development must be ended. It means the homelands must be ended. That means there must be structural change in this country. There must be a crack in the wall."

What did he think of Elizabeth Schmidt's book, *Decoding Corporate Camouflage: US Business Support for Apartheid*,



Reverend Leon Sullivan . . . believes he's pointing the way.

Pic by Mac Mogerosi.

7/1/60
in which she charges that the Sullivan reforms have helped divide rather than unite South Africa's black people and have helped to modernise apartheid instead of eliminating it?

Retorted the American: "Well, I understand what she is talkin about. But she is talking about. But years ago.

"Two years ago little was being done. I have developed something and am still developing it. I

have to strengthen it. And I'm still going to have criticism. I'm not bitter."

He was determined to push America companies to upgrade blacks. "They must demonstrate the spirit of the code of principles I have no illusions. The companies can be a catalyst for change. But I'm still not satisfied. They must do more."

Rev Sullivan criticised for bolstering the system

8/7/80 POST 57

THE table-thumping Baptist preacher, the Rev Leon Sullivan, blew in and out of the country last week — ruffling black and white feathers alike.

When the author of the fair labour practice code, the Sullivan Principles, left on Friday afternoon he told a Press conference that "a number of companies are quite disturbed by my tough line".

But a number of the blacks he met, in the four days he was here, felt that what they had been telling him — that the Principles were merely giving credibility

to oppression — had gone in the one ear and out the other.

Dr Sullivan, pastor of the Zion Baptist Church in Johannesburg, who is on the board of General Motors, one of the signatory companies, was here at the invitation of the Institute of Race Relations to deliver the Hoernle Memorial Lecture.

On his arrival last Tuesday, Dr Sullivan said he had come to "listen". Most of the time he spent on the 10th floor of the luxurious Carlton Hotel, with security guards around him.

A tall and imposing light-complexioned figure, he talks gently, with only a few spirited moments.

The impression he gave was that he had not anticipated the criticism that greeted his arrival here. He is a gentle Christian. He understands why people are disillusioned with the Principles, but they do not understand that the Principles are still evolving. He struggled to get the first 12 companies to sign. There are now 140 signatories. He is tightening the Principles as he goes along, depending on feedback.

It was a different Dr Sullivan who gave the lecture at the Great Hall of the University of the Witwatersrand on Thursday night. He was foaming at the mouth, as he denounced oppression and apartheid. He threatened a disinvestment campaign against South Africa if change did not come

By JOE THOLOE

fast enough. He threatened tough action against American companies that did not implement his principles.

His faith in the Sullivan Principles is unshaken. The only problem is that they are not being implemented.

He said before his return to the US: "I am encouraged, but far from satisfied."

There were very few blacks to hear him at Wits — most of them faces that are a must on such occasions. White South Africa was not very enthusiastic either: there were many empty seats in the Great Hall.

Before he left, POST asked the Rev Sullivan some questions:

POST: Do you think that there would not have been the changes that you enumerated yesterday if you had not come up with the Principles? I want to believe that because of the shortage of white workers, because of certain economic pressures, those changes would have taken place anyway.

Dr Sullivan: I actually believe had there not been the Principles, you would not have had one fifth of the movement that exists in the companies now. I think the Principles were the main push that got companies to begin to do these things.

It happened because there was a push behind in America on these companies — it's either you do that or stock is going to be taken away . . . It was done because of economic reasons.

And I say not one fifth, and I am sorry to have to say this as Sullivan not one fifth had it not been for the initiation of the Principles.

POST: I see some contradictions in your posi-

tion — a scheme like "Adopt A School" for instance, where you adopt a Bantu Education school. In other words, helping the system. Is that not a contradiction?

Sullivan: The educational level was so low in the communities that I thought the business in those areas should do something at least in books, in some sort of educational assistance while the effort was being made towards equality of education in this country.

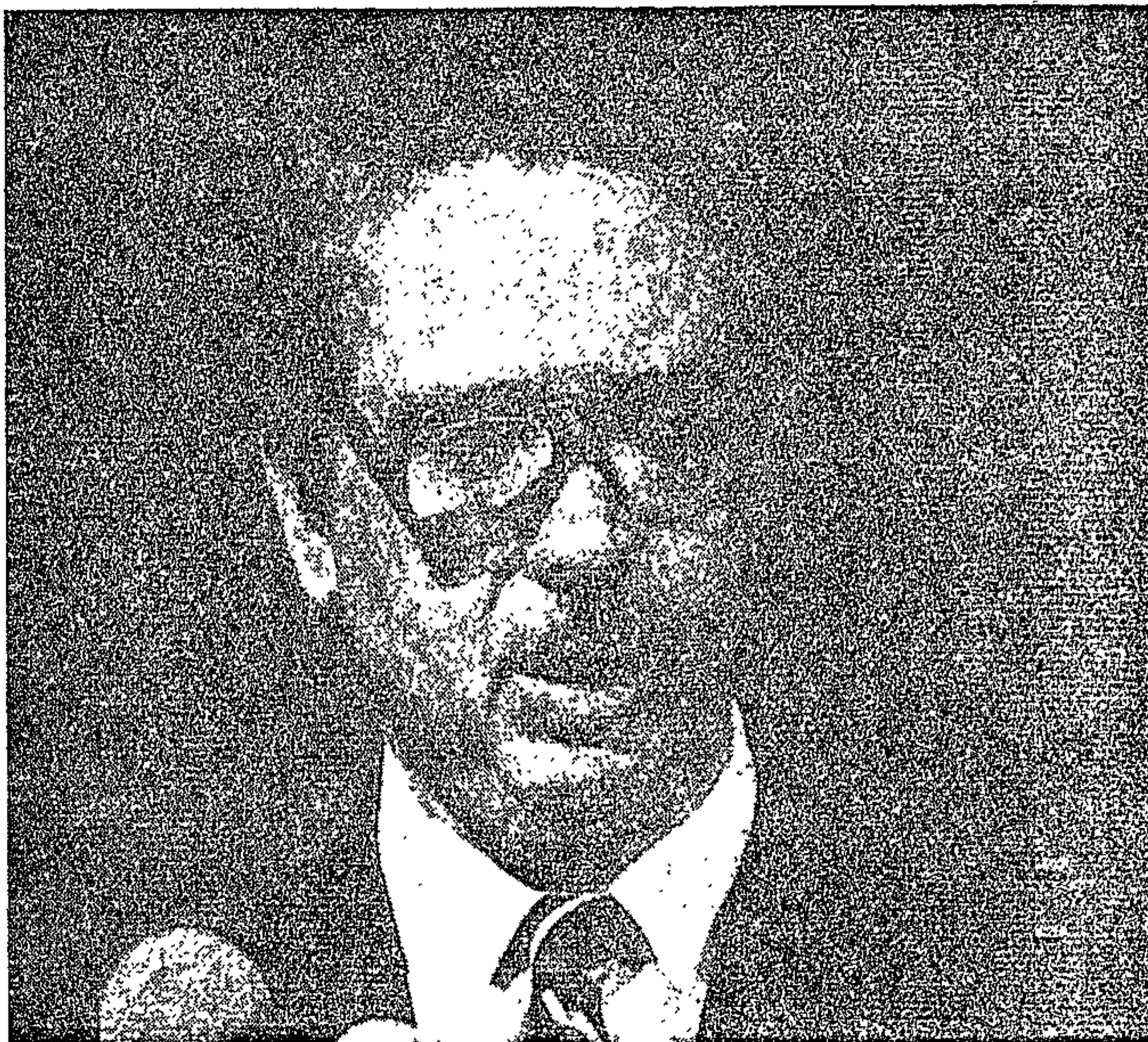
Q: But we see it as a bolstering of the system.

A: I should hope not. I see it as an interim effort, while the effort is made for the full integration of the schools.

I have been searching and I want more blacks on the task force so they can give me an interpretation and the value of the programme.

Q: Under what circumstances would you abandon the Principles for something stronger?

A: That is a possibility.



Dr Sullivan . . . giving the Hoernle Memorial Lecture at the University of the Witwatersrand last Thursday.

When the American companies are not to my satisfaction and to the satisfaction of the people measuring and monitoring them begin implementing the principles.



The Rev Leon Sullivan, centre, with leader of the Soweto Committee of Ten, Dr Nthato Motlana, and trade unionist Mrs Emma Mashinini.



Joe Thlooe

British firm accused of race bar

By STEVEN FRIEDMAN
Labour Reporter

CONTROVERSY could face a well-known British firm after a black worker claimed this week that the company had refused him a job because he is black.

But a spokesman for the company, Boots Pharmaceuticals, which is a household name in Britain and other parts of the world, said that it was company policy to hire workers on merit only.

Like all British companies operating in South Africa, Boots are expected by the British Government to adhere to the European Economic Community's code of labour conduct, which commits companies to eliminate race discrimination in their plants.

The allegations have been referred to a black trade union, the SA Chemical Workers' Union, and may focus new attention on labour codes. The codes have been subject to strong criticism by black trade unions, who complain that companies are not forced to abide by them.

This week, Mr Magoleng Selepe claimed that he had been told by the company's Isando warehouse manager that he could not apply for a job as an assistant warehouse manager because he is black.

Mr Selepe says he applied for the job after reading an advertisement in the Press which did not say that the job was open to some race groups only.

He is a matriculant who says he has four years' experience in similar types of work.

"I was referred to the warehouse manager by the company's Isando factory manager. The warehouse manager told me this particular job was not open to black people and I could therefore not apply," Mr Selepe said.

A spokesman for Boots said that he would be "surprised" if the warehouse manager had said that the job was not open to blacks.

"I suspect the allegation is unfounded. But if he did say this, I would take strong action against him," the spokesman said.

He said that Boots, as a British company, was compelled to stipulate in its advertisements that all jobs at the company were available to South Africans, regardless of race or sex.

It was therefore company policy to hire workers on merit only and if a member of Boots management had indicated that blacks were not eligible, he was contravening this policy.

He confirmed that the job had not yet been filled, but said that had nothing to do with racial stipulations.

"The job we are advertising requires a highly qualified man and there is a shortage of good staff at present. We simply haven't been able to find someone with the right qualifications," he said.

Sullivan set to beef up code for firms

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11/9/80

By STEVEN FRIEDMAN
Labour Reporter

DR LEON Sullivan's labour code for United States companies operating in South Africa will be toughened next year by increasing minimum wage stipulations for black workers and by stricter measures to ensure firms desegregate facilities.

Another new and controversial stipulation for companies under the code is that they must join the National African Federated Chamber of Commerce as associate members. Nafcoc is the spokesman for black businessmen.

This emerges from a questionnaire circulated to US companies who have signed the code. The Rand Daily Mail has a copy of the questionnaire.

It is, however, likely to disappoint black trade unions, because its instructions to signatories about black unionism are still ambiguous.

But it was drawn up shortly before Dr Sullivan's recent trip to South Africa and informed sources say he has hardened his support for unregistered black unions since the visit.

Dr Sullivan warned last week that firms which did not sign his code or did not adhere to it could face demands in the US that they withdraw from South Africa.

According to the document, companies who do not comply with the new stipulations will be told they "need to become more active", which could increase pressure on them.

Another feature of the document is that it emphasises that companies are obliged to make their rating under the code known to their black workers and to review its implementation with representative black workers.

On the trade union issue, employers are asked whether they are prepared to recognise an unregistered black trade union, thus implying that this is demanded by the code.

However, a guide to the questionnaire says companies are merely required to indicate their workers' right to "form or belong to" a union.

This could open the way for companies to claim that they are abiding by the code if they do not stop workers joining a union, but nevertheless refuse to recognise it.

Dr Sullivan emphasised during his visit, however, that signatory companies must recognise representative unions, whether or not they are registered.

According to the document, Dr Sullivan plans to add a new stipulation next year that companies must pay their lowest paid workers a set percentage

— "say 30%" — above the various poverty datum lines for black workers.

Up to now companies have only been asked to pay "above" these levels and no amount has been specified. Laying down a set amount will prevent signatories from paying only slightly more than the minimum level.

Dr Sullivan will also demand "complete desegregation" of facilities. Although the code demands desegregation, Dr Sullivan apparently believes that some firms are "formally" desegregating their plants, but not doing so in reality.

The demand that companies join Nafcoc is seen as part of an attempt by Dr Sullivan to encourage them to assist the development of black business. By becoming associate members of Nafcoc, companies could presumably provide the organisation with finance and resources.

The document asks companies whether they have assisted any Nafcoc endeavours in the last year, or have supported the development of black, coloured or Asian business.

A black business source said yesterday that Nafcoc's constitution did allow non-black businesses to join as associate members and added that a number of white companies had already joined the organisation in this way.

LEON SULLIVAN

FM 12/9/80 (57)

From the pulpit

The Rev Leon Sullivan was in SA last week to deliver the Hoernle Memorial lecture. As the author of the Sullivan Principles, setting out labour guidelines for multinationals operating here, Sullivan's performance was keenly anticipated and assessed. Many found him bombastic and ambiguous. For the radicals his codes are "camouflage." For businessmen, many of whom do not need outside advice on how to run their affairs, he was often an "embarrassment."

Before his departure, the FM sought some clarification.

FM: How, practically, can you ensure the implementation of your codes?

Sullivan: I can bring pressure to bear on signatories in the US because I have a very close relationship with the black church in America. Although I may not have the power of government, I am building up the support of the people.

Are representative black American bodies — such as the National Association for the Advancement of Coloured People — aware of, and satisfied with your codes?

There is a split among the groups. A number are concerned about the codes because they feel they aren't strong enough.

Can the codes initiate the changes needed in SA labour relations?

They can do a limited amount. They can help, certainly, to eliminate segregation in the work place, factories and

businesses and they can act as a catalyst for change — as they have done. But as long as apartheid is still legal, the codes can only go so far.

What are the chances of the US introducing legislation to ensure subsidiaries adhere to the codes?

The introduction of legislation is a definite possibility. I cannot say when this could happen but I do and will continue to encourage it.

What form could any penalties take?

I will continue to encourage divestment and disinvestment from those companies who refuse to become signatories and those who fail to implement the codes. I do not encourage new investment and I will oppose bank loans to this country unless there are signs of change.

Will this affect your position on General Motor's board of directors?

I have no idea. I have no idea. Are you satisfied with developments to date?

I'm encouraged, but far from satisfied. Companies have to demonstrate that they are committed to change and mean business before I will be completely happy with developments.

Would you consider withdrawing the principles?

I will consider anything at any time. Yes, it is a possibility — if US companies do not begin implementation to my satisfaction, I will consider withdrawing the codes.

Do the codes represent unnecessary interference in SA's internal affairs?

If this criticism is being levelled at me I would consider it a compliment. In dealing with organised black workers, does the issue of whether the unions are registered or not play a part?

No. Companies must deal with organisations — registered or non-registered — which are representative of the workforce. I hope things will change where this is not happening at present.

What monitoring procedures do you intend introducing to ensure tighter control on subsidiaries?

I'm hoping companies will voluntarily permit themselves to be monitored by groups with which they are willing to co-operate. These will be either American or SA monitors. I hope this will happen in the next few months.

I also feel very strongly that blacks themselves must be able to influence the assessments.

Equal pay call to Railways

Labour Editor

DURBAN — The Railways' 22,500-strong Artisan Staff Association has called on the Railways to introduce "equal pay for work of equal value."

It would cost R200-million to close the racial wage gap immediately.

That was why his union had given the Railways five years to close the gap. Mr Jimmy Zurich, president of the ASA, said in an interview yesterday.

He said this decision, changing the ASA's past policy, had been taken at the ASA's last congress but had not been announced before.

The decision was in line with the labour changes in South Africa.

"We see the rate for the job (equal pay) as protection for whites and blacks alike," Mr Zurich said.

But the "exploitation of black workers was our primary concern," he added.

Another ASA congress decision not yet published was to look at the possibility of applying for membership of the multiracial Trade Union Council of South Africa, Mr Zurich said.

Both Mr Zurich and the ASA's general secretary, Mr Wallie Grobler, are observers at TUCSA's annual conference here.

Another Railway union leader at the conference is Mr Piet Roodt, general secretary of the 9,200-strong Footplate Staff Association.

"The question of joining TUCSA will be considered by the union's executive at a later stage," Mr Roodt said.

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Tucsa backs fund for education

By Sieg Hannig
Labour Editor

DURBAN — An all-out campaign to raise money and spend it on improved education for the disadvantaged should start now, the Trade Union Council of South Africa has been told.

Such a campaign could convince school boycotters that society had their interests at heart, Mr Robbie Botha, a new vice-president of Tucsa told the annual conference.

He moved a resolution expressing concern at the

slow rate at which blacks became apprentices. The resolution blamed black educational qualifications, among other things, saying they were deemed inadequate. The conference adopted the resolution unanimously.

Mr Botha warned that it might take some time before any real inflow of blacks into skilled trades became apparent.

Mr Botha blamed this on overcrowded schools and other educational shortcomings, as well as

the disadvantages of a poverty environment which left blacks unprepared for industry.

Mr Ike van der Walt of the SA Boilermakers' Society, said everything possible should be done to integrate blacks in industry but a future also had to be ensured for them.

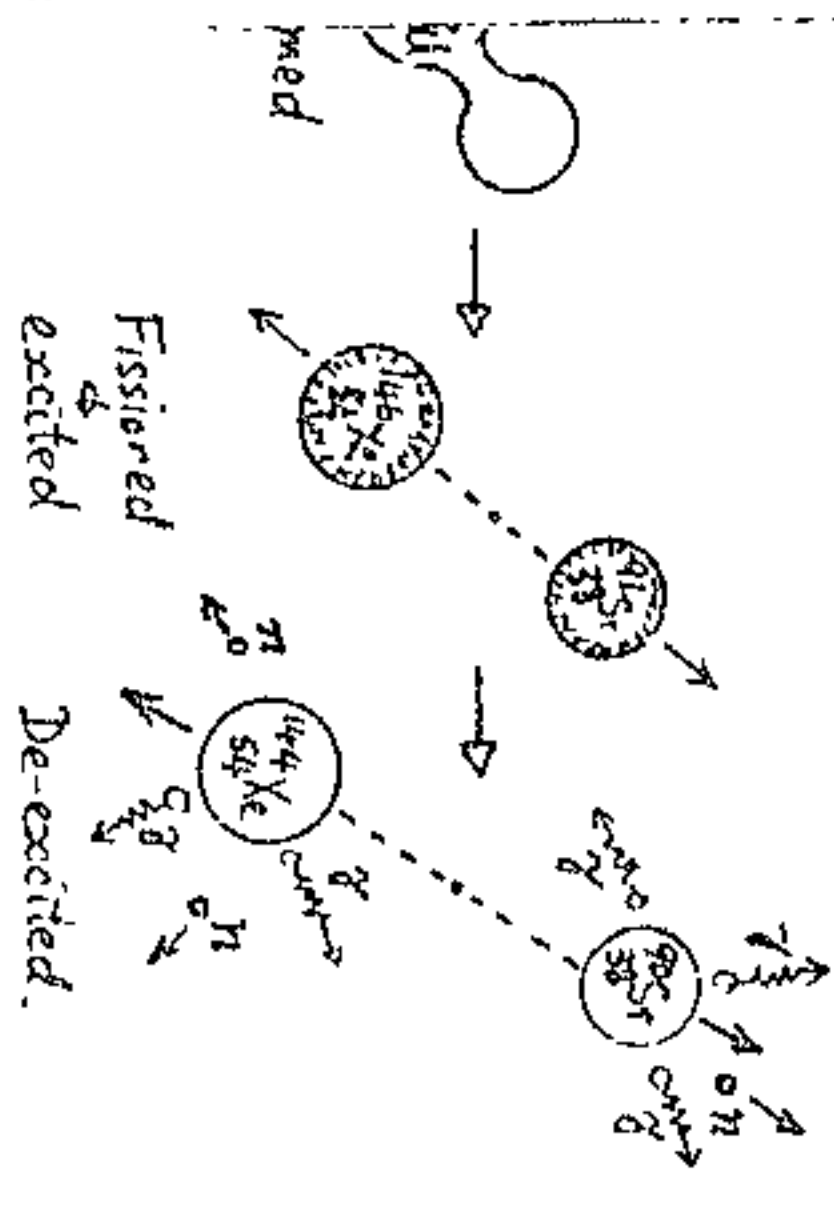
Mr van der Walt also warned against attempts to promote cheap labour through separate training for black apprentices.

Equal rights for women in the work place will be gained only through col-

lective action by men and women in the trade unions, said Mrs Fav Mandy, an executive committee member of Tucsa.

She told the conference that both the Wage Act and the Industrial Conciliation Act said discrimination could be applied in wages and types of work given to women.

The conference unanimously passed a motion calling upon the Government to remove all provisions discriminating unfavourably against women.



into medium nuclei or if we split into medium nuclei our final energy will be a further release there will be a further release of energy as the products. In order to produce energy the nuclear fuel must have sufficient energy to overcome the Coulomb repulsion, so as to reduce the range of the nuclear force. Some very heavy nuclei and is thus cases. It may also be induced as by bombarding a heavy nucleus such as the product nuclei (fission) of A values, average $A \approx 117$, are usually unstable in their fission. Two or three neutrons are usually released in their fission process and these are important in the fission chain reactions. Each fission (~ 200 MeV) appears as fission fragments.

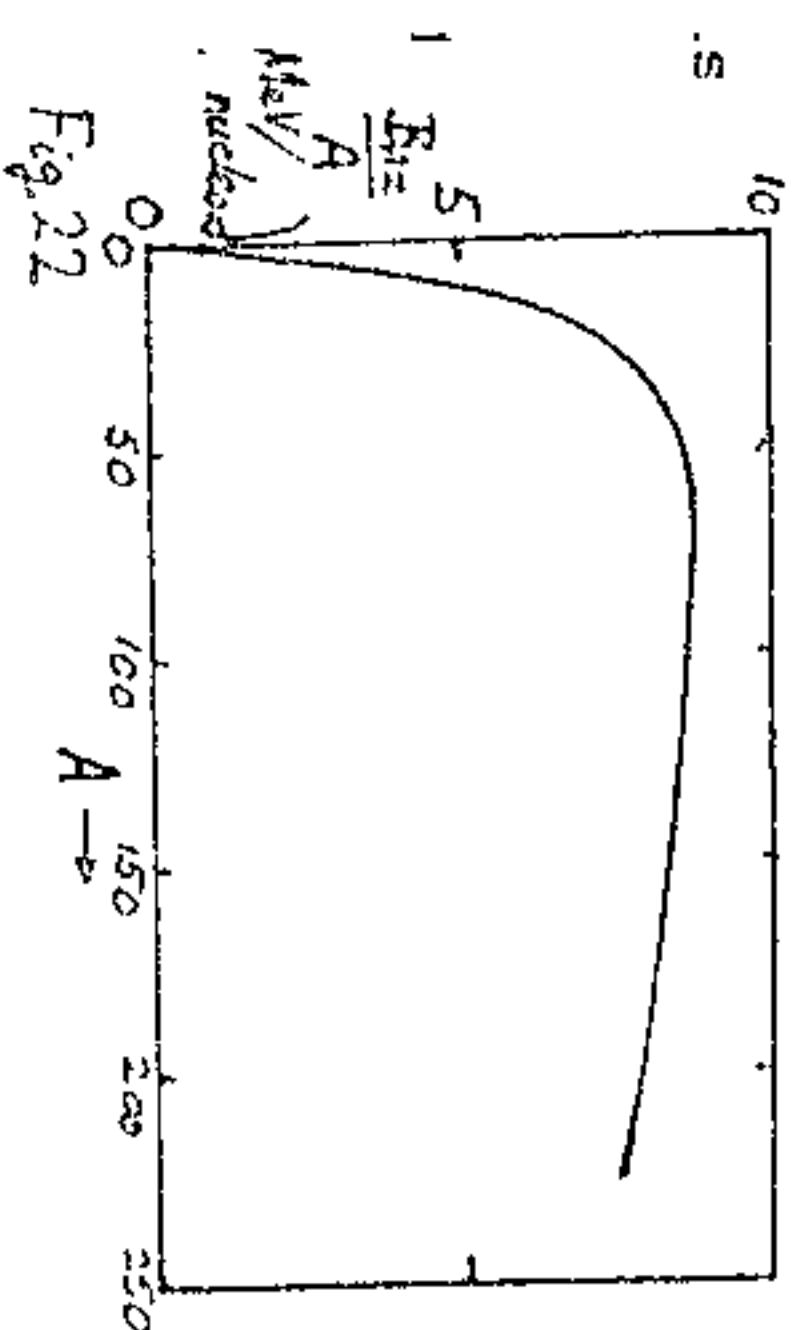


Fig. 22. Binding energy B/A increases to show the rate of increase

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Interactions and Measurements of Nuclear Radiations

We consider only radiations (particles) having kinetic energies in the energy range (between 0.1 MeV and a few $\times 10$ MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose.

Interaction of radiation with matter

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, p, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which can be viewed as a series of collisions between the incident particle (e, p or α) and the electrons of the absorber atoms. The particle loses kinetic energy in these processes and it will carry on losing energy until it is brought to rest (assuming that the absorbing medium is thick enough to completely stop the particle). The distance (thickness) required to bring the particle to rest is called the range of that particle (in that particular medium) at that particular incident energy.

The range of the particle therefore depends on the rate at which it loses energy along its path of travel, that is on the energy loss per unit distance ($-dE/dx$) along this path. The energy loss ($-dE/dx$) depends on the density of the medium and the charge and the velocity of the particle. It is higher for a higher charge or a lower velocity. If we compare alphas and protons at the same energy, for example, the alphas have a higher charge and (owing to their larger mass) a lower velocity. Therefore, in a given medium, ($-dE/dx$) is larger for alphas than for protons of the same energy and the alpha range is less than the proton range for the same incident energy (see tables below and fig. 24(a)). Furthermore, for either particle, the velocity decreases, and hence ($-dE/dx$)

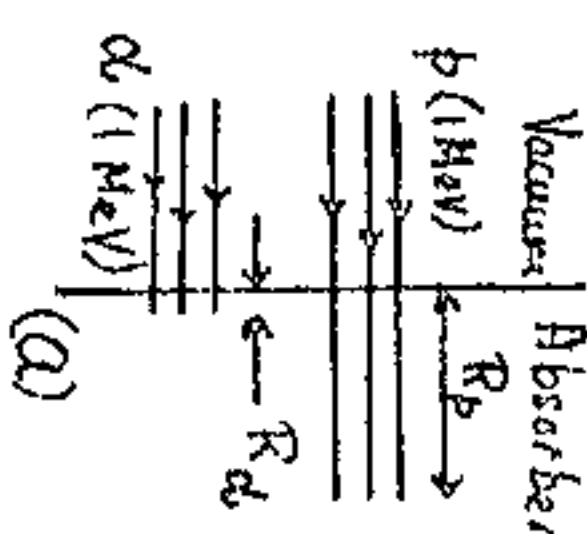


Fig. 24

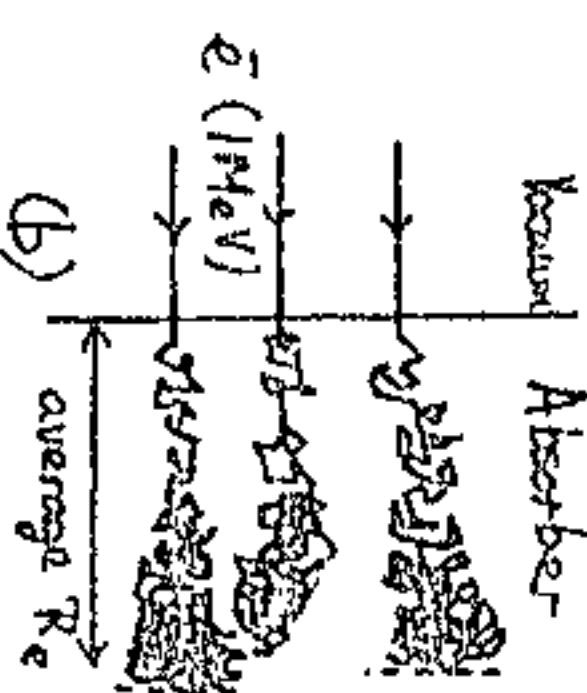
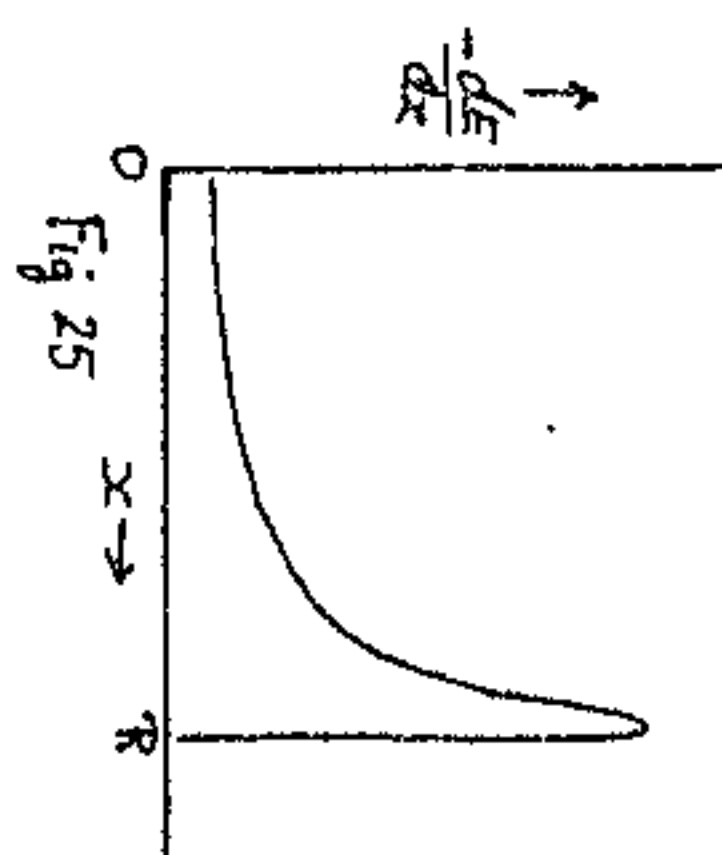


Fig. 25



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Non-discrimination in the work place — it's no easy job for SA companies

Questionnaires can cause extra problems

FIVE OF the biggest industrial and commercial concerns operating in South Africa have supplied the Cape Times with a comprehensive analysis of their progress in implementing non-discriminatory policies and practices throughout their fields of activity.

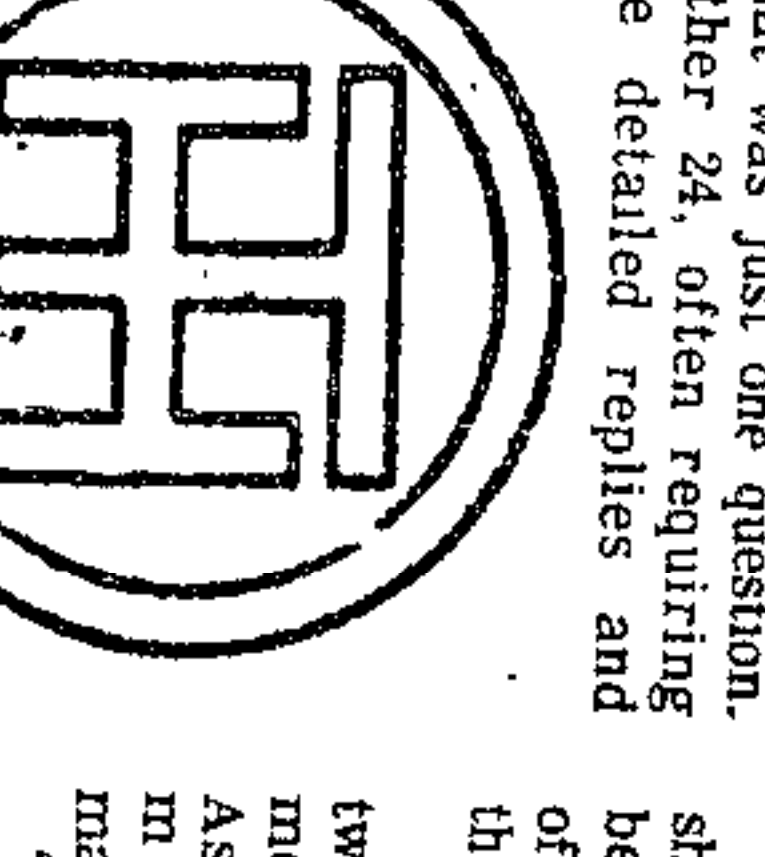
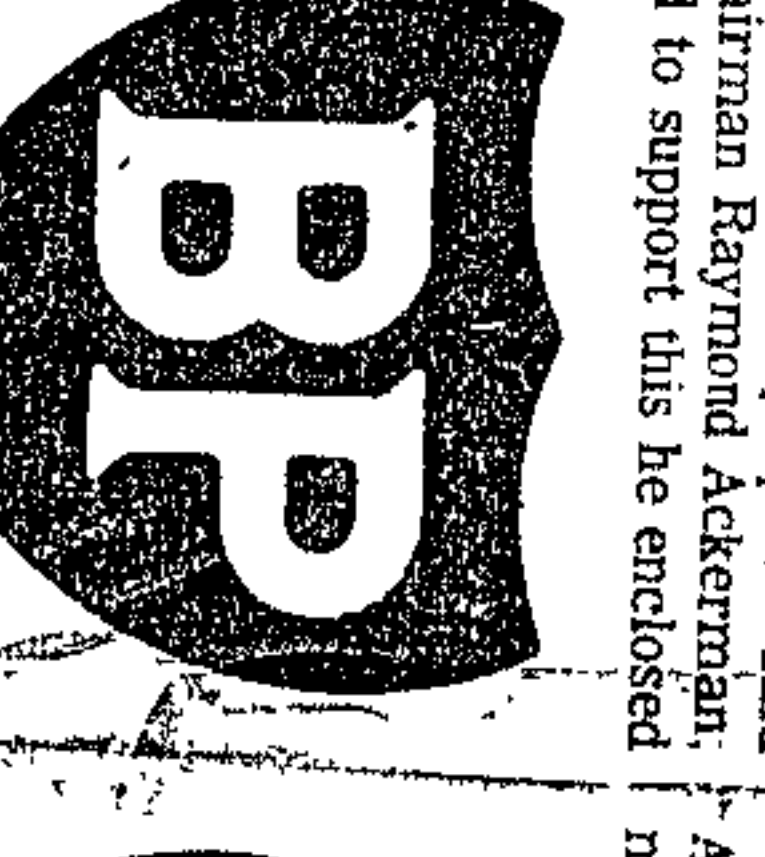
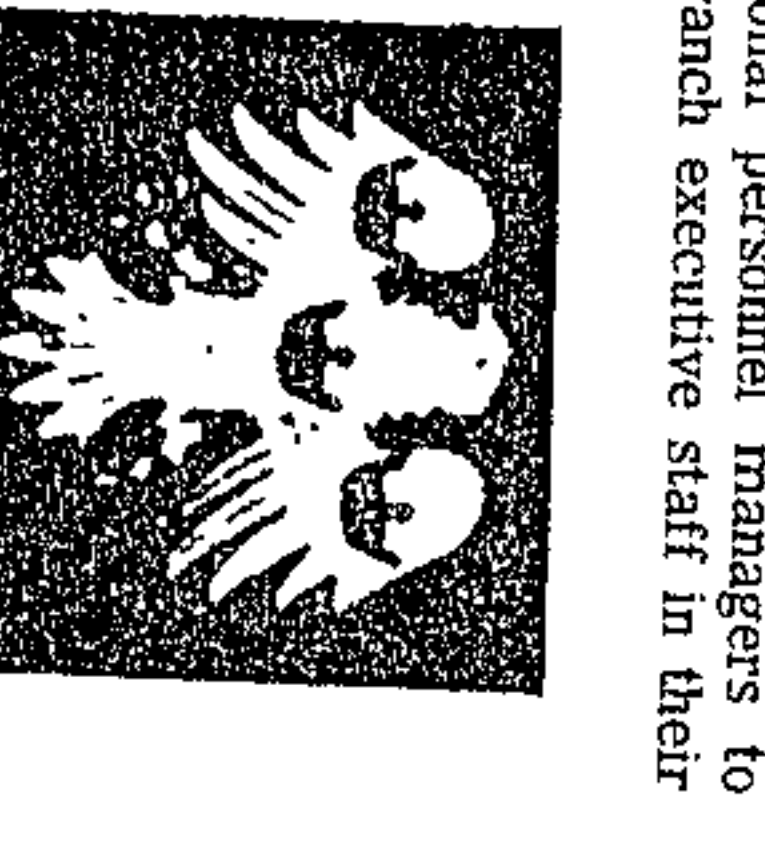
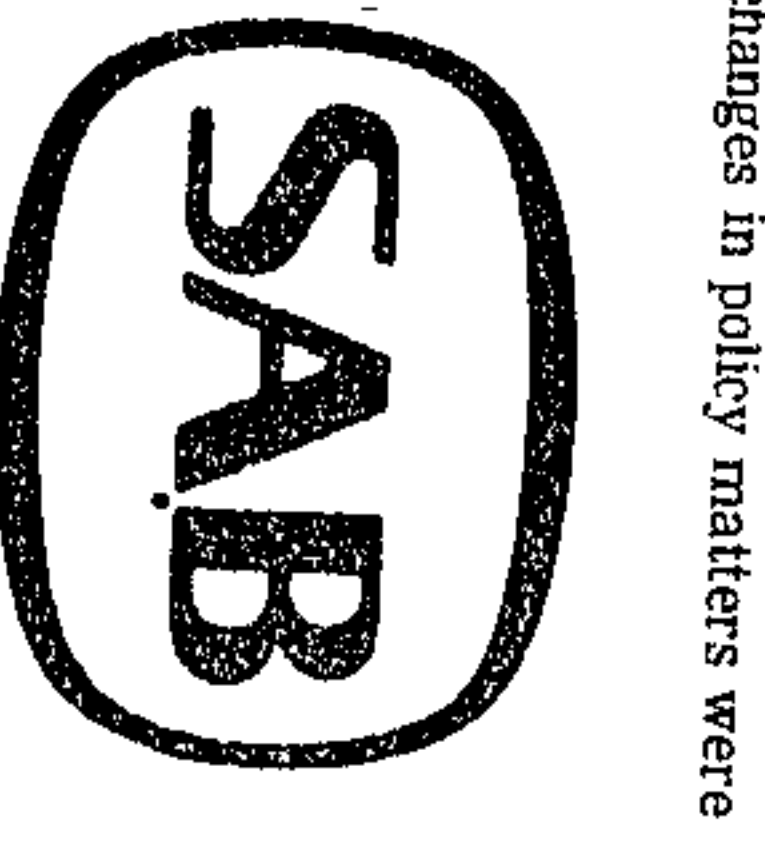
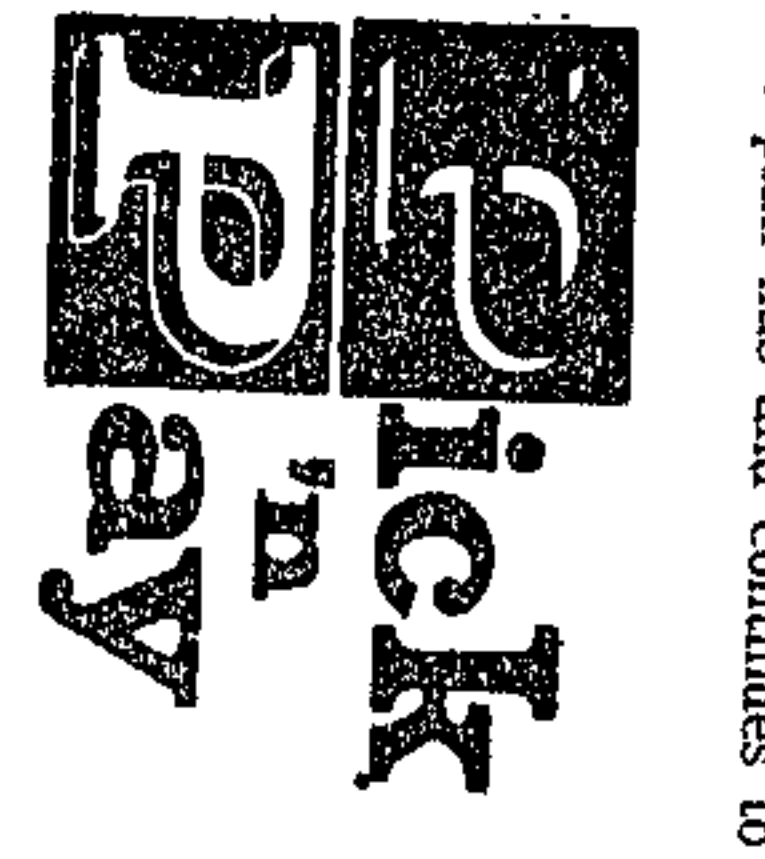
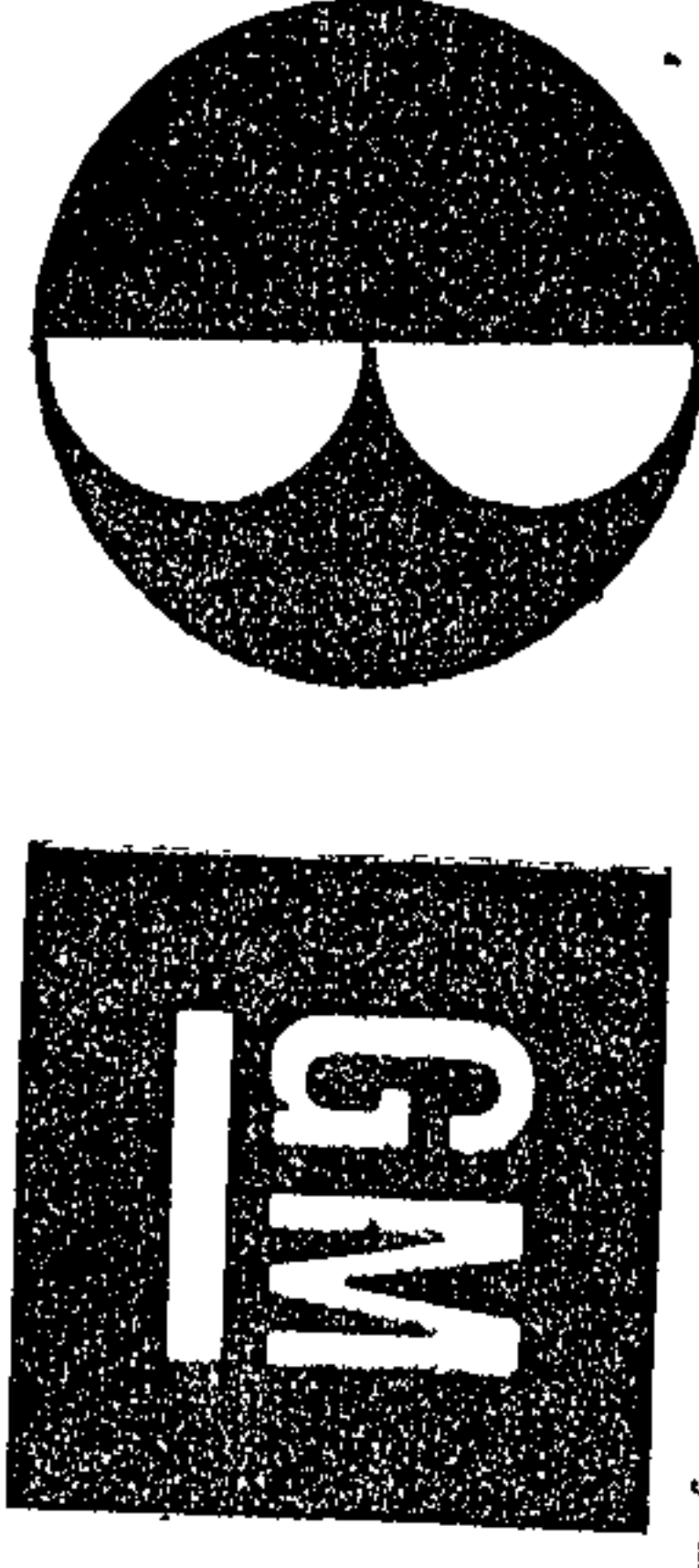
All endorse the fair employment principles set forth in the US Export-Import Bank act, which in essence demands compliance with non-segregation of races in all work facilities; equal and fair employment for all employees; equal pay for equal work; training programmes to prepare blacks for supervisory, administrative, clerical and technical jobs; increasing the number of blacks in management and supervisory positions; willingness to engage in collective bargaining with labour unions; and improving the quality of life for employees in housing, transportation, schooling, recreation and health facilities.

responded it had never formally endorsed the principles "for the simple reason that for very many years it has been company policy to apply them in practice. By the same token no formal communication of the endorsements was required — the policy is very well known to all personnel."

Referring to black promotion to management and supervisory positions it said this was subject to the strict proviso of merit. Historical legal restrictions on the admission of blacks to registered trade unions were a problem and attempts were now "underway to have blacks admitted to membership of unions representing their white and coloured colleagues, or where this is technically impossible to registered black unions".

The companies responded as follows to the detailed information requested in the questionnaire:

- How has this endorsement of fair employment principles been communicated to all your personnel?



THE SOUTH AFRICAN business community is probably the most closely monitored on earth with three major codes, two of them originating from abroad, regulating company employment practices. In an attempt to evaluate some of the consequences of this scrutiny and how firms react to it, the Cape Times Industrial Reporter, **Gordon Kling**, has undertaken a survey of key firms representing a cross-section of commerce and industry in the Republic. The survey is based on a questionnaire compiled by the US State Department. This questionnaire must be completed by purchasers in South Africa wishing to make use of valuable benefits available from the \$5-billion worth of US Export-Import Bank assistance approved by the American Senate for fiscal 1980. It is an appropriate vehicle, illustrating the onerous red tape encountered by the carefully watched community and the discouraging consequences: no successful applications have yet been processed.

Barclays, for example, answered that it has "a manpower plan which has been circulated to regional managers throughout the country who are in turn responsible for the implementation of the strategy set out in the plan. The plan has and continues to be communicated at presentations to executive staff responsible for executing relevant strategies."

The staff manual, readily available to each member of staff, detailed formal personnel policies. Staff circulars were set to all staff whenever changes in policy matters were introduced. The internal house journal regularly published articles on these matters and the managing director's review and photographic features in the bank's annual financial statements also reported on these matters. There was also "verbal communication by regional personnel managers to branch executive staff in their areas".

Pick 'n Pay said it had about 20 people in its personnel department which carried the task of communicating company policy to its employees. "The department is very involved in the welfare and development of people," said chairman Raymond Ackerman, and to support this he enclosed a copy of the 1980 annual report, a "Welcome to Pick 'n Pay" booklet, a 1980 special report and a photostatic copy of a staff vacancy advertisement with the equal opportunity logo.

BP replied that it got the message across through publication of our social reports; at induction and orientation programmes; at "Know your BP courses"; subscribing to the principles contained in the EEC code of conduct; publication of BP personnel and industrial relations policies in local newspapers; handbooks relative to working conditions and benefits; company personnel policy manuals and through consultative committees.

Ford had posted copies of the Sullivan principles on notice boards and had discussed their implications with management, supervisors, employees and representatives of the black, coloured and white unions.

That was just one question. Another 24, often requiring more detailed replies and considerable research follow in the questionnaire, but it is those pertaining to training which provide one of the most dramatic indications of the pace of change.

BP said that in collaboration with the National Institute of Personnel Research, it had completed a study to assess the development potential of all its black employees — with eight or more years education, to enable planning of their training and careers, and to promote them to more senior positions. An objective had been set to fill 50 percent of all vacancies in middle and senior positions for which outside recruitment is necessary with non-whites, providing the candidates were available and could be trained.

The company gave a breakdown of positions showing blacks, coloured people and Asians now occupied numerous positions previously held by whites.

Figures provided by Ford showed that non-whites were being trained at twice the rate of whites and expenditure on their training was also double. Pick 'n Pay said it now has two blacks in senior management, four coloureds and 2 Asians. Whites are now in the middle in industry in middle management.

"The company has recently begun to get involved in organizational development with outside consultants."

South African Breweries went deeper into the problem of intense monitoring of its affairs imposed by the codes and questionnaires. "Due to the numerous questionnaires generally of a voluminous nature that companies are being confronted with at the present time, it has been determined that we will only consider responses to organised and recognised bodies such as SACCOA, FCI, etc and then only subject to workload considerations.

"We have found that the assembly of numerous detailed facts and the completion of long-winded forms is taking up an inordinate amount of time and these are really distracting us from our endeavours of actually implementing our goals and objectives in the critical areas of labour and community affairs."

In subsequent issues the Cape Times will report fully on the detailed replies to the list of questions.

POST R/10/80

Building firm pays women 20c an hour

MURRAY and Roberts Buildings (Tvl) pays some of its women workers in Bothaville Orange Free State, 20c an hour — less than R10 a week — and some men at the same site 50c an hour.

And managing director, Mr Dick Glanville, says the 50c is "25 percent above the going market rate for Bothaville."

A woman who worked for 176 hours in one month earned R35,20 plus R1,07 for four hours overtime. Her nett earnings for that month was R28,78.

A man who worked 159 hours earned R79,50 and R6 for 9 hours overtime. His nett pay was R85,06.

Mr Glanville said the company's minimum pay is a little above the going rate for a particular area because it had to make a competitive tender or it wouldn't get the contract.

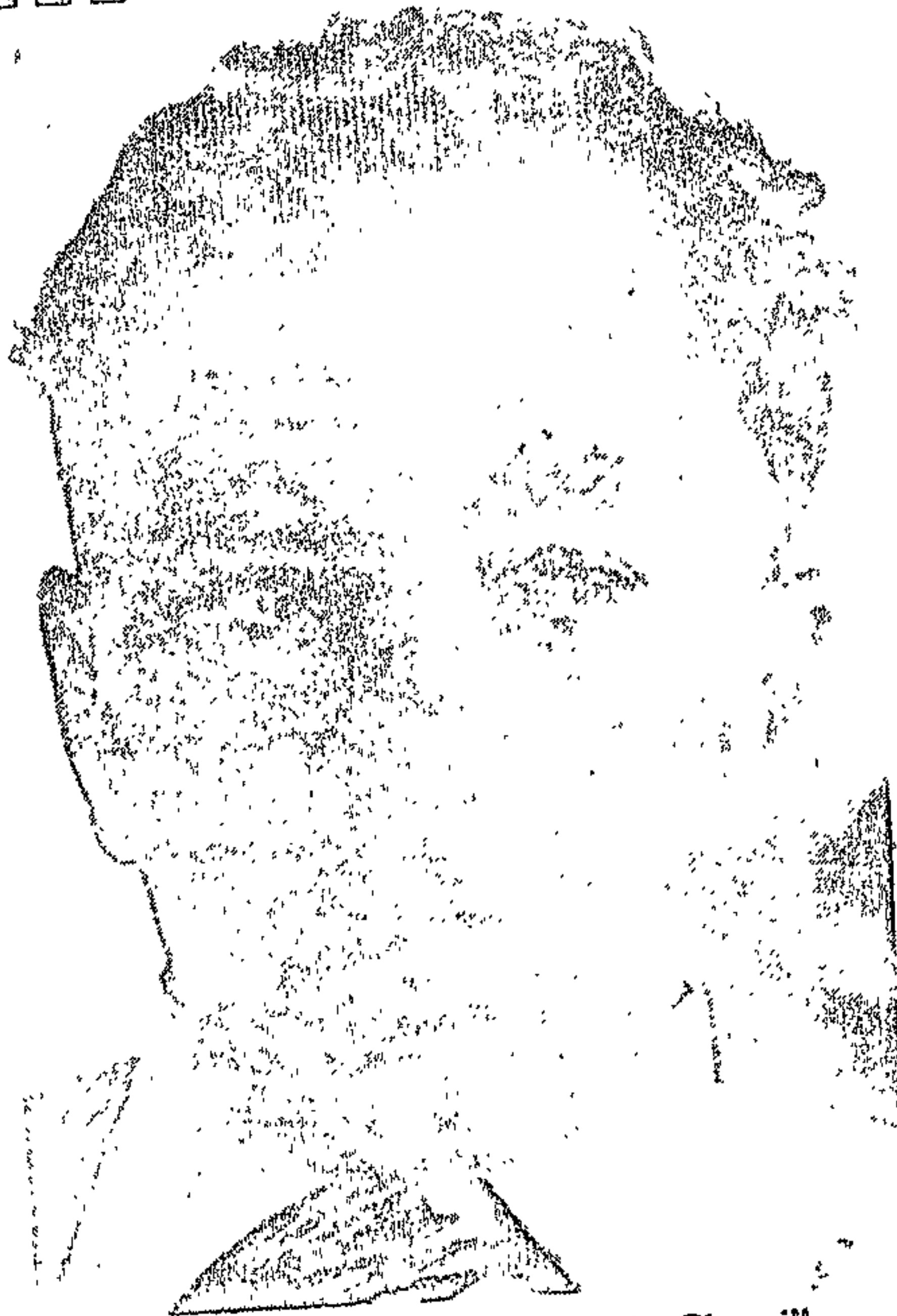
He believes the way for the workers to improve their pay is by "improving their skills and their productivity."

Mr Glanville said the company employed 47 migratory men, 10 local men and 10 local women at the Bothaville site where they are building a high school.

He said 42 per cent of these are on the minimum scale of 20c for women and 50c for men.

The workers at Bothaville had also told POST that:

- ① They are expected to buy their own food from this 50 c an hour; and
- ② They are crowded 10 to a room or 15 to a room in the hostel where they live.



① Managing director Mr Dick Glanville.

Shock pay

From Page 1

He said this temporary accommodation costs the company between R70 and R200 a month for each man.

He also conceded that the men provide their own food.

Mr Glanville said the highest minimum pay in the company was in the Witwatersrand area where it was 81c an hour. The minimum in Ga-Rankuwa in BophuthaTswana was 60c an hour.

Mr Glanville said the company had a training officer at each site, and by the time the contract drew to an end, very few people were on the minimum pay.

At one site, where there has been work for 16 months, 14 percent of the workers are at the minimum.

"Our only problem is lack of continuity," he said. "With migrant workers, we cannot ensure continuity of training. And local men are reluctant to take up careers in building."

- ③ They are expected to buy their own food from this 50 c an hour; and
- ④ They are crowded 10 to a room or 15 to a room in the hostel where they live.

We got into a room with five double decker beds that filled most of the room. There was space for a small table near the door.

The men said they had taken out the lockers because there was no space for them.

Some men were washing outside, while others enjoyed a meal of sour milk and porridge.

The company, part of the Murray and Roberts group of companies, subscribes to the Saccola Code — a fair employment code designed to do away with discrimination in South African companies.

Mr Glanville said the overcrowding was a temporary situation: "In the early period of a contract this sometimes happens. We move onto a site before accommodation is provided."

He said normally the company makes certain that each worker had at least 55 square feet to himself.

To Page 2



At 13/11/80 57

Black women are perpetual minors

The black woman is at the bottom of the social scale in South Africa.

Not only is she the lowest paid (often unpaid) worker in South Africa, she has to bear the brunt of the tension, frustration and humiliation of the whole severed black family unit as well, said Mrs Sibongele Nene, talking on the Changing Role of African Women in South Africa.

Mrs Nene isolated the law, written as well as customary, as the most important factor in the evaluation of the present role of the African woman.

Under the Natal code, for example, Zulu women are perpetual minors, in conflict with statutory and common law which regards all women who have reached the age of 21 as majors.

Zulu women can only attain a status of majority through proof of good character, thrift, education and the ability to be independent, with the power of decision lying with the commissioner and a co-operative male guardian.

"As minors, black women only have powers of acquisition of property (movables), but may not buy title or land. Part of their earnings are subject to claim by the head of the household for household maintenance. What part is a completely arbitrary decision, subject to the

whims of the husband or guardian. In many cases women have to hand over their whole salary — even professional women, like teachers."

All black marriages, explained Mrs Nene, are automatically out of community of property, unless an antenuptial contract is drawn up.

As far as economic involvement is concerned, black women have traditionally been an integral part of the rural agricultural economy.

Modernisation is putting men into agricultural positions, particularly as more and more land is going into sugar production and less into other food production.

As landholders, men obtain the free labour of their wives, who work their lands in exchange for being provided with a home and food. Polygamy is thus a beneficial practice to the enterprising black man.

From the public sector the career-minded black woman receives little incentive as it practices sex discrimination in terms of pay and promotion. Female factory workers, for instance, are limited by law to two hours of overtime work a day or 60 days a year.

Possibly as a result of their situation, black women seem to be very active supporters of church groups, yet the orthodox

church is the most discriminatory institution in this country with regard to the political hierarchy within.

"Unable to enter into a wide job market and constrained in their millions by inadequate education, the black women cluster around domestic related or caring professions.

With their communities deprived of amenities and facilities for improved quality of life, they find themselves isolated in little women's groupings which mainly pursue religio-recreational purposes."

It is truly a tribute to the black woman, concluded Mrs Nene, that in spite of her deprived status, she plays the most constructive part in encouraging the education of the black youth of this country, while the black male does not seem to realise that the tsotsies are his own alienated children.

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Legal history in victimisation case

STAR 28/11/80

Legal history was made in the Boksburg Magistrate's Court today with the success of South Africa's first private prosecution of an employer for victimising an employee.

William Steward Bailey, general manager of the Boksburg company, SAG Ceramics, was found guilty under the Wage Act of illegally dismissing Mrs Angel Makhanya, a nursing sister formerly employed by the company.

Mrs Makhanya had argued that her dismissal in August, 1978, was a direct consequence of her membership of the unregistered Building Construction and Allied Workers' Union. The defence claim was that she had been dismissed for dereliction of duty.

Upholding the prosecution's case, the magistrate, Mr G van Wyk, said Mr Bailey had failed to rebut a presumption of guilt in the Act.

It was "peculiar" that the only two entries in Mrs Makhanya's record card directly preceded her dismissal, whereas earlier complaints against that she had "influenced" ded, he said.

He also took account in his judgment of a letter sent by the company to the Department of Manpower Utilisation which justified Mrs Makhanya's dismissal on the grounds that she had "influenced" workers.

A fine of R100 was imposed, and the State was ordered to pay the costs.

Firm is fined R100 for victimisation

Staff Reporter

A COMPANY was found guilty by the Boksburg Magistrate's Court yesterday of victimising a worker, and fined R100. It is understood to be the first successful private prosecution over victimisation.

The prosecution was brought by Mrs Angel Makhanya, a nursing sister of Davcyton, against her former employer, S A G Ceramics, after the Transvaal Attorney-General declined to prosecute.

The magistrate, Mr G van Wyk, ordered the State to pay Mrs Makhanya's costs. These are likely to be considerable, because she launched the prosecution more than a year ago, with the aid of the Federation of South African Trade Unions.

Besides fining S A G Ceramics R100, Mr Van Wyk ruled that the firm should bear its own costs.

Mrs Makhanya told the court she was dismissed on August 11, 1978, because of activities as shop steward for the Building Construction and Allied Workers Union.

The success of the prosecution comes after an initial court ruling against her, and a successful appeal to the Transvaal Provincial Division of the Supreme Court.

Last year Mr Van Wyk ruled that Mrs Makhanya did not have title to prosecute her employer. But the Supreme Court found that she had "direct and substantial interest" in victimisation proceedings, and had title to bring a private prosecution. The case

was referred back to the magistrate.

In summing up yesterday, Mr Van Wyk said S A G Ceramics had claimed the reason for the nursing sister's discharge was her neglect of patients at the firm.

He said the charge that she had also "influenced" workers had been added as an "afterthought". The inference could be drawn that Mrs Makhanya's "influencing" of her fellow workers was one of the reasons for her dismissal, though it was not the only reason given.

Mr Van Wyk said there had been contradictions in evidence for the defence.

Though it had been said in evidence that there had been many complaints about Mrs Makhanya at the firm, only two had been entered on her record card.

Mrs Makhanya also denied that she had been warned about her behaviour by her employers.

The Wage Act contained a presumption that the employer was guilty of victimisation until he had proved the contrary. Mr Van Wyk said S A G Ceramics had not convinced the court that Mrs Makhanya's dismissal was not due to victimisation.

Speaking in mitigation, Mr F G Preller, for the firm, said it was likely that a claim of illegal dismissal and compensation for loss of wages would now be brought against S A G Ceramics. There was also a strong likelihood that other workers might institute similar actions.

SULLIVAN PUTS ON THE SQUEEZE

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THE pressure on foreign-owned companies in South Africa to improve their employment practices is quietly but steadily being stepped up.

One of the main forces behind the new pressures is the Rev Leon Sullivan, the US civil rights campaigner and architect of the so-called Sullivan principles of fair labour practice which have been signed by 140 American companies with interests south of the Limpopo. Sullivan visited South Africa two months ago.

He met twenty multinationals in London last month to review the implementation of the principles and to examine ways of improving them.

Interestingly, not all the companies were

Special Finance Correspondent

American, French and British firms and at least one leading South African group were also represented.

The presence of EEC-based companies at the meeting has prompted speculation that efforts are being made to combine the Sullivan principles and the code of conduct drawn up by EEC countries into one code.

Unlike the Sullivan principles, the EEC code is in theory mandatory, but monitoring has been haphazard and individual companies' performances is generally not publicised.

According to a London-based international newsletter from multinational executives, Sullivan envisages more stringent

measures against American companies which continue to refuse to sign the principles.

Earlier this year he asked Congress to apply legislative sanctions such as tax penalties and the withholding of US federal contracts from the recalcitrants.

In a covering letter with the questionnaire sent to signatories earlier this year, Sullivan warned of steps he intends taking to step up the requirements of the principles.

As formulated at present, these principles call for employers to pay wages "well above the appropriate local minimum economic living level". But from next year, Sullivan expects to amend this provision to specify a stated

percentage, "say 30 per cent" above the minimum living level.

Sullivan also now urges companies to contribute to the National African Federated Chamber of Commerce (Nafcoc) by becoming associate members. In this way, they can assist in the development of black business.

There are approximately 355 companies in South Africa which have a substantial number of American shareholders. The largest in terms of numbers of employees is Fluor, the construction and engineering group, which is the main contractor for Sasol two and three. Fluor employs about 14 000 people in South Africa. It is followed by Tsumeb Corp, a subsidiary of Newmont Mining (5 000) and Ford (4 700).

	1960	1970	Total	Urban	Rural	Homelands	Total
Males	15-64	15-64	3 626 520	529 725	979 729	960 477	3 626 520
Females	15-64	15-64	3 079 271	216 577	827 207	1 041 311	3 079 271
Total			6 705 791	746 302	1 806 936	2 001 788	6 705 791
Urban			529 725	216 577	216 577	216 577	529 725
Rural			979 729	827 207	827 207	827 207	979 729
Homelands			960 477	1 041 311	1 041 311	1 041 311	960 477
Total			3 626 520	3 626 520	3 626 520	3 626 520	3 626 520

1960 and 1970

(c) Employment as a proportion of total population of men 15-64 and women 15-59

TABLE 4: (continued)

TABLE 4 (continued) ANALYSIS OF AFRICAN EMPLOYMENT BY REGION-TYPE AND SEX, 1960 AND 1970

(b) 1970

	1	2	3	4	5	6	7	8	9	Total
	Agriculture	Mining	Manufacturing	Electricity	Construction	Commerce	Transport etc	Finance	Services	
Male	25 958	265 019	305 360	12 778	105 588	121 688	70 227	25 825	176 127	445 792
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NOOSE BITES IN BID FOR LABOUR REFORM

By KEVIN JACOBS in New York and CONNAL VICKERS in Durban

THE noose around multi-national companies in South Africa is tightening as overseas pressure groups step up their campaign for labour reform.

The chief protagonist for change, American civil rights campaigner the Rev Leon Sullivan, set 20 international company representatives in Europe last month to review the implementation of fair labour principles.

Mr Sullivan, architect of the Sullivan principles for fair labour practice that have been signed by 140 American companies with interests in Southern Africa, is pushing for more stringent measures against companies that refuse to sign.

French, British, American and at least one South African company attended the meeting, where Sullivan again called for legislative sanctions such as tax penalties and the withholding of federal contracts from recalcitrants.

He also discussed possible amendments to the principles that could be introduced next year.

The companies called on employers to pay wages well above the appropriate local minimum economic living level. This provision will probably be extended to specify a stated percentage, say 30 percent, above the minimum living level.

South African industrial sources spoken to viewed the amendment as unreasonable and uneconomic.

"South Africa is moving very well in the upgrading of wages," said Mr Roland Preakes, executive director of the Natal Chamber of Industries. "At the moment we are talking about an average wage of R170 for unskilled black labour. This has increased far more rapidly than the cost of living index and wages will still increase further."

"I don't think that anyone in this country would not like to meet that kind of request but we have to be realistic. These people must be reasonable. We need a little more time as productivity

South Africa has a code of conduct for labour, the Saccola code, and this comes fairly close to the provisions laid down in Sullivan's code."

It is thought Mr Sullivan's European conference could lead to a combining of his principles with those laid down by the European Common Market. This code is in theory mandatory but monitoring has been haphazard and company's performances are not publicised.

Mr Sullivan said he hoped that this would be the beginning of a broader and more worldwide effort to work against discrimination in the workplace in South Africa.

Similar meetings could follow.

Neither the EEC nor Sullivan codes are enforceable, although both Mr Sullivan and the EEC countries have spoken of applying all pressure possible on companies not voluntarily embracing the codified principles.

Under the provisions of Mr Sullivan's code, each signatory is committed to:

- Non-segregation in eating, comfort and work facilities.
- Equal and fair employment practices for all.
- Equal pay for all employees doing equal or comparable work for the same period of time.
- Training for blacks and other non-whites in management and supervising.
- Increasing the number of blacks and non-whites in management
- Improving housing, transportation, schooling, recreation and health.

See Tribune Finance

Uniform code on foreign firms in SA urged

Argus Bureau

NEW YORK. — A uniform, international code of conduct may be drafted for foreign companies operating in South Africa as a model for eliminating discrimination in the workplace and improving the lives of black workers.

European, American and South African business representatives have already met to hear proposals that would link up separate improvement programmes endorsed by

companies on both sides of the Atlantic.

The Rev Leon Sullivan, architect of the 'Sullivan principles' underwritten by many American firms with South African interests, convened the London meeting, which he describes as 'a link-up effort to co-ordinate and co-operate on a worldwide scale.'

COMPILED

Mr Sullivan, a black Baptist minister and company director, compiled his code of conduct three years ago to require American corporations operating in South Africa to improve black employees' working and social lives as much as segregation laws allowed.

In Europe, the European Economic Community (EEC), compiled its own code which Continental companies with South African holdings were urged to apply.

Mr Sullivan says he convened a meeting of Dutch, French, West German, British and American business representatives — with South African 'participating observers' — in London on November 20.

HOPE

The result, he says, is the hope that 'this will be the beginning of a broader and more worldwide effort ... to work against discrimination in the workplace in South Africa.'

'I am hopeful it will add to some significant advances to ending all discrimination in the workplace, and broaden recognition for blacks and other non-whites in the workplace and in other areas of life in South Africa.'

Mr Sullivan said he hoped 'that some very significant developments will occur as a result of this...'

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Labour tenant/
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1970 to 1979

1970's.

Under the Act, labour control boards have been appointed: these have supervised the abolition of the labour tenant system and have also made determinations requiring individual farmers to reduce the size of their labour force. This Act is also the Act under which 'homeland consolidation' takes place. 'Badly situated' African owned land has been expropriated - Africans owning at least 20 morgen (17 hectares) have been entitled to a similar area of land in trust areas; those with less have received cash compensation. Removals of labour tenants and squatters and people from 'black spots' under the homeland consolidation programme have been very extensive in the 1960's and 1970's.

City firm's party only for whites

THE first time 45 employees of a national insurance company SA Eagle Insurance Company, heard about their company's end-of-year staff party was yesterday — two days after the event had taken place.

Last Saturday while the 60 white members of the company were enjoying themselves dining at the exclusive Kelvin Grove Club in Newlands, their 45 black colleagues were engaged in other activities, unaware that the event was taking place.

They had not been invited nor informed about the staff party.

They heard about it for the first time yesterday when the other staff members without batting an eyelid told about the 'swell time' they had had.

DISGUSTED

A spokesman for the disgrusted black staff said everybody was under the impression the Kelvin Grove party was a private one.

The regional manager of the SA Eagle Insurance Company, Mr G P Murphy, said in Cape Town today that the company held the whites-only staff party because there were no other options open to it.

He said it was unfortunate that facilities where

all the staff could drink and dine together were not available.

'We will give them something. A cheque or maybe a voucher,' Mr Murphy said.

In previous years black staff members at the company in Cape Town were given 'gratuity' cheques, he said.

'I can't change the laws of the country. Maybe next year we'll have a cocktail party. But then everybody would lose out,' he said.

SURPRISED

The managing director of SA Eagle, Mr F Haslett, said in Johannesburg that he was surprised that such a party could have taken place.

'It is definitely not in accordance with official company policy. We are a multiracial company,' Mr Haslett said.

'The way I overcame this obstacle was to have a cocktail party. I will look into the matter.'

The Western Province Sports Club, better known as Kelvin Grove, has international status.

It may serve liquor, refreshments and meals to blacks with one restriction — that there should be no dancing in the part of the premises where blacks are present.

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January 1979 to January 1980

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4	10	13	755	1 334
73	205	39	538	3 552
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SEX, 1979

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women came on to the labour
to reverse the conclusion that large numbers of African
employment estimates, it is not likely to be so great as
but even if there is a bias towards women in the 1970
is needed to ground this interesting result more firmly,
A cross-check with Industrial Census employment figures
employment in total employment rose from 21,1% to 28,7%.
ment grew only by 232 000 (7%), and the share of female

Source: C

Female	20
Male	8
Agri	2
TOTAL	10

TABLE 5:

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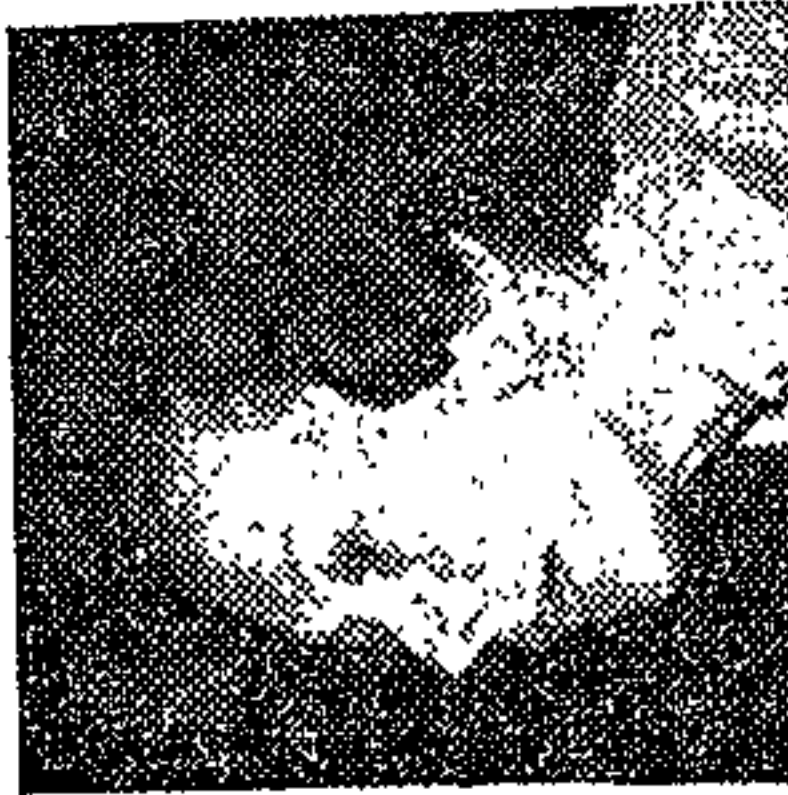
67

PLEASE, MISS

DO YOU WANT TO JOIN THE PERMANENT STAFF?



BRUCE DOBIE
It's a step forward



PIXIE HARDMAN
A lot feel frustrated ...

NOW WOMEN TEACHERS

GET THE CHANGE

TO REACH FOR THE TOP

By WANDA EDKINS S. A. *Wanda*

THE Natal Education Department has sent out a questionnaire asking temporary women teachers if they want to be placed on the permanent staff.

And from next year ... teachers NED said he couldn't ...

the pre-primary schools where training had not caught up with the demand for teachers that the move would have the most effect.

A spokesman for the NED said he couldn't ...

4/12/80

Cont...

will be able for the first time to apply for promotion posts. If accepted, they will be placed on the permanent staff.

These new measures have been described as a step in the right direction by teachers who believe they could be the beginning of a better deal for married women.

"We've always wanted all teachers to be treated equally," Dr Bruce Dobie, president of the Natal Teachers' Society, said this week.

"There are many valuable members of the teaching profession not about to qualify for permanent staff because they are married. A lot could function well in promotion posts. We see this move as a step forward," he said.

Promotion posts include head of department, deputy principal, principal and lecturer at a teachers training college. In the past applications for these positions have been limited to permanent staff.

Dr Dobie said there were no general rules about categorising women teachers to temporary or permanent staff. This was entirely in the hands of Natal's Director of Education and depended, among other things, on the needs of the NED.

Temporary

Most married women teachers who resign from the permanent staff, usually to have children, are re-employed on a temporary basis.

Temporary teachers can give or be given 24 hours notice. Most are appointed on an annual basis and have to reapply for their jobs each year. Teachers in this category make up about 18 percent of the teaching force in Natal's white schools.

Mrs Pixie Hardman, vice-president of the NTS, described as a "good step forward for women" the fact that those on the temporary staff will be able to apply for promotion posts.

"A lot feel terribly frustrated knowing they are working hard but gaining no recognition," she said.

Permanent staff will still be given priority when these posts are vacant.

Mrs Hardman said she believed it was mainly in

comment on a recent survey into temporary staff members. He said he would first have to wait and see the results.

Natal's Director of Education, Dr Gerald Hosking, was at meetings and could not be contacted for comment.

Meanwhile in Queensburgh, no appointment to the post of principal at the girls' high school has been made for next year.

Women, who make up more than 72 percent of Natal's teaching force, are reluctant to make the move to the top.

14 112 180 Married

Mrs Hardman confirmed that no suitable application had been received for the position left vacant by the retirement of Mrs Betty Hallows, principal for the past 12 years.

"It's a great pity," Mrs Hardman said. "A lot of women are suited for headships and would do well. But many don't have the confidence to apply for such a position."

"Others are unable to because they are married and have other responsibilities or commitments that prevent them. Often they are tied to a particular area through their husbands' work and so moving is impossible."

Out of about 117 senior appointments to primary and secondary schools and training college made in Natal for the next year, only 27 went to women. In the pre-primary section, all 15 senior appointments went to women.

"Women seem reluctant to accept the total responsibility that goes with a job like that of principal," Mrs Hardman said.

Some felt they would not be able to cope with the move from the academic to the administrative with total responsibility for finances, pupils and staff, both black and white.

Up until now no training for this transition has been offered for teachers.

Mrs Hardman said next year the NTS will run a comprehensive training programme for aspirant principals.

Race and sex lines go in new draft laws

By STEVEN FRIEDMAN
Labour Reporter

ALL references to race will be abolished in Government training legislation, and sex discrimination in official wage determinations will be prohibited in terms of draft legislation released by the Department of Manpower Utilisation yesterday.

However, the Bills leave open the question of whether blacks will be able to receive artisan training in the same institutions as whites — this training is segregated at present.

The Bills also introduce new controls on training in labour relations.

These controls are, however, not as strict as they were expected to be.

The abolition of sex discrimination in wage determinations

issued by the Wage Board would raise statutory minimum wages for substantial numbers of black women workers at the lower ends of the wage scale.

The three Bills are the Manpower Training Bill, Wage Amendment Bill, and Guidance and Employment Bill.

They were released by the department yesterday. Interested parties have three weeks from yesterday to submit comment to the authorities.

The training Bill consolidates all existing government training legislation into one non-racial law.

It leaves open the possibility, however, that black apprentices will continue to be trained by correspondence or in separate institutions — a situation which has led to fears that black artisan training could be inferior.

It also makes it an offence

for anyone other than a trade union, federation of unions, industrial council or educational institution to offer labour relations training unless the training courses they offer are approved by a Government registrar.

Controls over labour relations training were expected in the Bill, but it was thought that they would be wider than those laid down.

Unions — particular those which are unregistered — rely heavily on this worker training and they feared the Government would seek to control this training directly.

It is not clear from the Bill whether unregistered unions will be allowed to conduct training free from control, but it appears they will be.

The Guidance and Employment Act sets up voluntary guidance and placement ser-

vices for workers on a non-racial basis.

It does, however, give the Minister of Manpower Utilisation wide powers to make regulations governing the centres and it is unlikely that the full details of how they will be run will emerge until the regulations are published.

The Wage Amendment Bill prohibits for the first time sex discrimination in wage determinations issued by the Wage Board.

The board sets minimum wages for workers not covered by industrial councils and affects only a minority of the country's workforce.

However, most determinations have substantial sex differentials in minimum wages

To Page 2

Another thing Group Areas did was to make labour in the cities easier to get. These Acts 'set free' the 'locked up' labour of the extended

The president of the Association of Chambers of Commerce, Mr I J Pinshaw, said the Bill represented "another step in the implementation of the Wiehahn and Riekert reports."

A system of training, advisors who have wide power to conduct investigations will be introduced.

The Minister is prohibited from setting different conditions for apprenticeships on grounds of race, colour or sex.

It sets up a national training levy towards which employers may have to contribute and establishes a system whereby a group of employers running a training scheme may recommend that a levy be imposed on other employers, and:

The Manpower Training Act consolidates six existing training Acts into one non-racial Act. Among the measures:

It sets up a National Training Board with wide powers to subpoena witnesses and collect information. The Board will coordinate training and advise the Minister on policy matters. It will also investigate a system of "graded training" for apprentices.

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the employers needed labour to work for them. But in the extended family, one worker supported many people. Family members helped each other and worked for the family community, and so the income from one wage-earner was spread to many people. These people had no need to seek work in factories. Labour was 'locked up' within the extended family. So the Government passed the Group Areas Acts. The Acts were planned for several reasons. One was to stop the move to the cities by 'coyured' people from farms and villages. There were 'homeland'

Race and sex out in new draft laws

From Page 1

for the lower paid and the Bill would eliminate these.

Domestic servants and farm workers are excluded from the board's ambit and the new Bill does not seek to change this.

The Bill also scraps the system whereby determinations have to be published in the Government Gazette for objections.

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Bills aim to take race out of labour

STAR 12/2/80

By David Breier
Pretoria Bureau

Three draft Bills to desegregate labour bureaux and abolish race and sex discrimination in industrial training were published in the Government Gazette today.

The Bills are based on recommendations of the Wiehahn and Riekert re-

ports, published over the past two years. They have been published to enable the public to comment on them.

If necessary they will be amended before the Bills are laid before Parliament. Public comment should be in by January 10. The three Bills are:

- The Manpower Train-

ing Bill, which aims to consolidate all existing acts dealing with training.

These are the Apprenticeship Act, the Black Employees In-Service Training Act, the In-Service Training Act (for whites, coloured people and Indians) and the Training of Artisans Act (for adults). The Bill will be

completely non-discriminatory and will apply to all forms of industrial training.

It will set up a National Training Board to replace the Apprenticeship Board. The board will have much wider powers and will deal with all aspects of industrial training and not only apprentices.

It will include representatives from employers, employees and the Government and will co-ordinate training schemes.

GUIDANCE

• The Guidance and Employment Bill will establish guidance and placement centres for all population groups.

This Bill will also control private employment offices and will cover the old Registration for Employment Act for white, coloured and Indian people and the Black Labour Act.

• The Wage Amendment Bill, which aims to streamline and rationalise the workings of the Wage Board.

This board will no longer have to go through the red tape of putting determinations before Parliament, although its wage determinations will be open to inspection.

IMPROVEMENTS

It involves improvements to administrative procedures without introducing fundamental changes.

More radical legislation is expected to be introduced at the next parliamentary session.

The Government is also expected to put clamps on the rights of trade unions to obtain support from outside the country. Neighbouring countries supplying labour to South Africa may be obliged to sign an undertaking to withdraw any workers who take part in illegal strikes.

UIF more easily accessible

Unemployment insurance benefits for blacks will be more widely accessible in the New Year.

This has been announced by Dr P J van der Merwe, Deputy Director-General of the Department of Manpower Utilisation.

He said this move came after one of the recommendations of the Riekert Commission, which suggested that labour bureaux of the administration boards should deal with the payment

of these benefits

However in Johannesburg it has been decided for administrative reasons to retain the existing arrangements for unemployment insurance.

The Department of Manpower Utilisation, at 15 Market Street, will continue to deal with applications for benefit by men and women who register for employment at the labour bureaux in New Canada and Jolly Street.

Pass rate in
coloured schools
for 1979

The good news that sex discrimination is to be removed from the Wage Act is tempered by the fact that it does not include the thousands of women in domestic and agricultural work, report MOLLY HARDING and SUE GARBETT.

Provisions in a Draft Bill to amend the Wage Act of 1957, outlawing discrimination in wage determinations on the basis of sex, race or colour, have met with qualified approval by women who have fought for this cause for years.

The Wage Act covers women in lower paid job categories not covered by the Industrial Conciliation Act, but not those in domestic work and agriculture.

"I feel strongly that pay determinations for women in domestic and agricultural work should be the province of the Wage Board," said Mrs Bobby Johnston, co-chairman of the Women's Legal Status Committee, who decried the omission.

"Women in these job categories SHOULD be included in this Act because they are the vast majority of women who work in South Africa. They are excluded from any kind of protection."

Mrs Johnston said she welcomed the fact that women covered by the Wage Act would now be treated on the same basis as men, but "it would appear that there will have to be a further amendment to the Industrial Conciliation Act (Act 28 of 1956) to remove the sex discrimination clause with regard to wage determinations for women who are covered by the terms of the ICA."

The ICA still contains the old clause allowing discrimination on the basis of sex, but "we look forward to a change in the very near future," said Mrs Johnston.

Benefit

The law still allows discrimination in wages of women in higher paid job categories.

Another group of women will also benefit under the new provisions of the Draft Manpower Training Bill.

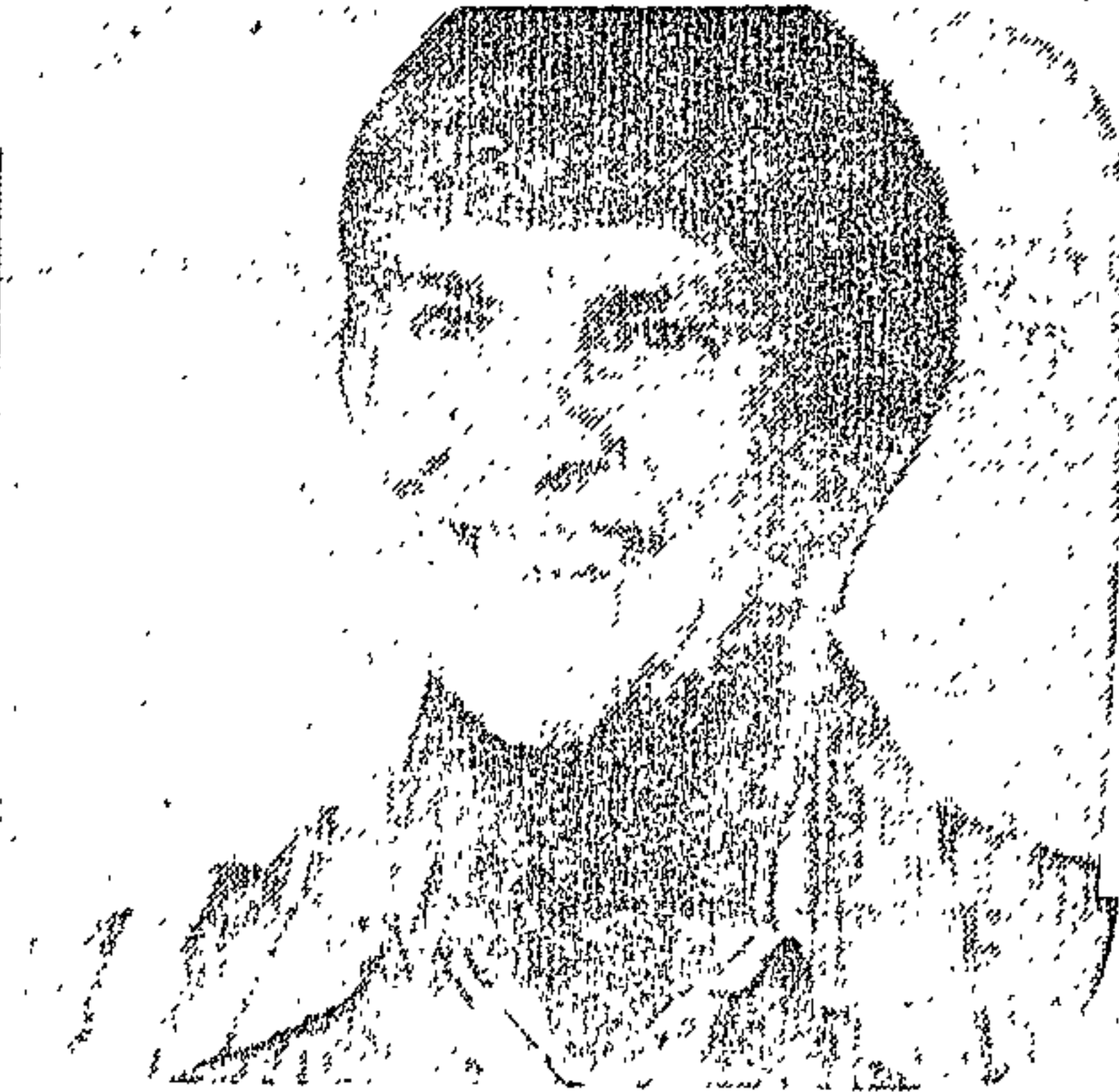
"For the first time, this specifically lays down that there must be no differentiation on apprenticeships made on the basis of race, colour or sex," said Mrs Johnston.

(57) (115) strike 23/12/80

Wage act amendment will help some women



VELIA KIRKPATRICK — "I hope it will be a fundamental, not just an administration change."



ROBERTA JOHNSTON — "There will have to be an amendment to the Industrial Conciliation Act now."

guidance officers in schools and in the Department of Manpower Utilisation to draw the attention of girl school leavers and women seeking new employment training to these provisions."

tion was there in the first place. It shows what a lot of work we have to do to inform men about the state of working women."

Help

Velia Kirkpatrick who chairs the Womanpower 2000 sub-committee...

Mrs Kirkpatrick said she hoped the removal of sex discrimination would not change. I hope it will

In the 1978 Report of the Medical Bureau for Occupational Diseases, a table of all certifications made in the preceding year is given. These are both new certifications and upgraded certifications.

be a fundamental change and that it's going to improve opportunities for us."

She said she thought the Bill would get rid of minimal wages for women and this should help the thousands of black women affected by this law.

On the face of things, then, it would appear to be very hopeful that even more change might be in the offing in the future legislation now the first two steps have been taken to even out the position of men and women.

And should you encounter discrimination where it has now been outlawed, the place to take your grievance is the Industrial Court, Mrs Johnston said.

Any sex discrimination contravening these particular Acts will be punishable by law, once new legislation is enacted.

The Bills were gazetted last week and are now subject to comments or representations from the public before being promulgated.

that many people
Some estimates
respective of the
between 20% and
r or mesothelioma. 23

Source: (76)
1977
1978
36
* White asbestos miners as a % of all mine workers are 1,3% in 1977.

Teachers' pay discrepancy

26/12/80 News

57
2/5

BLACK teachers are paid about R150 a month less than whites and it would cost the State R25-million to eliminate this discrepancy.

These claims are made in the Black Sash magazine, Sash, which says there has been an improvement in the field of black education.

Text books, but not prescribed books, are now

provided free from Standards 1-10. Stationery is still free only in white schools.

The Government has begun a building programme for black schools, the Teachers' Training College in Soweto is being enlarged, and technical schools are in the pipeline.

It is also allocating more money for university

education in a departure from previous policy through which only loan financing was available through the Department of Community Development and the interest and capital redemption costs were borne by the township householders, the magazine says.

There are 5 000 blacks in black universities, all of whom are living in hos-

tels. A total of 6 300 are enrolled at Unisa.

Seven out of 10 000 blacks receive a university education, while 240 out of 10 000 whites receive one.

In 1977, 403 degrees were awarded to blacks. In the same year the Government spent R886-million on white education and R452-million on black education.

Married... and equal

MM 30/11/30

5/11/30

Durban-Westville university's women staff eligible for permanent posts

By Nagoor Bissett

MARRIED women, who in the past have been eligible only for temporary employment at the University of Durban-Westville, will be considered for permanent posts from January 1.

The university council had decided that merit would be the criterion for all applicants for appointment to the

permanent staff, Mr Nico Nel, the university's director of public relations, said yesterday.

The new move has been approved by the council and widely welcomed by the staff. Married women on the university's academic and non-academic staff at present total 95, including 54 Indians.

Mr Nel said the council had also decided that the only employees who would still not be eligible for permanent

status were holders of foreign passports.

'Otherwise there will be no discrimination, on any basis, as far as inclusion in the permanent establishment is concerned,' he said.

The council's decision to admit married women to the permanent establishment closes an era in which an attempt was made to ensure academic openings for newly

qualified young Indian men.

This had been considered advisable because there were few Indian academics, and qualified Indians could not be appointed to other universities in South Africa.

'Permanent status brings with it greater benefits in such areas as accumulative, study and sick leave and membership of the pension fund,' said Mr Nel.

FAIR EMPLOYMENT

6/1/81 — 27/11/81

SA firms lag

on black pay, survey finds

Own Correspondent

CAPE TOWN. — An analysis of black and coloured employment in the Cape Peninsula indicates that South African companies pay lower wages on average than subsidiaries of overseas companies.

The study, by Mrs Kim Weichel of the Institute for Social Development at the University of the Western Cape, also found that the foreign-owned firms surveyed offered more fringe benefits, longer annual holidays and higher bonus pay.

Six South African companies and five overseas firms replied to the questionnaire on which the survey is based.

Many of the local companies still had segregated facilities — mostly canteens — while all the overseas companies had integrated facilities.

The local companies generally experienced a higher degree of union involvement than did the overseas companies. All the domestic firms admitted there were recurring complaints from workers, while not one foreign-owned firm believed this to be the case.

Areas of similarity between local and foreign companies included induction and on-the-job training, but the researcher believed the standard and extent of the training programmes was generally low.

Most employers felt the lia-

son committee structure was preferable to unionisation of employees and there was a trend towards fairly extensive upward mobility of workers.

Although most companies believed they were applying the principles of the employment practice codes, it was found on closer inspection that many of the companies were, in fact, not adhering to all the principles, the study said.

"The overseas companies on the whole had made many more steps towards change than had the South African firms, in terms of pay scales, benefit coverage, training programmes and general company policies."

Few companies said recent overseas pressure had increased their rate of change.

Black respondents to the study's employee questionnaire were generally less happy with their pay, working conditions and employer than were coloureds. Many were bitter that preference was granted to coloured workers in the Cape, something they interpreted as being the fault of the company.

Mrs Weichel concludes that South Africa's prosperity has been greatly dependent on a vast supply of black and coloured labour, but most of these workers had enjoyed little of this prosperity.

ORGANISATION OF SOUTH AFRICAN

CONFEDERATION

- ULTRA-RIGHT
- WHITE UNIONS
- STRONGLY SUPPORT WORKER
- NOT AFFILIATED
- DIVIDED ON SEVERAL LAWS.

: 137640 members

IN FOR WHITE

DISCRIMINATORY

FOSATU

- MAINLY OPPOSE
- PREDOMINANT
- STRONG SUPPORT
- MANY AFFILIATED
- SOME AFFILIATED
- DO NOT SUPPORT
- CONDEMN "PARALLEL"

: 22030 members

TUCSA

60 unions : 260650 members

- OLDEST FEDERATION OF UNIONS
- MODERATE, MIDDLE-OF-ROAD POLICY
- SUPPORT REGULATIONS FOR REGISTRATION OF UNIONS
- MANY MIXED AND SINGLE RACE UNIONS ARE AFFILIATED
- AFFILIATED TO INTERNATIONAL UNIONS
- SUPPORT "PARALLEL" UNION POLICY
- SUPPORT AND HAVE HELPED INTRODUCE NEW LABOUR POLICY

NON-ALIGNED UNIONS

71 unions : 276025 members

- POLICIES SET BY EACH UNION ON INDEPENDENT BASIS

RDM 6/1/81

(57)

GENERAL
SAFETY
pay less

study finds

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Areas of similarity between local and foreign companies included induction and on the job training, but the researcher believed the standards of the training programmes were generally low.

"The overseas companies on the whole had made many more steps towards change than had the South African firms, in pay scales, benefit coverage, training programmes and general company policies," the study said. — Sapa

SAFETY IS A MUST

SAFETY IS A MUST

SA firms pay less, says survey

Industrial Reporter

AN ANALYSIS of black and coloured employment in the Peninsula indicates that South African companies pay lower wages on average than local subsidiaries of overseas companies.

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Most employers felt the liaison committee structure was preferable to unionization of employees and there was a trend towards fairly extensive upward mobility of workers. Although most companies believed they were applying the principles of the employment practices codes, it was found on closer inspection the research said, that many of the companies were in fact not adhering to all the principles.

"The overseas companies on the whole had made many more steps towards change than had the South African firms, in terms of pay scales, benefit coverage, training programmes and general company policies . . ."

Some companies admitted that recent overseas pressure had increased their rate of change, though most felt they had not been affected by this pressure.

Black respondents to the study's employee questionnaire were generally less happy with their pay, working conditions and their employer than were coloured people. Many were bitter that preference was granted to coloured workers in the Cape, something which they interpreted as being the fault of the company.

Coloured workers generally expressed a greater degree of satisfaction in their job, working environment and company than did their African counterparts.

Woman as rangers! Never, say park bosses

S. Express
11/1/81
57

ALMOST 30 nature conservation students at the Pretoria Technikon are about to become statistics on South Africa's list of unemployed — because they are women.

None of South Africa's big game reserves will employ the girls as game rangers or wardens — the work the students claim to have been trained to do — because they say, people visiting the reserves will have no confidence in women.

"Women can't jack up trucks, wrestle with rhinos or see themselves, and seven or eight passengers, out of difficulty when they are being charged by an enraged elephant," said a recruitment officer for one private reserve.

The National Parks Board, the Provincial Parks Department, and recruitment officers for most of the private game reserves in South Africa and Botswana told the Sunday Express they only employed women in secretarial positions.

"Office work is the only course open to female nature conservation graduates," said a spokesman for Botswana Safaris, but the girls claim they weren't told of this when they started the course, and have not been taught any secretarial or hotel management skills during their two years at the Technikon.

"I just feel that I've wasted two years of my life doing a diploma that won't take me anywhere," said one girl.

Almost all the girls who completed the 1979/80 course are still out of work — the others have settled for positions with the Department of Nature Conservation.

A spokesman for the department said his was the only one offering jobs "in the field" to women conservation students.

"We've accommodated them as information officers.

"This means they lecture to visitors to our parks and organise guided tours, but there is no opportunity for them to work with animals."

2 YEARS' STUDY WASTED FOR 30 GIRLS

By CHRISTINA PRETORIUS

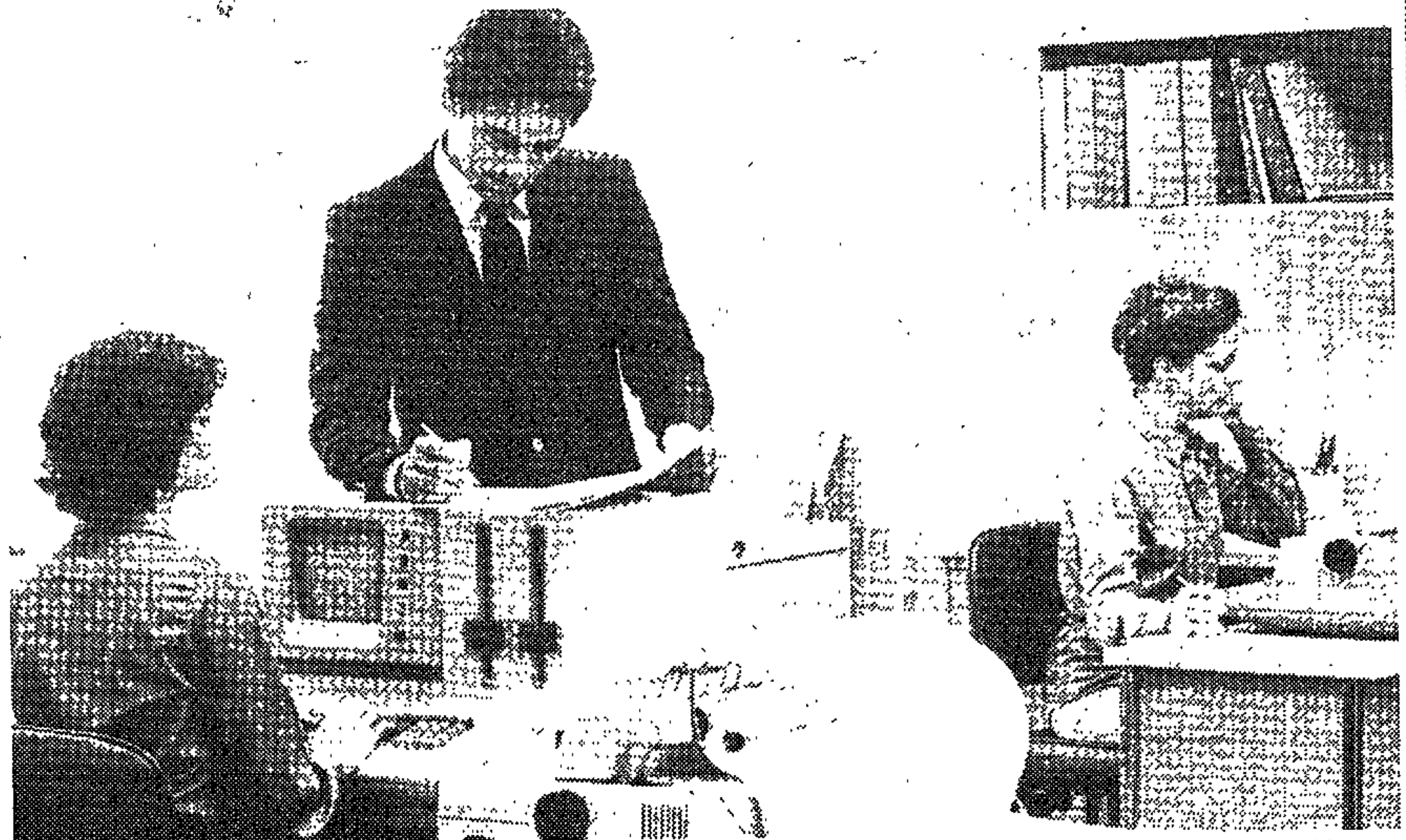
The spokesman said: "There's a lot of bitterness about the Nature Conservation Diploma.

"We feel that before a decision was taken to run the course there should have been more co-operation with us to decide what type of diploma and what type of conservationist was needed in this country.

"What has happened is that we have a group of fully-trained female conservationists who are likely to remain jobless unless a lot of attitudes are changed."

Mr Johan van der Westhuizen, a personnel officer for the National Parks Board which has jurisdiction over nine game reserves, said there was "no question" of his organisation employing women as game rangers or wardens.

"I cannot give you our rea-



● Although qualified conservationists, women must settle for clerical work such as computerised camp booking



... while the men in the veld work with the animals and tend to the needs of stranded game-viewers

sons for not doing so, but let me tell you that women have never been employed by the National Parks Board as rangers or wardens, and they are not likely to be," he said.

Professor Brian Rycroft, director of the National Botanic Gardens, said women graduates ought to be given equal opportunities.

"I pioneered the employment of women horticulturists, and there were no problems," he said.

Black nurses renew calls for equal status

ROY
16/1/81
57

By SOPHIE TEMA

DISGRUNTLED black nurses renewed their demands for equal status with their white counterparts yesterday.

Demands for equal pay were among demands made by delegates at the one-day bi-annual conference of the black members of the multi-racial South African Nursing Association (Sana) at the Jan Smuts Holiday Inn.

Sana has a membership of more than 40 000 practising nurses.

Although the Press was not allowed into the conference, which was a closed committee meeting, the Rand Daily Mail gathered that delegates from some branches submitted a memorandum containing several resolutions drawn up against the new constitution of Sana regarding black nurses.

The increase in membership fees from R8 to R20 also came under fire from delegates as did the proposal that there be more whites than blacks on the executive committees of the regional and central boards.

Members who serve on the boards are required to be proficient in both official languages meaning they should have a command of both English and Afrikaans.

Yesterday, during the lunch and tea adjournments, some nurses complained and quoted from the association's constitution:

The main objects of the association are to:

- Assist with the development of an adequate, efficient and effective nursing service;
- Raise the status, maintain the integrity and promote the interests of the profession of nursing and midwifery;
- Perform any acts necessary or incidental to the attainment of the above objects and to safeguard and further the interests of the association and its members.

"It now appears that the association is frustrating and neglecting us instead," they complained.

"Time and again we call for equal status with our white counterparts, but very little is done.

"For instance a black nurse's top-notch salary is equal to what a white nurse earns as a starter.

"In 1970 some sisters with 10 years' experience were earning R310 which was equal to a newly qualified white sister.

"As far as we are concerned the gap in salaries has not been closed."

Records show that by September last year black senior sisters were earning between R3 195 and R5 520 a year compared to a white sister who was earning between R4 395 and R7 410 a year.

An official statement on the conference is expected to be released by Professor Charlotte Searle, president of Sana, after a two-day conference of the association's white members which is to be held today and tomorrow.

● The Indian and coloured members held their separate conferences earlier this week.

Many exemptions from pension freeze plan

Pretoria Bureau
 Many workers will be exempt from proposals aimed at preventing employees from cashing their pensions when they resign.

Mr. J. Louw, Registrar of Financial Institutions, said yesterday that the draft bill on the proposals had been misunderstood.

Exemptions from enforced preservation of pensions would include:

- Contract workers from outside the public, including those from Bophuthatswana, Transkei and Venda.

- Workers in any industrial sector which requests exemption for sound reasons.

- Women members of pension funds who are married or get married after joining the fund.

de Lewis

Osbourn Prize
 For the best work in fourth

S A Read
 For the best final year student.
General J B M Hertzog Prize

D H Pryce Lewis
 For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.
David Haddon Prize

Miss C Tredgold
 For the best woman student in third year.
Molly Gohl Memorial Prize

P A Rappoport
 For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.
Helen Gardner Travel Prize

P F Dunkley
Sixth Year
 For the best student in :-
of Architects' Prize
Cape Provincial Institute

How important is a pension for a married working woman? Should she have the option of cashing if when proposals soon to be revealed in a draft Bill would allow everyone else to have theirs frozen until retirement?

SEE GARRATT reports.

Pensions — The big debate

Most of us dislike thinking about old age and pensions, and women particularly have not, until fairly recently, made a big thing of joining pension schemes or subscribing to retirement annuity funds.

However, as the number of working women increases and as divorce figures climb almost as frighteningly fast as inflation, making provision for your old age seems the sensible thing to do.

The average South African woman might still regard a husband as a marital and a passport to snuggled days of bridge and tennis parties, but the hard reality is that single parent families see no longer an exemption in a tense, fast-moving and often fragmented society. Add to this the fact that by far the majority

of old age pensioners are female, struggling to make you sit up to be published any day now. It is expected that provisions in the Bill will stop people cashing in pensions when they leave a job and that it will force employers to transfer the accumulated pensions to their new employer's pension funds or

other "approved pension instruments" to quote the report of the committee of inquiry into pension matters. Until now, employees have been allowed to draw their pension money, and most of them have gone on a spending spree. The proposed legislation will however not apply to one category of worker, and that is the married woman.

In its recommendations the committee suggested that married women should have the option of cashing their pensions. The reasoning, contained in their report is that "in the case of a young lady who works for only a few years and then resigns and in turn, her pension could be much more useful 'as a dowry' instead of being held from."

A member of the committee who submitted the report emphasised that a divorced or widowed woman would be regarded as single. The choice would be only for a woman "in a state of matrimony."

An informed source said he hoped women would not get married next to get the cash benefit. He also said he was against the proposed exemption of those women because they had become an independent factor in economic life, and as such "do not warrant this distinction."

I spoke to several working women, to top businesswomen and to the Women's Legal Status Committee to find out how they felt about the wide pension matter. Opinions varied.

Mrs Eoborha Johnson of the WINSO said: "If a new law is being brought in to establish provisions for old age, why should there be a sort of reverse discrimination which gives married women a way out?"

She said she should get away from the "old-fashioned" idea that a woman needs her pension fund to buy a "trans-cou".

She stressed that women should be included in all pension schemes and that the many schemes which did not allow a widow to benefit should be changed.

"If an option for married women is enacted, then I think there should be an option for divorced women, although obvious-

ly this would occur only when they mature."

Mrs Elizabeth Bradley, top businesswoman and director of an insurance company which also handles pensions said: "The whole new legislation aimed at protecting people from themselves. This you can't do. I believe the option to cash your pension should be extended to men too."

Mrs Bradley said practical experience had shown that women did seem to withdraw their pensions more often than men and that they often applied to do so, "for valid reasons."

"By all means make it more difficult for the person who wants to rush off and buy a sports-car. Maybe there could be some sort of cooling off period," suggested Mrs Bradley.

A top promotions consultant and mother of two questioned why married women be given an option to cash their pensions. "I think the divorced woman is more in need of immediate money than her married counterpart," she said.

Mrs Joan Harris, a working mother felt strongly that married women should have this option. "We ARE different, we have babies. We can use that money as a baby fund. And if money's devaluing so fast, why leave it in a pension fund? I'd rather invest it at higher interest elsewhere."

She was supported by another working wife who said: "I might want to buy a bigger house, go on an overseas trip, or buy shares and I want the option to take what is my money."

When the draft Bill on pension schemes is published in the Government Gazette soon, people will again be invited to submit comment and I believe you will have until the end of March to do so.

If you have strong feelings about the matter, why not write in about them?

Did she make the right decision all those years ago?

STAR 9/10/81

57

SHARPER 75

SHARPER 75



Figures showing the additional requirements to be needed. A gathering of women is being planned to deal with this problem, reports SUE GARBETT.

Responding to the call for action

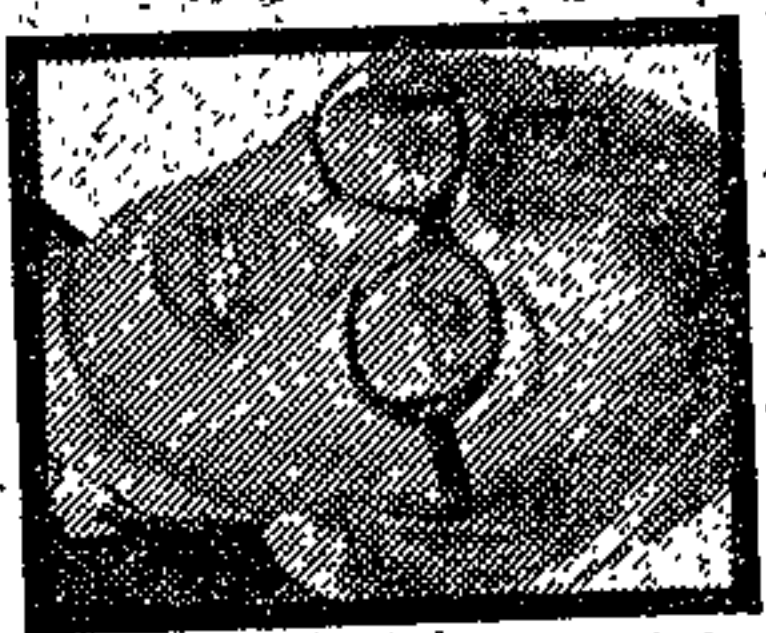
“It’s up to us to fill the gap”



VELIA KIRKPATRICK — “Women must have positive suggestions to make.”



VALERIE MICKLEBURGH — “Women need to go into trades and professions that are male dominated.”



ELISABETH BRADLEY — “Why does SA have both a serious manpower shortage and a serious unemployment problem?”

like everyone to write to them, detailing their local and national present, as well as a list of their activities.

Write to either: Velia Kirkpatrick, PO Box 61653, Marshalltown, telephone 99-5111.

outside their homes, help women who want to be?

The committee is anxious that no interested women's organisations are left off their invitation list and would.

Double the number of women needed!

Figures given to a Manpower 2000 conference in Pretoria in November last year show how desperate the need is for women to enter our labour force in the next 20 years.

The following additional labour will be needed by the year 2000:

- 275 000 white males.
- 576 000 white females.
- 831 000 black, coloured and Indian males.
- 2 375 000 black, coloured and Indian females.

These figures show that double the number of women is needed compared with men.

Women who attend must have positive suggestions to make,” she added.

The Womanpower committee, which operates on a national level, has several aims, among them:

- Giving publicity to areas of genuine discrimination of women in the market place.
- Fighting against unfair employment practices against women.
- Trying to influence changes in such laws and practices.
- Assisting in the establishment of training or re-training centres outside the formal educational institutions, to enable women to enter (or re-enter) the labour market.
- Considering ways of alleviating employment problems, which are specific to married women and mothers.
- Creating an awareness among employers of the largely untapped pool of potential employees among their women workers.
- Persuading employers to take positive steps to encourage employment of and training for women in more skilled and responsible jobs.

Mrs Elisabeth Bradley, also a committee member and a director of Wesco, said that questions speakers at the “think tank” would try to answer would include:

- Why does South Africa have both a manpower shortage and underemployment?
- How can women who are not employed

“During World War 2 thousands of South African women were fit for a job, but from sheer necessity, today we have a real problem in that we don't have the basic technical manpower necessary to keep alive our future commerce and industry,” said Mrs Valerie Mickleburgh, marketing manager for Total SA and a member of the Womanpower committee.

“Therefore we need to motivate women to go into trades and professions that are male dominated. For example, if you have a daughter who is doing a degree in engineering, suggest she become a motor mechanic,” asked Mrs Mickleburgh.

concern is to do something about relieving the situation.

The present economic boom means that women are needed in jobs for which they have traditionally not been keen, or even been encouraged to receive training. These include jobs that range from mechanics and plumbers to the areas of engineering, computers and chemistry.

One of the committee's aims is to get schoolleavers to look at careers that until now have been the male preserve.

One of the largest gatherings of “womanpower” ever seen in this country will be held in Johannesburg in April.

“Womanpower in Action” is the name of a think tank envisaged by a committee operating under the aegis of Manpower 2000 which is committed to finding a solution to the shortage of skilled labour in this country.

Top women of all races and creeds from South Africa's leading organisations will be invited to attend the gathering.

For some time now leading lights in the world of business and politics have been contemplating about the manpower shortage, and the Womanpower and the Womanpower committee's primary

Teachers:

It's not just the pay — it's the TED's attitude

Teachers' Association's struggle against the resented male quota system and the TED's inflexible attitude to change.

RDM
12/2/81

Poor pay is not the only gripe of Transvaal teachers
MARTIN FEINSTEIN

The delegation's detailed memorandum described the TED's "quota system" which reserves a certain number of teaching posts each year for men, as an emblematic, hurtful and deeply distasteful legislative measure, and went on to put certain questions on the system to Prof Jooste.

Now, three months later, the TTA has published the department's answers. It confirms what the TTA has been saying for years — that at least one of the real roots of the Transvaal education crisis is the attitude of its education department.

The replies reflect the attitude of seemingly uncaring rigidity and stiff resistance to innovation and modification that has prompted the president of the TTA, Mr. Peter Mandell, to observe among his colleagues "an increasing tendency towards radical solutions and outright protest".

They come at a time when final-year students at the Johannesburg College of Education are refusing to apply for teaching jobs until the Government discloses the extent of pay increases for the profession in the Budget. Seemingly ad-hoc appointments were another reason

they gave for their dissatisfaction reflected in threats to give up education as a career altogether and opt for more lucrative jobs with the alternative ways and travel agencies.

Two resolutions adopted by last year's annual conference of the TTA formed the basis of the memorandum. They asked that the "reserved posts" system be scrapped before the beginning of 1981, and that the TED begin a new and speedier system of appointments.

The memorandum began by pointing out that "a worsening climate of discontent, unrest and concern pervades the teaching profession in this province".

Our information clearly points to the fact that the sense of despair amongst serious educationists, the public and the parent community reflects very real problems in our schools, and these are not being solved.

It laid the blame on, firstly, sex discrimination in the department's policy and secondly, its administrative failure.

The TED has asked its members to judge for themselves the replies to the questions which followed. Asked whether the reservation of posts had succeeded, in any demonstrable way, in improving the recruitment of men or the professional pride of men and women, the department replied:

It is too early to ascertain scientifically the answers to each of these questions. There are numerous other factors which have a major influence on the recruitment of teachers and the development of professional pride. The same reply met the

question whether reserved posts had seriously impeded the recruitment of students who found sex discrimination distasteful.

At the time the memorandum was written, only 30 per cent of the 205 qualified to teach junior primary had been finalised for 115 students reserved appointments, had been finalised for 115 students reserved appointments, had been finalised for 115 students reserved appointments.

So it was not out of place for the TTA to ask whether reserved posts could be a "serious contributing factor to many problems being experienced in appointing teachers".

The TED's reply to this question was "theoretically speaking, it is possible for women to obtain 66% of the permanent posts at primary schools and 80% at secondary schools, it is possible to offer permanent appointments to the vast majority of women."

The TED has experienced grave problems with newly-trained teachers who did not turn up at the schools to which they had been appointed.

The department dismissed a suggestion that the reservation of posts made a voluntary provision, at the discretion of the school principal

and committee, as neither possible, practical nor justifiable.

A uniform, practicable system in regard to the reservation of posts is essential, it replied.

The TTA also asked whether the TED was "aware that reservation of posts is seriously and increasingly eroding the statutory rights of parent bodies to appoint members of staff to their schools".

The reply: The TED does not subscribe to this view. The statutory rights of parent bodies are in no way impaired by the quota system.

Turning to the administrative stumbling blocks which are infuriating Transvaal teachers, particularly newly-qualified TED bursary-holders, the memorandum said the present system had evoked the following comments from headmasters: "Must be abolished entirely"; "Utterly inefficient"; "Would be rejected by any other profession with contempt"; "Rapidly worsening"; "One of the main causes of student dissatisfaction"; "The TTA has substantial evidence that the inefficient and impersonal procedures have led to no notable improvement of any kind (in 1980)".

"Indeed, in certain regions problems appear to have worsened. Permanent appointments of certain teachers have been retracted and then changed to other schools. Many hundreds of teachers have still not been notified of their appointments."

"We share the deepest misgivings of other associations about the appointment of professional staff in this province." It added, and asked the TED bluntly: Is there, or is there not, a serious problem with staff appointments?

The problem that exists, came the reply, may be attributed mainly to the persistent shortage of teachers in certain "scarce" subjects and in certain regions.

The whole system of making permanent, relieving and temporary appointments was revised this year (1980). After it has been revised once again, with a view to 1981 appointments, TTA and the Transvaal Education Department will be invited to discuss it during one of the regular meetings.

The department denied a request by the association to be able to contact the TED's regional heads, directly in case of any urgent problems with appointments.

"Delegates from other provinces are astonished by the turbulence created by appointments in the Transvaal," said the TTA in its final question, which asked: "Is it not time to devise a totally new strategy with respect to the manpower needs, efficiency and administrative consultation concerning appointments in our province?"

No comment in regard to the department.

There are procedures which may be used by the association, in order to suggest any improvements or changes it wishes to be considered.

The association said it had repeatedly told the department of these problems by means of delegations, conference resolutions, submissions from parents and parent organisations, letters and through its advisory committee for personnel affairs.

Representations had also been made to the past and present Minister of Education, the Federal Council of Teachers' Associations, the Association of School Committees, the South African Teachers' Council for Whites and the M a n p o w e r Commission.

The poor results are summed up in a TTA comment accompanying the questions and answers: "Unfortunately, there seems to be a general feeling among teachers that the department and its human inhabitants (there are such) are surrounded by something much more difficult to penetrate than any Voortrekker Jaager or modern electrical security fence."

The association concluded its memorandum with a plea for a gesture of goodwill.

"We are bringing to your attention matters that are not of superficial interest, but of grave concern to our community and the welfare and efficiency of English-medium schools."

"Very little public encouragement and support has emanated from official quarters in the last few years."

"Problems have increased and patients is low. Is it not the right time for a gesture of goodwill? We believe firmly in the value of restoring confidence in the profession and in the public mind."

WHY is the Transvaal Education Department's system of "reserved posts" the source of almost as much anger among teachers as their poor pay?

Let us look at an imaginary Johannesburg primary school for the answer.

The school has, let us say, 31 posts. One headmaster, one deputy headmaster, two heads of department and 27 teachers.

Although TED rules say that all these posts can be filled by permanent staff, a long-standing departmental circular says: "In every 10 posts may not be advertised in order to accommodate and protect teachers looking for temporary jobs. So in our school, two posts are 'kept aside' for this purpose, leaving 29 permanent teaching posts."

Out of these, one-third are reserved for men, one-third are reserved for women and the remaining third are open to either sex.

In other words, at least nine teachers must be men.

But teachers like everyone else, move on — and this is the crunch.

Let's say our school has an average turnover of about 30% — four or five teachers a year.

If they are men, there simply are not enough other men coming out of teacher training college to replace them. Women cannot apply for those positions if the school has already filled its female quota.

For the school, this means empty posts. For young women teachers about to qualify — and there are many more women than men at college — it means an unreasonable restriction on the number of available posts.

And if they hold TED bursaries, this often means being unable to apply for the job of their choice and being assigned, instead, to a position at the whim of the TED.

According to the TTA, the TED has no acceptable way of linking such a teacher's preferences — "the human factor" as TTA president, Mr. Peter Mandell calls it — with available posts.

So very few women teachers are getting the permanent posts of their choice, and many are being allocated to schools far from where they live.

Young teachers starting on their first job are particularly angry at what they see as the jumbled result of an inconsistent bureaucracy.

How the system locks out women teachers

Women teachers

57

Defence Force: equal pay
Trans. 3 2011/02 (AD) 57

*15. Mr. P. A. MYBURGH asked the Minister of Defence:

11/2/81

What is the estimated cost of the introduction of equal pay for all races in the South African Defence Force for the first year?

†The MINISTER OF DEFENCE:

RM 8,23.

RDM 13/1/81 (57)
13/2/81

Racial disparities

Political Staff

THE ASSEMBLY. — Racial disparities in the salaries paid to doctors, dentists and pharmacists in Government service still exist.

The Minister of State Administration, Dr. Andries Treurnicht, gave details of these yesterday in reply to a question by Mr. Nigel Wood (NRP Berea) of the salaries paid to medical personnel in the public service.

These showed the salaries of specialists, medical superintendents and senior dentists have

been equalised but those of medical officers, registrars, dentists, principal pharmacists, senior pharmacists and pharmacists have not yet been equalised.

White, coloured, and Indian medical officers start at R11 550 a year, while black medical officers start at R10 650 a year.

Among pharmacists there is a three-way differentiation.

A white pharmacist starts at R7 740, a coloured pharmacist at R7 080 and a black pharmacist at R5 745.

Not all salaries equalized

CT Political Staff
 13/2/81 (57) (218)
 HOUSE OF ASSEMBLY
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mark
 obtaining the highest average
 For the first year student
A E & C I Prize

CHEMICAL

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

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

B F McClelland
 J H Rens
 D P Weeks
 T J Cumming
 P M Salmon
Fourth Year (Gold Medal)

Miss N C Davidson
Third Year (Silver Medal)

Miss G C Littlewort
Second Year (Bronze Medal)

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

FACULTY OF ENGINEERING

R35 less pay than peers for top nurse

CT 14/2/81 (57)

Own Correspondent

JOHANNESBURG. — A Cape Town nursing sister who achieved the highest results in the examinations written by student nurses of all races last year, is paid R35 less than her white counterparts who have the same qualifications

Miss Virginia Young, of Grassy Park trained at the Coronation Hospital in Johannesburg. She is to receive two gold awards from the South African Nursing Council in recognition of her achievement.

A comparison of the starting salaries of black, coloured, Indian and white sisters who all have the same qualifications shows that coloured and Indian sisters start at R331 a month.

white at R366 and black at R197

Nurses, superintendents and doctors have called for an equalization of salaries of all nurses.

The head of the Coronationville Nurses' College, Mrs E Spoon, said yesterday that Miss Young was an "exceptional student"

"Right through her training, she set the pace for high standards achieved by the group"

The 28 students, who were the first group to be trained by the college, achieved 25 distinctions between them and everyone passed

Miss Young, who achieved honours in every examination she wrote during the three-year training course and attained an aggregate of more than 80 per cent in her last year, plans to do midwifery at the Peninsula Maternity Hospital in Cape Town

"In June Virginia will return to the Coronationville Nursing College to teach, and next year she plans to study at the University of the Witwatersrand," Mrs Spoon said

The young nurse is holidaying with friends in Eldorado Park till she returns to Cape Town later this month

Subscriptions up —
3 pages, angry, nursing

McClelland

J. H. Krens

D. P. Weeks

T. J. Cumming

P. M. Salmon

Fourth Year (Gold Medal)

Miss N. C. Davidson

Third Year (Silver Medal)

Miss G. C. Littlewort

Second Year (Bronze Medal)

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Corporation Medals

FACULTY OF ENGINEERING

CHEMICAL

Once objectives are expressed in terms of measurable indicators programmes can be ranked according to their impact on these measures and those achieving the largest reductions in mortality/morbidity per rand chosen. Again, since information on the impact of programmes is frequently lacking, the effect of using indicators systematically to assess health programmes would be to direct research more from the purely scientific to epidemiological lines of inquiry, and from collection of data on health status, only, to research into the impact of different dispositions of resources on these indicators.

The effect of introducing overall measures of health status, is, by introducing select value judgements about the relative importance of various kinds of health problems, to render the analysis of a much wider range of choices possible as if they were questions of efficiency: of choosing the most cost-effective methods of reducing mortality and morbidity.

The same end is achieved in cost-benefit analysis, where money, instead of an indicator of health is used as the numéraire for the comparison of benefits. The additional advantage is that projects falling within the health ministry can more easily be compared with those carried out by other authorities. The importance of this will be discussed below. The additional cost is the far more horrendous value judgements implicit in the translation of health benefits into money terms. We can only justify these if it can be shown that these judgements too are made already in the political process by which funds are allocated; and that there are clear advantages in making such judgements explicit.

4.2.4 Cost-Benefit Analysis

The aim of cost-benefit analysis is to compare the total cost of a programme to society with the social benefits, and thus to arrive at a measure of the Net Social Benefits. If Net Benefit is positive the project should be undertaken. If however, there are too many projects for the available funds, one would rank the projects on the basis of their

Steps taken 'towards parity among teachers'

15/12/81
SUN

**By Carolyn Dempster
Education Reporter**
Black teachers have been brought a step towards parity with their white colleagues, the Minister of Education and Training, Dr Hartzenberg, announced yesterday.
"I am pleased to announce the mini-Budget of my colleague serves as proof that the Government is prepared to fulfil its promise to bring the conditions of service of black teachers in line with those of other population groups," he said.
Among the benefits black teachers will reap from the budget allotment to education are:
● They will be placed according to the same key scale applied to teachers — the new six level scale

— with two extra notches.
● Parity of salary has been extended to cover post levels two to five for teachers with qualifications from category C and higher (this means anybody with a matric and three years' training or more).
● Equal salaries for male and female teachers from post level four and higher.
● Narrowing of the gap between sex differentiated scales in post levels two and three, with special emphasis on teachers with qualification C and higher.
The importance of the new salary structures applied to the black teaching corps is that qualifications are stressed. Teachers will now find it

to their advantage to undertake correspondence courses to improve their gradings on the salary scale.
The department has instituted a scheme whereby for every university subject passed the teacher is reimbursed R50.
Despite the restructuring of the scale and introduction of parity of salary, more than 60 percent of black teachers do not comply with the minimum requirements.
Mr Franklin Sonn, president of the Union of Teachers' Associations of South Africa, said his organisation had "registered a strong plea for improvement for those who have a junior certificate plus a teacher's certificate."

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Plan to ban sex discrimination over wages

RDH 19/2/31

347 157

Political Staff
HOUSE OF ASSEMBLY —
The Government is to ban sexual discrimination in Wage Board determinations.

A new Bill has been introduced in Parliament which will lay down that there can be differentiation on the basis of sex in wage board recommendations.

The Wage Amendment Bill, which has already been read a first time in the House of Assembly, does, however, make provision for the phased removal of sexual discrimination in wage determinations already in force.

The existing Wage Act gives the Wage Board the power to lay down different wages for men and women although it excludes discrimination based on race or colour.

In an explanatory memorandum, which was issued yesterday,

the Government said.

In view of international developments, the entry of women on a larger scale to the labour market, and representations on the matter concerning the position of the

working women the Act is being amended to now provide specifically that no differentiation on the basis of sex shall be made by the Minister in determining the terms of reference of the board for purposes of an investigation.

The memorandum also said that "certain other methods of differentiation" were being removed.

These refer to the length of employment or type of work or the premises in which workers are employed.

However, the Minister, in terms of the amendment, "may apply any method of differentiation he may deem advisable:

provided that the Minister shall not differentiate on the basis of sex, race or colour."

In a later clause, the Bill lays down that the removal of sexual discrimination will not apply to any Wage Board determinations already in force.

The explanatory memorandum explained that "the prohibition of differentiation on the basis of sex in Wage Board recommendations will result in considerable financial implications for employers in instances where a big difference in prescribed wages of males and females still exist."

To enable the board to phase out the existing wage differences gradually, "the prohibition on differentiation on the basis of sex shall not apply in respect of directives issued to the Wage Board prior to the coming into operation of the amendment Act".

CIVIL

Malan Chemical Engineering
Medals
For the best student in each of the following years:—
Second Year (Bronze Medal) A H Dabrowski
Third Year (Silver Medal) C L E Swartz
Fourth Year (Gold Medal) L Flach
Malan Prize for the most Improved First Year Chemical Engineering Student
K W Strickland
S A Institution of Chemical Engineer's Silver Medal
For the best performance in project, design and practical courses over the 4-year

CHEMICAL (Continued)

Par 11 1929-1970

It has become increasingly apparent during recent years that advances in medical knowledge and expertise do not necessarily give rise to concomitant improvements in the health status of the people. More than merely knowing, an ability to implement this knowledge is required. Furthermore, if the

rather than on health. Consequently, despite the fact that efforts are being made to measure the positive aspects of health, these have tended no to be applicable for routine use at a national level, leaving health planners little alternative but to make use of measurements which concern

57
347
19/2/81
Equal pay soon for both sexes

CAPE TOWN — The government is to ban sexual discrimination in Wage Board determinations.

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To enable the board to phase out the existing wage differences gradually, "the prohibition on differentiation on the basis of sex shall not apply in respect of directives issued to the Wage Board before coming into operation of the amendment Act. — PS.

ally, since it is frequently the only data which is available. It is a measurement which has stood the test of time and, rally the only method of evaluating the health populations, using mortality data as a means of assessing the community's are the resources available for its collection. Despite the mortality experience of the community is routinely at countries, the reliability and detail of this data rable variation depending on a number of factors, not the are former problems associated with reliability (see Pt II) marker)

rather than on the unhealthy aspects of the community. Mortality data is one

necessary to determine parameters by which the health status of the community

can be measured. Whilst this is a relatively simple matter for specific

medical problems which have readily identifiable quantitative and qualitative

indices, when an overall assessment of health is required measurement becomes

problematical.

The medical profession has, on the whole, tended to concentrate on diseases

The standard analyses of routinely collected mortality data undoubtedly provide an important indication of the unhealthy problems in the community and, if their limitations are appreciated, they provide an invaluable input into the overall health profile of the community, highlighting the pre-dominant problems and identifying major trends.

Since it is often instructive to examine the past in order to place the

Bill to bar sexism in Wage Board rulings

Political Staff

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The memorandum also said that "certain other methods of differentiation" were being removed. These refer to the length of employment of type of work or the premises in which workers are employed.

Rulings in force not affected

However, the minister, in terms of the amendment, "may apply any method of differentiation he may deem advisable: provided that the minister shall not differentiate on the basis of sex, race or colour".

In a later clause, the bill lays down that the removal of sex discrimination will not apply to any Wage Board determinations already in force. The explanatory memorandum explained that "the prohibition of differentiation on the basis of sex in Wage Board recommendations will result in considerable financial implications for employers in instances where a big difference in prescribed wages of males and females still exist".

To enable the board to phase out the existing wage differences gradually, the prohibition on differentiation on the basis of sex shall not apply in respect of directives issued to the wage board prior to the coming into operation of the amendment act."

DO 20/2/87
**Equal pay
for over
80 000 (57)
women**

From BARRY STREEK

CAPE TOWN — More than 80 000 working women in South Africa will benefit by the removal of sexual discrimination in the salaries determined by the Wage Board.

But fears have been expressed that a number of women could lose their jobs if employers are unwilling to pay increased salaries, and trade union officials said yesterday that male workers were concerned that wages could be lowered by the move.

In 1979, 418 130 industrial and commercial workers were covered by Wage Board determinations.

Of these, 20 per cent, or 83 430, were women.

A further 1 045 929 workers earned wages laid down by industrial council agreements.

In the food and canning industry, trade union officials said yesterday, the salaries paid to women were about R2 a week lower than those paid to men.

They also pointed out that it was difficult to compare salaries of workers in different grades.

However, there were different rates of pay for male and female supervisors and foremen.

In general the move was welcomed.

The Progressive Federal Party's Mrs Helen Suzman, praised the step but urged the government to incorporate protective measures to ensure that no women workers lost their jobs.

Reservations Over

Removing wage sex bias

PDM 20/12/51 (57334)

Political Staff

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week lower than those paid to men.

They also pointed out that it was difficult to compare salaries of workers in different grades, particularly as women and men workers were often not categorised in the same grades.

However, there were different rates of pay for male and female supervisors and foremen.

In general, the move to abolish sexual discrimination in

wage board determined salaries was welcomed.

Mrs Helen Suzman, Progressive, Federal Party M.P., praised the step but urged the Government to incorporate protective measures to ensure that no women workers lost their jobs.

She said that all those interested in the advancement of women to equal status would welcome the step.

"But there is one danger in this and that is that unless

some protection is provided against the dismissal of women employees who will now be paid the same as men, a number of women workers could lose their jobs.

She urged the Government to provide the same protection to women as had been incorporated in the Sex Discrimination Act in Britain.

The possibility of women losing their jobs was "a worry" Mrs Suzman said.

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

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize

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

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the best classwork in Engineering Drawing.

I. Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

S L Cragg

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question,

Equal pay 'could lose women jobs'

Political Staff
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different expectations of life have been included: (1) e₀ - the expectation of life at birth, and (2) e₄₅ - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and so ranked is this difference that at e₄₅ 'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom male:female deficit of 1,5 years in 1941 at e₀ has become 6,9 years in 1970. For whites a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at Birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either e₀ or e₄₅, have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

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21/2/81 5101
Govt to
narrow
wage gap

Parliamentary Staff

THE ASSEMBLY — The Government was committed to narrowing the wage gap even though this had an inflationary effect, Mr Horwood, Minister of Finance, told The Assembly yesterday.

Replying to the third reading Debate on the Mini-Budget Mr Horwood said inflation was caused by increased salaries.

During the past few years the wages of blacks had increased out of all proportion — between 40 and 50 percent. It was impossible for productivity to increase equivalently.

Although closing the wage gap had an inflationary effect Mr Horwood said he believed it was necessary for economic and social reasons.

Mr Horwood said the Opposition had accused the Government of having too high an expenditure on unproductive projects, such as influx control.

Boraine praises Bill removing Wage Board sex discrimination

HOUSE OF ASSEMBLY.

The repeal and prohibition of sex discrimination in Wage Board investigations and recommendations was a milestone in the country's industrial relations, the chief Opposition spokesman on Labour, Dr Alex Boraine, said yesterday.

"This is a fundamental change of far-reaching significance," he said in debate on the Second Reading of the Wage Amendment bill.

Introducing the Bill, the Minister of Manpower Utilisation, Mr Fanie Botha, said its main aims were to speed up the process of wage determination for employees not covered by other agreements and to remove wage differentiation on the grounds of sex.

Dr Boraine said he was unhappy about a limitation in the Bill that prohibition of differentiation on the basis of sex would not apply to requests made before the Bill became law.

He asked Mr Botha how many women were affected by the limitation, how many determinations were involved, and how long the limitation would continue.

"It is a fact that many employers have deliberately employed females to do the same job because of the differentiation in the reward laid down by the Wage Board recommendations."

"It is to be hoped that there will be some measure of protection for women who will now qualify for equal pay for equal work."

Dr Boraine also questioned a provision in the Bill whereby Wage Board reports and recommendations would no longer have to be tabled in Parliament.

"We have no problem with

wanting to speed up the work of the Wage Board, but I would ask that these reports and recommendations still be laid on the table without holding back the work of the board."

It was also not clear that repeal of the need for publication of Wage Board recommendations in the Government Gazette was a forward step.

Dr Boraine asked whether another provision in the Bill meant an employee could not be "victimised" even if he or she belonged to an unregistered union.

"If my interpretation is correct, this is also a very significant improvement and has to be commended," he said.

Mrs Helen Suzman (PF) Houghton said the equalising of wages paid to men and women as proposed in the Bill, was a big step forward.

Wage inequality between the sexes arose from a longstanding myth in South Africa that women's earnings constituted supplementary income, especially in black households, women were often the sole breadwinners.

The Government should consider pulling the Industrial Conciliation Act into line with the elimination of sex discrimination in the Amendment Bill.

She asked whether farmworkers and domestic servants would also be covered by legislation.

Some unions had voiced the fear that the measure would drag down men's wages instead of putting women on a par with their male colleagues.

The acquisition of skills by workers would ensure the elimination of sex discrimination.

But in unskilled categories the Government would have to guard against preferential employment of men. — Sapa.



Wage Bill 'a milestone'

Argus 25/2/81



Mrs Helen Suzman

57 347

THERE was a long-standing myth in South Africa that women's earnings were supplementary — simply extra pocket money — but this was far from true, Mrs Helen Suzman (PFP, Houghton), told the Assembly yesterday.

Mrs Suzman was speaking during the second reading debate on the Wage Amendment Bill, which was hailed as a 'milestone' by Opposition speakers because of its provision for repealing sex discrimination in Wage Board investigations and recommendations.

Mrs Suzman said that a recent study showed that 58 percent of domestic servants were the sole supporters of their families, and another survey found that 30 percent of the homes in Soweto had women as the breadwinners.

RATE

As a result of sex discrimination in wage rates women were, in most instances, being paid between 20 and 25 percent less than men in the same occupations.

Women had campaigned to no avail for 'equal pay for equal work' and the

Parliamentary Staff

A new measure being introduced was a big step forward in labour relations, said Mrs Suzman.

She said she felt that if sex discrimination in wages could be eradicated under the Wage Act, it was obvious a similar step should be taken regarding industrial wage agreements. This could be achieved with a simple amendment to the Industrial Conciliation Act.

Mrs Suzman asked whether the Minister of Manpower Utilisation, Mr

Fanie Botha, was ever going to include farm workers and domestic workers under the Wage Act. Many black women were being exploited and had no protection whatever. This could also be achieved with a simple amendment.

Mrs Suzman said that removing sex discrimination in wages may result in employers replacing their female employees with men, who they might consider better able to do the job for the same wage.

The Minister would have to keep careful watch to ensure this did not happen, and if it did he should take legislative action, such as extending the 'victimisation' clause in the Wage Act.

'FUNDAMENTAL'

The repeal of sex discrimination in wages was also hailed by Dr Alex Boraine (PFP, Pinelands) who said it was a 'fundamental change of far-reaching significance.'

He said his party had maintained for many years that the determining factor regarding opportunity, training and rewards 'ought to be and must be merit.'

SA Opposition 'should be appreciated'

Parliamentary Staff

MR HARRY SCHWARZ (PFP, Yeoville) suggested yesterday that the Government should appreciate the conduct of South Africa's Opposition in the light of events in the Spanish Parliament in Madrid.

Speaking in the Railways mini-budget debate, Mr Schwartz referred specifically to events in Madrid where the entire Spanish Government and Parliament were reported to have been taken hostage in an attempted coup.

'I believe the honourable the Minister (of Transport Affairs) will appreciate the nature of the Opposition that he has here compared with the nature of the Opposition which exists in other places,' Mr Schwarz said.

He added: 'Other people might perhaps bear that in mind when they tend to sit in judgment upon what goes on in South Africa and compare it with what goes on in other countries of the world.'

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

and related schools would regard exploration of unconscious factors and complexes as necessary to reduce the negative power of these and thus increase the positive and healing forces i.e. releasing the individual from the rule of unconscious complexes and their often daemonic power.

Africa still practises an aggressive male chauvinism. Women with equal qualifications and sometimes superior ability have to accept lower pay because they are women and because of some archaic principle which dictates that a "supplementary earner" needs less than the breadwinner. Today, many women are sole breadwinners. There are, of course, jobs in offices and the like which are reserved exclusively for women and which pay more than a young man could earn — but those constitute a rough justice.

Correctly the Opposition supports Mr Fanie Botha's Bill. Now what about the rest of the workers? And what about some of those other wage gaps which are even more important?

A woman's work

THE Bill introduced into Parliament yesterday by the Minister of Manpower Utilisation to abolish sex discrimination in wage board determinations is a small step for womankind. It affects, according to figures given by Mrs Helen Suzman, about 83 000 women in industries and trades. That would leave more than 400 000 who do not enjoy the same protection under the Industrial Conciliation Act. The importance of the Bill, though, is that it shows that in one respect this country is emerging from the mists of time.

While some of the world's most advanced nations have acknowledged that "the weaker sex" is a myth largely invented by "the stronger sex," South

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m and self-confidence,
n one's chosen area of
eaningfulness of life can
enous healer can achieve
d it might be rewarding

To me it seems that his methods rest on two foundation stones.

- (1) His knowledge of and faith in the use of the cultural beliefs, customs and values of his own people. He and they live with their ancestral shades in an undivided world. Because of his

natural gifts and prolonged and intensive training he can mediate between the living and the living dead, and interpret the often obscure, at times disturbing and even frightening messages and wishes of the ancestors. He can do more, he can summon the helping and benevolent spirits which help him and his patient with the healing work in hand. This aspect of his work rests on sound psychological principles.

- (2) In the second facet of his work, according to my observations, neurophysiological functions are used extensively. The aim of ~~these~~ ritual dancing is to stir up certain bodily functions which have a clearly observable effect on their sense of physical and bodily wellbeing. Some of the herbal remedies which are routinely used might well also have an effect on neuronal activity. These two aspects do not operate separately but are present to a greater or lesser degree in all the healing procedures.

VALUE OF A SHARED CULTURE:

Carstairs⁵ concludes that the indigenous healer plays a key role in the health of the individual and the social cohesion of the group. Kiev⁶ considers that primitive psychotherapies are complex culture bound procedures and that no one institutional model can meet the divergent needs in all societies. All cultures produce tensions and over the centuries they have all acquired and provided valuable mechanisms for the release of these tensions.

Anthropologists have made great contributions to a better understanding of the world view of black people and their ideas about the causation of ill-health and the treatment required. In this connection

peculiarities which preclude effective allocation via supply and demand forces. The remaining paragraphs of this section list a selection of such purported features.

A. The consumption of health care, it is said, has an externality or spill-over dimension which is positive. Not only do I benefit by you being healthy and non-infective but, more important, I am concerned and have compassion about your health status. Our utility functions are interdependent. Therefore, it is a general inference that most people will cast votes and pay taxes to cut the tie between need and ability-to-pay. Individuals may also be expected to be the best judges of their own value.

The consumer has very attenuated sovereignty in the initial choice of what to buy. Thereafter, the patient, being doctor's dual role as his agent and to him. "This means that the medical care is not bought and supplied neatly into demand and supply sides; and prices no longer signal exogenous value" (IEA 1974: 197)

C. Related to the foregoing are the price relationship to each

"what potential consumer of access to health care would be willing to pay for (a) zero money price (b) ... entry fees (c) eligibility criteria (d) variable insurance (e) time costs and (f) other financial and economic losses associated with gaining access and undergoing treatment..." (Williams 1977: 308-9, emphasis added).

D. The commodity in this sector is health care not health improvement. A provider's activity - whether hospital or doctor - has joint technical and non-technical effects. There is an illusion that we are buying only the former, the physical comfort. In the flow chart, this is the M - H connection. But we are also buying the latter, the reassuring and emotional effects which have the "psychological property of signifying something...the retreat of illness and death.../and/ that the doctor takes responsibility for the

patient" (Dupuy 1974: 491). This is the M - Z link in the chart. These non-technical outputs are jointly produced, that is in a fixed ratio with the technical components and are therefore a potential source of market failure. Furthermore, Dupuy argues they are a key ingredient in understanding phenomena like the prescription of drug therapy, the low price elasticity and high income elasticity of demand for drugs, the stimulus to pharmacological innovation, and the particular structure and performance of the pharmaceutical industry.

Dr Boraine said he was unhappy about a limitation in the Bill that prohibition of differentiation on the basis of sex would not apply to requests made before the Bill became law.

He asked Mr Botha how many women were affected by the limitation, how many determinations were involved and how long the limitation would continue.

"It is a fact that many employers have deliberately employed females to do the same job because of the differentiation in the reward laid down by the Wage Board recommendations."

Dr Boraine also questioned a provision in the Bill whereby Wage Board reports and recommendations would no longer have to be tabled in Parliament.

"We have no problem with

HOUSE OF ASSEMBLY. — The repeal and prohibition of sex discrimination in Wage Board investigations and recommendations was a milestone in the country's industrial relations, the chief Opposition spokesman on Labour, Dr Alex Boraine, said yesterday.

"This is a fundamental change of far-reaching significance," he said in debate on the second reading of the Wage Amendment Bill.

Introducing the Bill, the Minister of Manpower Utilization, Mr Fanie Botha, said its main aims were to speed up the process of wage determination for employees not covered by other agreements and to remove wage differentiation on the grounds of sex.

wanting to speed up the work of the Wage Board, but I would ask that these reports and recommendations still be laid on the table without holding back the work of the board."

It was also not clear that repeal of the need for publication of Wage Board recommendations in the Government Gazette was a forward step.

Dr Boraine asked whether another provision in the Bill meant an employee could not be "victimized" even if he or she belonged to an unregistered union.

"If my interpretation is correct, this is also a very significant improvement and has to be commended."

Mrs Helen Suzman (PEP, Houghton) said the equalizing of wages paid to men and women proposed in the Wage Amendment Bill was a big step forward.

Wage inequality between the sexes arose from a long-standing myth in South Africa that women's earnings constituted supplementary income.

Especially in black households, women were often the sole breadwinners, Mrs Suzman said in the second reading debate on the Bill.

The government should consider pulling the Industrial Conciliation Act into line with the elimination of sex discrimination in the Amendment Bill.

She asked whether farm-workers and domestic servants would also be covered by legislation.

Some unions had voiced the fear that the measure would drag down men's wages instead of putting women on a par with their male colleagues.

The acquisition of skills by workers would ensure the elimination of sex discrimination.

But in unskilled categories the government would have to guard against preferential employment of men. — Sapa

Boraine lauds wage, sex equality move

... fundamental category or logical status. The

simplest notion is productive or technical efficiency. It is best expressed in question form. Either, with a set of given and specified resources, what is the maximum output or range of outputs that can be produced? Or, given a set of specified outputs, what are the minimum inputs needed to produce it? If in the former case, it can be shown that as between two possible output bundles, the one has a unit less of an output component than the other, then it is an inefficient outcome and must be discarded. The argument runs similarly in the minimising version.

In the welfare economics literature, this idea is expressed with more formality but for the present purpose the version above suffices to convey

Professors/lecturers: salary scales
19 Dr A. L. BORAINÉ asked the
Minister of Education and Training:

Whether any steps were taken in 1980
to narrow the gap in salary scales for
White and for Black professors and lectur-
ers at the universities for Blacks; if so,
what steps; if not, why not?

The MINISTER OF EDUCATION AND
TRAINING:

Yes. With effect from 1 April 1980 the
same salary scales for White and for Black
professors at the universities for Blacks
were introduced.

Parity was also reached in respect of
registered medical specialists and medical-
ly qualified academic staff from senior
lecturer to professor. The salary gap be-
tween White and Black lecturers of the
latter group was narrowed from 89,4% to
94,9%. Existing salary gaps will in due
course be blotted out. Universities close
the gap from their own income in the
meantime. Student fees are retained as
revenue for this purpose.



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57

Vot. 188]

KAAPSTAD, 25 FEBRUARIE 1981

CAPE TOWN, 25 FEBRUARY 1981

[No. 7427

KANTOOR VAN DIE EERSTE MINISTER

OFFICE OF THE PRIME MINISTER

No. 342.

25 Februarie 1981.

No. 342.

25 February 1981.

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

It is hereby notified that the State President has assented to the following Act which is hereby published for general information:—

No. 6 van 1981: Wet op die Voorkoming en Bestryding van Besoedeling van die See deur Olie, 1981

No. 6 of 1981: Prevention and Combating of Pollution of the Sea by Oil Act, 1981.

The battle to stop sex discrimination begins

24/8/77 STAR
57

English teachers are preparing to fight the Transvaal Education Department on one of its most controversial rulings — the reservation of teaching posts for males and females.

This reservation of posts, or quota system, was introduced in 1977 and was met almost immediately with an outcry from English schools. It hit hardest there because the greatest shortage of males was in English schools.

In 1979 a petition with about 3 000 signatures from teachers and parents calling for an end to the quota system was sent to the TED.

Other deputations from the 3 600-strong Transvaal Teachers' Association also took up their opposition to the quotas with the TED. The Director of Education in the Transvaal, Dr J H Jooste, justified the reservation of posts by saying men were necessary to help with sport, discipline and "in the event of terrorist activities."

The TTA has never disputed the need for more male teachers. "But you cannot legislate for men who do not exist," said one TTA executive member.

Having had no joy from the provincial bureaucrats who run education, the TTA is now consulting lawyers about possible legal action to change the quota system.

"From our point of view the TED introduced the reservation of posts unilaterally. Now it can withdraw it unilaterally," says TTA president Mr Peter Mundell.

"The other provinces have modified it to suit their needs. In any case the provincial education authorities are not bound

STAR FOCUS



Dr J H Jooste . . . men are necessary "in the event of terrorist activities."

to accept recommendations made by committees at inter-departmental level."

The TTA's approach to the problem has been to examine legislation affecting the reservation of posts on the grounds of sex discrimination.

Miss E Niemeyer, headmistress of Johannesburg Girls' High School, asked Dr Hennie Reynders, chairman of the National Manpower Commission, for his opinion.

Dr Reynders said the quota system could be seen as an anomaly and it might be possible to show it up as such, Miss Niemeyer said.

But Dr Reynders recommended that the TTA wait until the Human Sciences Research Council's investigation into education was completed before pressing its case any further she added.

On other fronts the

Sex discrimination in the appointment of teachers to Transvaal schools has fuelled the discontent and cynicism among the province's educators. But now some of the profession are moving to change this "quota" system — and they have the support of the Minister of Education. CAROLYN DEMPSTER and TONY DUIGAN report.



Dr Gerrit Viljoen . . . policy is to remove sex discrimination.

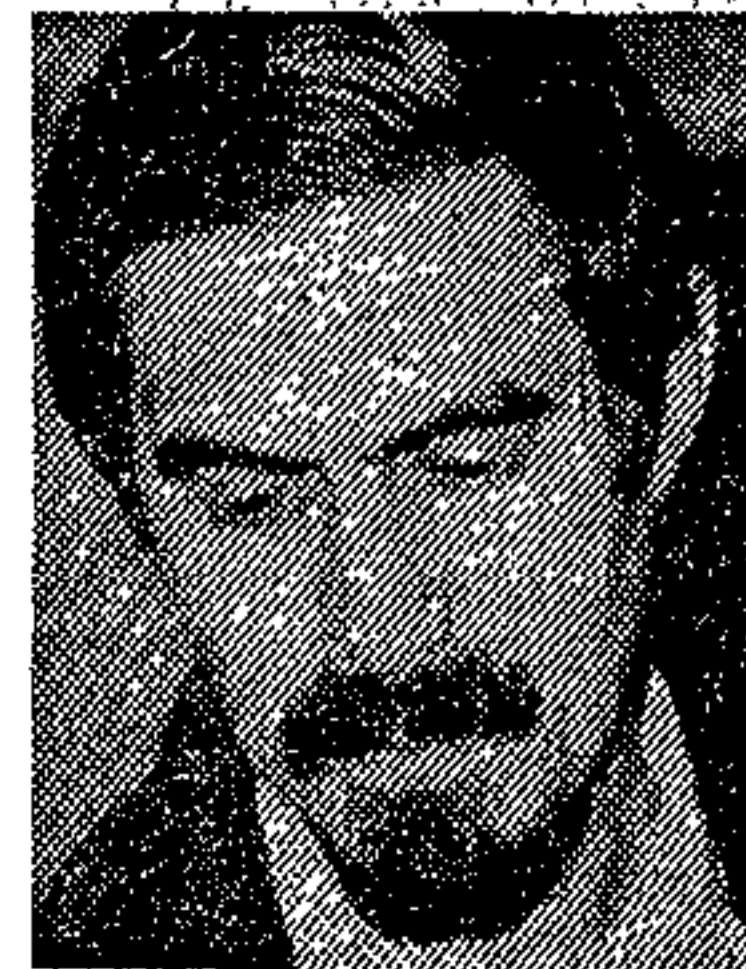
TTA has continued to voice its opposition to the discriminatory ruling which, in a survey done recently on the Witwatersrand, was one of the chief grievances given by TTA members.

Last October Mr Mundell sent a memorandum to the Director of Education in the Transvaal calling for rescinding the reservation ruling and introducing a new and speedier system of appointments to schools.

The TED's response was short and sharp.

"The TED regards the quota system as essential, pedagogically (educationally) sound and in the best interests of the pupils. We cannot afford to implement measures that will lead to the exclusion of men from our profession or prevent a regular inflow of newly-trained teachers into all schools."

Right. But where are



Mr Peter Mundell . . . "running on woman-power."

the men? Every year at English schools far more posts reserved for men are advertised than can be filled by the small number of male teachers graduating.

Each year this means many posts at English-medium schools have to be filled by Afrikaans-speakers or women temporarily appointed.

In its reply to the TTA's memorandum, the TED totally rejected the suggestion to make the quota system voluntary "according to the needs of individual schools."

This was "not possible, practical or justifiable," the TED replied.

An important ally of the TTA in its fight to scrap quotas is the new Minister of National Education, Dr Viljoen.

In a recent interview he said it was his and his department's policy to remove sex discrimination.

Cont.

Quota system adds to red tape tangle

26/02/81

Half of the Transvaal Education Department's bureaucratic problems — delays in teachers' salaries, a slow system of appointments — are the result of the red tape tangle that surrounds temporary appointments.

This is the firm belief of the secretary of the Transvaal Teachers' Association, Mr Jack Ballard, who also serves on the executive of the Federal Council of Teachers' Associations.

The number of temporary posts has escalated since the quota system was introduced in 1977 and each year all these temporary teachers have to re-apply for their posts — no matter how long they have been at the school, Mr Ballard said.

This means each year the administrative staff at the TED is faced with a mountain of paperwork to re-appoint these people.

This is the cause of at least half TED's problems, says Mr Ballard.

The quota system was introduced by the TED hurriedly in June 1977 without reference to other education authorities or consultation.

Only after it was already a fait accompli did the TED try to obtain some form of national

consensus by raising the matter with the Committee of the Heads of Education.

In 1978 a working committee, composed of representatives of all the provincial education departments, and the Department of National Education, investigated the system and submitted their report.

The committee reported in May 1978, but what disturbed the Transvaal's English-speaking teachers most is that none of the 12 representatives (there is a possibility that one member was English-speaking) on that committee appeared to be English speaking.

Yet the results of the quota system are felt most strongly in English medium schools.

Even in 1978 it was obvious that the colleges (English-medium in particular) were not training sufficient men teachers to fill the posts reserved for them.

In May 1979 173 permanent posts were advertised in the Transvaal Provincial Gazette. One hundred-and-fifty-three of these posts were reserved for men. But of the 171 Johannesburg College of Education graduates that

year, only 29 were men. What happens each year is that the limited number of permanent posts for women are quickly snapped up, leaving hundreds of women students in search of jobs. The TED has made inadequate provision for this.

If the posts reserved for men at any school are not filled, women may apply but as temporary teachers or a permanent, relieving teacher.

As such, they are subject to the 24-hour notice regulation and until the end of last year were not eligible for all the bene-

fits allowed for teachers with permanent positions. The other provincial education departments introduced a modified quota system which has been overwhelmingly denounced because of the dwindling supply of men teachers.

And the irony of it all is that English-medium schools, particularly, are being run on women's power," said T.T.A. president, Mr Peter Mundell.

Their dedication and involvement is holding the whole system together and this is the way they are treated."



SUE GORDON — "new association will give domestic workers solidarity and power."



ROBERTA JOHNSTON — "Change will not come overnight."



VELIA KIRKPATRICK — "I hope other employers will follow suit."

Equal pay move will not affect most women

202/5
S7AN
57



LUCY MVUBELO — "We'll fight at trade union level for domestics and farm workers."

Just what will the abolishment of sex discrimination in the Wage Act mean to working women? How many will it affect? SUE GARBETT reports.

The majority of working women in South Africa will not be affected by the Government move to abolish sex discrimination in Wage Board determinations.

While the Government has been praised for taking a major step forward in labour relations by removing sex discrimination from the Wage Act, it has

been criticised for not following suit for workers affected by the Industrial Conciliation Act.

About 87 000 women are affected by the new law.

"I believe however, that many thousands more women come under the ICA," said Mrs Helen Suzman MP.

This means more than a quarter of a million working women at least will still be discriminated against on the basis of their sex, and women who have agitated for change said that while they regarded the Government move as a great step forward, they wouldn't like women to think that sex discrimination was now outlawed everywhere.

"But the change means recognition of the principle of equal pay for work of equal value — this has dispelled the myth that women supplement the family income," said Mrs Suzman.

She pointed out that women, especially blacks, were often the sole breadwinners, and a study by the West Rand Administration Board had shown that 30 percent of the households in Soweto were maintained by female earnings.

Mrs Roberta Johnston who headed the Study Group on Women in Employment which made recommendations for changes to our labour legislation, said: "This is the first time that equality in pay for women has been accepted by the Government. We're hoping it's the first step to total equalisation."

She said the legislation would cover women such as machinists in a factory, clerks in various industries, shop assistants not members of a union and any worker not under the aegis of an industrial council.

She pointed out that



HELEN SUZMAN — "recognition at last of the principle of equal pay for work of equal value."

change would not come overnight.

"It's going to take a long time to reach the worker because the present wage determinations are to remain in force until new wage determinations are made."

Mrs Velia Kirkpatrick, chairman of the Womanpower Sub-committee of Manpower 2000, said she regarded the changes to the Wage Act as a "breakthrough — and one I hope that will stimulate other employers, for example in the private sector, to follow suit."

Mrs Kirkpatrick added that the changes, "were the result of efforts made by many women's organisations over the years."

She was happy that the Government "was honest in its stated intentions to do away with discrimination in the labour market."

● Last night the Minister of Manpower Utilisation Mr Fanie Botha gave his assurance in Parliament that the ICA would be amended and that sex discrimination would not be possible under it. As Parliament ends today, this will have to wait for the next session.

August 26/2/91

Sex laws

48 57 347
also for

industrial

workers

— Minister

CHEMIC

Parliamentary Staff

LEGISLATION similar to that passed by the Assembly yesterday — repealing sex discrimination in Wage Board investigations and recommendations — will be introduced in respect of the Industrial Conciliation Act during the next session of Parliament.

This was announced by the Minister of Manpower Utilisation, Mr Fanie Botha, when he replied to the second reading on the Wage Amendment Bill.

Mr Botha said it would be 'logical' to extend the provision to industrial workers.

The announcement was welcomed by Mrs Helen Suzman (P.F.P. Houghton), who said it would have far-reaching consequences because there were even more women affected under the Industrial Conciliation Act than there were under the Wage Act.

DETERMINATIONS

Mr. Botha said there were 35 wage determinations in operation. The phasing out of sex discrimination in wages would thus take time — at the most two or three years. The phasing out process would begin immediately.

During the third reading of the Bill, Dr Alex Boraine (P.F.P. Pine-lands) said there was no doubt that sex discrimination existed in South Africa. The new measure would leave employers, who in the past had hidden behind legislation, without any cover.

As the Minister had indicated, there were 87 300 women affected by wage determination — it would take time to phase discrimination out but he was happy the Government was 'on the right road.'

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L Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

Women's rights: a small step

RDM 26/2/81

57 ~~377~~

JOYCE OZYNSKI

ABOUT 30 000 women workers will be affected by labour legislation expected to be passed in Parliament today.

The Wage Amendment Bill abolishes sex discrimination in the minimum wages laid down by the Wage Board. Previously, different minimum wages have been laid down for men and women, giving men a higher wage.

However, once an employer pays higher than the minimum wage, there is nothing to prevent inequalities from occurring.

The Bill doesn't affect professional women and all other women whose wages are not determined by the Wage Board. It does not embody the principle of equal pay for women doing the same jobs as men, as legislation in Britain has established.

The Bill has had a mixed reception.

"It is one of the greatest things. We are getting our rights back as women," said Emma Mashini of the Commercial Catering and Allied Workers Union. About 50% of the members of this union are women.

The union has just negotiated a new wage determination, but "unfortunately, as the legislation is not retrospective, the sex discrimination in this agreement will remain.

The Wage Amendment Bill, expected to be passed in Parliament today, has had a mixed reception. It will affect thousands of women — mainly black — as it abolishes sex discrimination in minimum wages laid down by the Wage Board.

But we would hope that employers will comply with this new legislation."

Helen Suzman, MP, described the amending Bill as "a big step in the right direction. The principle is right and I back the Bill up to the hilt".

But she pointed out that the Bill "doesn't bring under its aegis thousands of men and women who are domestics or farm workers. These are the least protected and often worst exploited workers."

She expressed a fear that the legislation might lead to unskilled women workers being laid off to give men preference in times of depression.

"If it should happen to any large extent, the Minister of Manpower Utilisation, Mr Fanie Botha, might consider some protection for women workers, using the machinery provided by the Victimisation Clause in the Wage Act or the Unfair Labour Practices definition in the Industrial Conciliation Act."

The Wage Amendment Bill also does not extend to workers in the homelands and border industries where the workforce is largely female.

"As present equalisation of wages does not apply to Industrial Council Agreements, my contention is that the change must be extended as soon as possible to the Industrial Conciliation Act so as to bring it in line with the Wage Act," added Ms Suzman.

The Wage Act covers workers who are not organised.

The response of others in the labour field was less positive.

Jan Theron, spokesman for the Food and Canning Workers' Union, felt that the Government wanted to "appear to be receptive to international standards and to comply with them. But unless they seriously intend abolishing the roots of discrimination in the workplace, the Bill won't make any difference, although it does create a

climate in which discrimination is seen as indefensible.

"Employers paying minimum wages can find ways around it. In addition, wages set by wage determination are so low, and are generally what employers are paying anyway. In no real sense will the Bill push up wages."

Over 60% of the workers in the food and canning industries are women.

Jimmy Thomas, of the Industrial Council for Clothing, said that as the industry is intensively organised, the amendment will have no beneficial effect on clothing workers as their wages are largely determined during negotiations between employers and unions.

He felt there was also the possibility that when wage agreements were made, the minimum wage set for both sexes would be nearer to the old minimum wage for women rather than the higher one for men.

Andrew Levy, president of ASSEMP (Associated Commercial Employers), said that the Bill will be beneficial for women working for employers who do pay the minimum rate.

"But if an employer pays in excess of the minimum, he can go ahead and discriminate to his heart's content."

THE WAGE GAP

Argus 27/2/81

344

57

THE majority of working women in South Africa will not be affected by the Government move to abolish sex discrimination in wage board determinations.

While the Government has been praised for taking a major step forward in labour relations by removing sex discrimination from the Wage Act, it has been criticised for not following suit for workers affected by the Industrial Councilation Act.

This means over a quarter of a million working women will still be discriminated against on the basis of their sex, and women who have agitated for change said that while they regarded the Government move as a great step forward, they wouldn't like women to think that sex discrimination was now outlawed everywhere.

But the change means recognition of the principle of equal pay for work of equal value — this has dispelled the myth that women supplement the family income,

said Helen Suzman,

Roberta Johnson, who headed the study group on women in employment which made recommendations for changes to our labour legislation, said this is the first time that equality in pay for women has been accepted by the Government. We're hoping its the first step to total equalisation.

She said the legislation would cover women such as machinists in a factory, clerks in various industries, shop assistants, not members of a union and any worker not under the aegis of an industrial council.

She pointed out that change would not come overnight. On Wednesday night the minister of Manpower Uti-

isation Panie Botha gave his assurance in parliament that the ICA would be amended so that sex discrimination would not be possible under it. As parliament ended yesterday this would have to wait for the next session.

Meanwhile, there has been an outcry at the government's failure to introduce legislation to protect domestic and farm workers.

Sue Gordon, head of the Domestic Workers and Employers Project, said not only should workers be recognised under the Wage Act, but they were also entitled to medical aid, pension and unemployment insurance.

Mrs Gordon said the South African Domestic Workers Association, which was launched yes-

terday in Johannesburg, was formed to teach women how to negotiate better wages.

I see it giving them solidarity. They will have an office and on a practical level domestics can complain here and the association will approach

the employer on their behalf.

Mrs Gordon said most domestics did not discuss their pay with each other and now they will learn what others are earning. She said the association would be launched in Natal next week and in the Western Cape fairly soon.

UJET

WOMAN POWER

News 5/3/81 (57)

ONE of the largest gatherings of 'woman-power' ever seen in this country will be held in Johannesburg in April.

'Woman power in Action' is the name of a think tank envisaged by a committee operating under the aegis of Manpower 2000, which is committed to finding a solution to the shortage of skilled labour in this country.

Top women of all races from South Africa's leading organisations will be invited to attend the gathering.

For some time now leading lights in the world of business and politics have been complaining about the manpower shortage, and the Womanpower committee's primary concern is to do something about relieving the situation.

The present economic boom means that women are needed in jobs for which they have traditionally not been keen, or even been encouraged, to receive training.

These include jobs that range from mechanics and plumbers to the areas of engineering computers and chemistry.

One of the committee's aims is to get school-leavers to look at careers that until now have been the male preserve.

'During World War 2 thousands of South African women were fitters and turners from sheer necessity. Today we have a real problem in that we don't have the basic technical manpower necessary to keep alive our future commerce and industry,' said Mrs Valerie Mickleburgh, marketing manager for Total SA and a member of the Womanpower committee.

'Therefore we need to motivate women to go into trades and professions that are male dominated. For example, if you have a daughter who is dextrous and is not academic material, why not suggest she become a motor mechanic?' asked Mrs Mickleburgh.

'Womanpower in Action will present a fresh look at the situation of women in the market place,' said Mrs Velia Kirkpatrick, chairman of the Womanpower committee.

'We will have new women speaking there. It will not be a gripe session, but a concentrated effort

to find solutions to this manpower problem. Women who attend must have positive suggestions to make,' she added.

The Womanpower committee, which operates on a national level, has several aims, among them:

- Giving publicity to already identified areas of genuine discrimination against female employees whether by law or common practice.
- Trying to influence changes in such laws and practices.
- Assisting in the establishment of training or re-training centres outside the formal educational institutions, to enable women to enter (or re-enter) the labour market.
- Considering ways of alleviating employment problems, which are specific to married women and mothers.
- Creating an awareness among employers of the largely untapped pool of potential employees among their women workers.
- Persuading employers to take positive steps to encourage employment of, and training for, women in more skilled and responsible jobs.

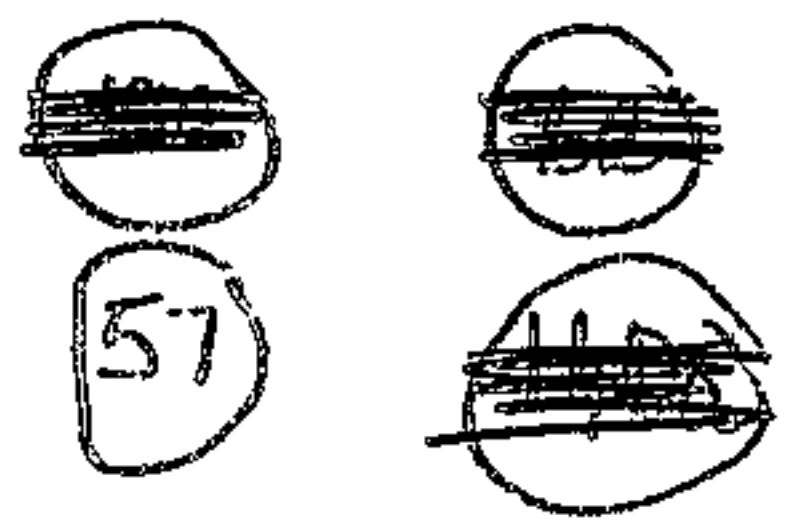
Mrs Elisabeth Bradley, also a committee member and a director of Wesco, said that questions speakers at the 'think tank' would try to answer would include:

- Why does South Africa have both a manpower shortage and a serious unemployment and under-employment?
- How can women who are not employed outside their homes help women who want to be?

The Womanpower gathering is to be held at the Johannesburg Country Club on Tuesday, April 21. The committee is anxious that no interested women's organisations are left off their invitation list and would like everyone to write to them, detailing their local and national president, as well as a list of their activities.

Write to either: Velia Kirkpatrick, PO Box 61653, Marshall Town, telephone 836-6525 or Mrs Valerie Mickleburgh, PO Box 986, Johannesburg, telephone 39-5111.

Sullivan slammed



FM 6/3/81

Ford, alternately the villain and the hero of SA labour relations, is again in the hot seat, this time over the second Audit by the SA Institute of Race Relations of its observance of the Sullivan principles.

The report paints a glowing picture of Ford's "progressive" internal industrial relations structure and praises the company for its commitment to "the spirit rather than the letter of the Sullivan principles, and the realistic awareness of the role that the company can play in bringing about peaceful change in the directions envisaged by Sullivan."

Although written by a committee of two sociologists, Cecil Manona and Dr Marianne Roux, an anthropologist, Professor Michael Whisson, an economist, Professor Wolfgang Thomas and an accountant, Professor Wiseman Mkukhu, the report has drawn an angry response from unionists and has brought into question the usefulness of foreign labour codes and highlighted problems companies face in monitoring them.

The National Union of Motor Assembly Workers (Numarwosa) and the United Automobile and Allied Workers Union of SA (UAW) — two unions affiliated to the Federation of SA Trade Unions (Fosatu), which merged at the beginning of the year — and the Motor Assembly Components Workers Union of SA (Macwusa) have labelled the report a "whitewash" and say it gives unfounded credence to company adherence to the "questionable" Sullivan principles.

Says Fred Sauls, Numarwosa organiser: "The spirit of the codes is unrealistic in the political situation in SA. They serve primarily to improve the company's credibility but they were drawn up without prior consultation with workers and are being implemented in the same paternalistic way."

He adds that Fosatu has taken exception to the mention of its standpoint on the wage issue being included in the report.

Sauls says Audit 2, unlike Audit 1, contains no interviews with workers, nor does it reflect the views of the black unions active at Ford. "The report contains no views from organised labour. No worker organisations participated in it. It cannot therefore reflect what is really happening."

The report finds that Ford has complied with Principle 1 of the codes — the non-segregation of races in all eating, comfort and work facilities. However, Dumile Makanda, Macwusa organiser, says that "toilet and eating facilities have been integrated. That is all," Sauls adds. "The

company has integrated some facilities but this does not mean integration of people. This step has in some cases hardened the attitudes of white workers who resent interference."

On Principle 2 — the implementation of equal and fair employment practices — the report says: "While the structure of the company is essentially fair and opportunities for advancement exist, problems remain in training 'non-whites' to take advantage of the opportunities, in training supervisors and managers to transcend stereotypes and in communication, especially across cultural divisions."

Says Makanda: "Nothing has changed in this regard in the company over the last two years. We would have to be the first to be convinced if it had."

Sauls says the problem of "middle management" still remains. "Even though top management may have made certain decisions in this regard, there are many people down the line who do not share the same sentiments. The report does not consider this problem at all."

The report says that "no racial discrimination exists in benefit plans. Makanda, however, points out that many workers joined the company when discrimination regarding wages and benefits did exist. "The present structure only serves those who have joined recently. Older workers are still receiving benefits and increments based on their initial wages. The company has done nothing to rectify this."

Under recommendations on grievance procedures, the report raises the issue of

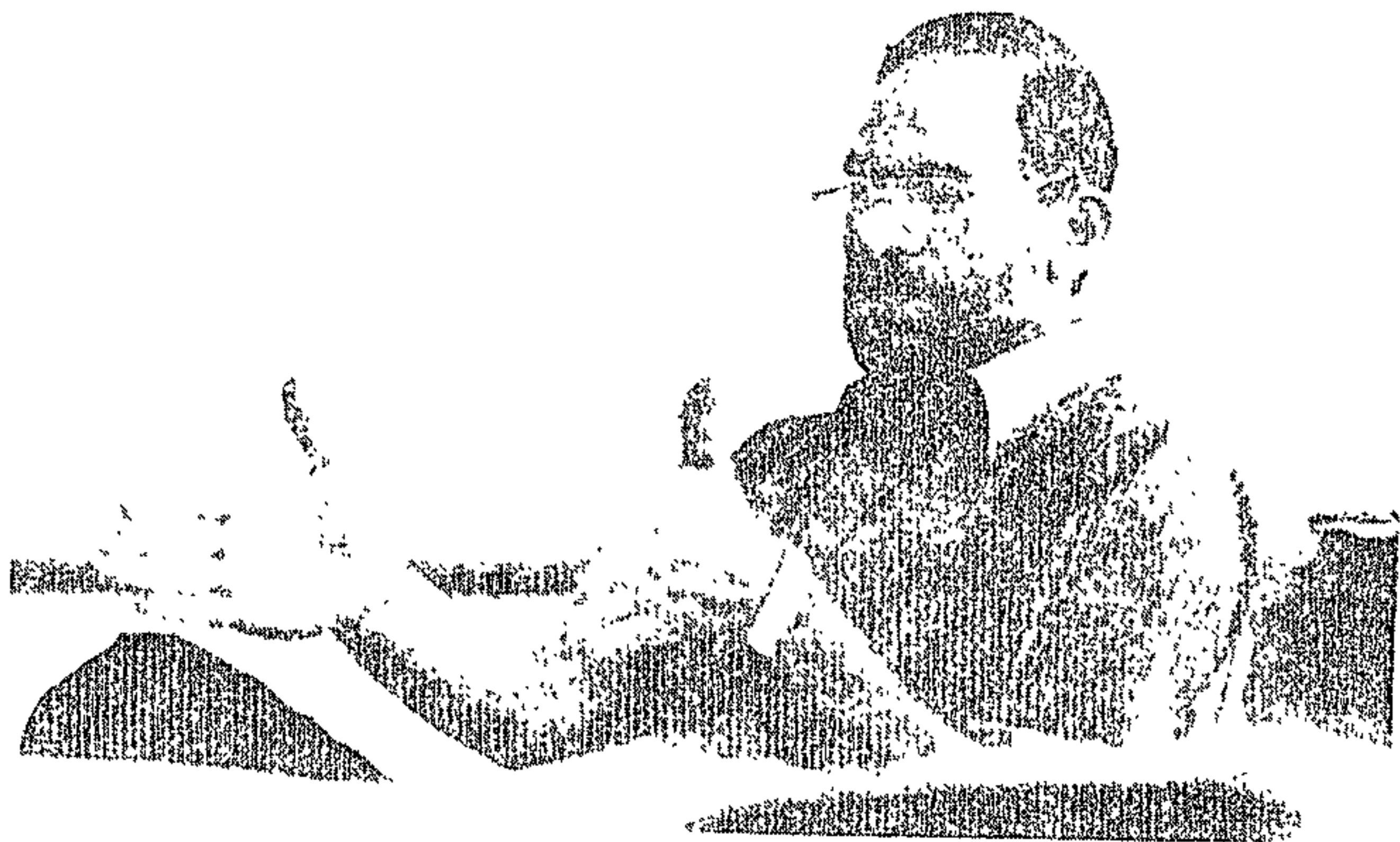
elected and company-paid shop stewards. "The ambivalent position of the shop stewards, especially those paid as such by the company, can lead to difficulties if the workers feel they are being co-opted by the company or even by the union bureaucracy and are no longer fully representative or sensitive to worker feelings."

The report recommends "annual elections on a plant-by-plant basis with open nominations, ie not restricted to union members."

Makanda and Sauls strongly condemn this notion as they feel it will mean the introduction of "stooge" shop stewards, because non-union members elected will have no responsibility to anybody — other than management. Says Sauls, "Under whose authority will they operate?" The report seems to be advocating a liaison committee.

Audit 2 also says the policy adopted by the company concerning discrimination against blacks in organising labour unions has been "exemplary" and that the company, by avoiding showing favour to any organisations, promotes freedom of association within the organisation.

Although unionists agree the company has accommodated the formation of unions at Ford (it was the first company to recognise an unregistered union), they feel the report fails to acknowledge that the company has little power in the face of repressive state action. They use as a case in point Thozamile Botha, who was banned and subsequently fled the country. With regard to Principles 4 and 5 — developing training programmes for su-



Sauls . . . the same old paternalism

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COMMENT

10/3/81
S.L.S.C. (1910)

Pay black nurses the ~~same~~ same (57) as whites

A WHITE man died at the weekend without the right of proper medical care being given to him. Not that it was not available. It was, but the only problem is that the people who could provide the care were of the wrong colour.

Apparently, there is a ruling that no black sisters may attend to white patients. This is said to be government policy.

Yet, in this particular situation, there were no white nurses available because of the shortage of nurses. So, rather than let blacks give the necessary care, a human life was put at stake.

We do not want to suggest that the patient may have lived. But we do believe that even a terminally ill person needs the best medical attention he can possibly get. And he did not get it because of a sick policy which cannot be justified under any circumstances.

The facts are simple: The white nursing sisters write the same — exactly the same — examinations as blacks. It might just be that the black nursing sisters who could have attended this patient obtained better passes than the whites with whom they sat for examinations. Did colour really matter in this situation?

The government must realise that their policies cause untold misery among those affected. There have been several examples of this: A black from Mamelodi being sped past the H F Verwoerd Hospital in Pretoria, and taken to Kalafong where he dies on admission. Would not this person's life have been saved if taken to H F — a time difference of about 20 minutes?

A black person being refused admission at a nearby "white" hospital, and rushed to Baragwanath instead?

Would not this person's life have been saved if taken to H F — a time difference of about 20 minutes?

A black person being refused admission at a nearby "white" hospital, and rushed to Baragwanath instead?

A "white only" ambulance refusing to pick up a critically injured black?

We know why the government does not want to have black nurses treating whites. They are afraid more and more blacks will be taken on, and white nurses left out — all because black nurses are paid less than their white counterparts.

This problem can be solved quite easily: Pay black nurses the same as whites and the problem will disappear overnight.

Not only that, the government must ban all discrimination in medical care.

Those whites who will refuse to be handled by black nurses can then only have themselves to blame for the consequences.



Questioning the codes

FM 13/3/81

Black labour unions play a role in SA far beyond that of negotiation with management.

Their leaders and some of their members see them as a means of political expression and leverage. This makes life difficult for managers trying to meet union demands on a rational basis. Even chairmen of massive companies can't do away with the Group Areas Act.

Sometimes, therefore, management and black unions tend to talk past one another.

However, there is one surprising area of agreement: both sides seem to feel, on balance, that codes — such as those of the EEC and Leon Sullivan are losing relevance in SA.

Fred Sauls, general secretary of the National Motor Assembly Workers Union, puts it crisply: "Workers were not consulted and they do, therefore, not accept that the codes represent their interests. For workers, the only acceptable agree-

ment on employment practices is, one negotiated between them and management."

Another labour observer says that managements have to "work at bringing about change — in their companies and in the broader context. It's not enough that they subscribe to statements of high sounding principles." This, of course, calls for business to enter the political arena — an impractical approach.

The FM also learns that some companies, among them foreign subsidiaries, are questioning the relevance of the foreign codes in the light of recent developments in labour relations in SA — changes in labour legislation, the growing strength of black unions, and guidelines initiated by bodies such as the Federated Chamber of Industries and Barlow Rand.

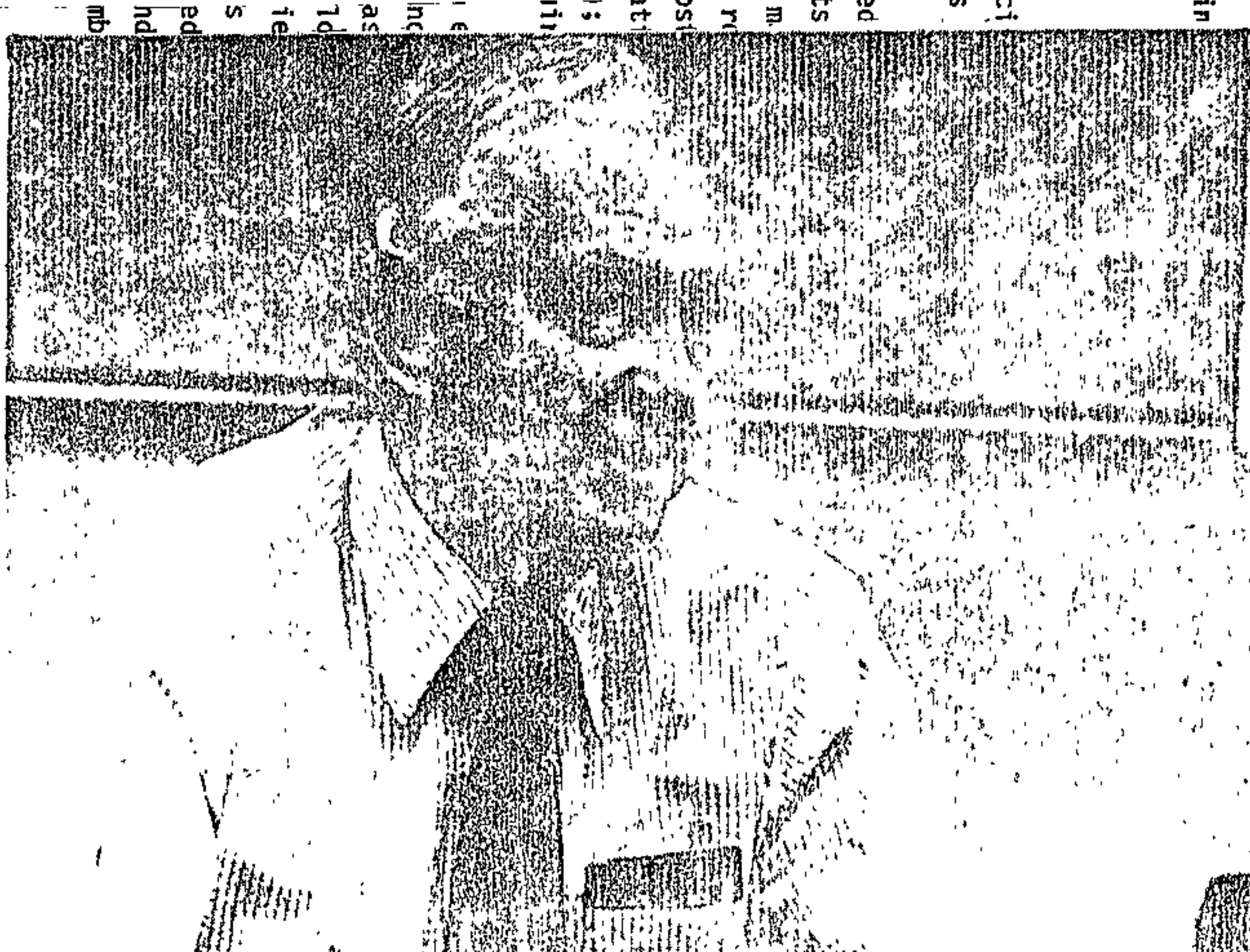
Indeed, some companies argue that they have "gone beyond" measures proposed by the codes, and that their usefulness on

the factory floor has been spent. "The codes are not much more than just plain and good management, and it is essential in SA at present to move faster," says a spokesman for Chloride.

A spokesman for the FCI says that as far as peaceful labour relations are concerned, "the codes are becoming a non-story. They do not, and cannot, deal with issues in detail. It's becoming more evident that this has to be done locally."

Adds Mike Rosholt, executive chairman of Barlow Rand: "We should be reaching the stage where foreign employment codes are replaced in SA by local codes. Certainly, Barlow Rand has its own which we believe goes further in certain crucial areas than either the Sullivan or EEC codes and which are specially tailored to our own requirements."

Labour observers support this view. "The codes are tame because they do not compel a company to do anything. A



Barlow's Rosholt . . . moving to close the gaps

signatory could live with a set of principles for 10 years and not do anything," says one. Furthermore, he feels companies in many instances have been "hiding behind" the codes in an effort to avoid implementing real changes.

A key issue here, however, is monitoring the codes. Neither the EEC countries nor Reverend Sullivan have successfully found ways of keeping tabs on subsidiaries. Both the EEC and Sullivan monitoring relies on annual company reports. Labour observers argue that this gives a picture that is remote from the shop floor.

After his visit to SA last year, Sullivan warned that he would set up an effective monitoring system, and threaten disinvestment action against companies which do not come up to the mark. In addition to the presumption inherent in this approach,

it is, in any event, not practical.

Predictably, to date nothing has happened.

But black unions, too, need to be circumspect. The codes have been beneficial and could continue to be so, although at a lower key.

After all, certain multinationals in key industries have been labelled "pace-setters" in the development of a "progressive" industrial relations structure in SA — among them Ford, Siemens, 3M and Chloride.

Professor Willie Bendix, industrial relations lecturer at the University of Stellenbosch, says: "The codes do serve a purpose in that they set precedents for companies. In the long term, if subsidiaries are signatories to the codes, they will have to answer for their action, or lack of

action."

In a recent study conducted by the University of the Western Cape's Institute for Social Development it was found that overseas companies in the Cape had made many more steps towards change than the SA firms surveyed, in terms of pay scales, benefit coverage, training programmes and general company policies.

It found that the SA companies paid lower wages than overseas companies, while the latter offered, on average, longer leave and higher bonus pay than their SA counterparts, as well as a greater number of fringe benefits.

The survey did not name the companies and it is open to question whether the findings are applicable to all companies in SA. For example, Barlow Rand has implemented a programme to close wage gaps and radically improve the employment conditions of its 200 000 employees.

Of course, it is not always easy for local companies employing vast and unskilled work forces to move rapidly towards the standards of the codes. To do so would push up unit costs and ultimately could prejudice job opportunities.

It is much easier for foreign companies employing only 5%-8% of the total work force to make these adjustments rapidly. US companies, for instance, employ only between 50 000 and 70 000 blacks.

There is reluctance among some firms to recognise unions, particularly those that have not joined the official bargaining system through registration under the Industrial Conciliation Act. Of course, there are always the intransigent and the restrictions in labour mobility play short-term into their hands.

Regrettably, some companies in areas like the Eastern Cape can obtain very easily large supplies of labour. To them, attempts at creating a settled and happy workforce appear unnecessary. Only time will prove the opposite.

(57)

Creating a pattern

The SA subsidiary of the American multinational giant 3M was started in the Fifties by one man with one other staff member — his wife. Today the firm employs some 1400 people, has an annual turnover of about R100m and markets a range of products from its well-known Scotch tape to highly sophisticated microfilm equipment.

But what is perhaps the remarkable thing about 3M SA is its elaborate and extensive training programmes for its workers.

All multinationals operating in SA are under intense pressure to upgrade conditions for their non-white staff (see leader), epitomised by the famous Sullivan

Principles 3M SA, with five factories nationwide producing about 50% of the company's 300 or so locally manufactured products, is no exception.

Its parent company, in St Paul, Minnesota, was one of the original 12 signatories in 1977, but 3M SA MD EC "Woody" Woods insists that "we were well on the way to developing these programmes before Reverend Sullivan came into prominence."

Perhaps. At any rate, the company has long been non-discriminatory in its pay policies, Woods claims, with personnel manager Barney Bower checking monthly to ensure compliance.

The figures support his claim. Workers

are placed in job classifications having a corresponding wage scale and are paid according to their grades within that classification. In the group representing tool operators and junior clerical staff, for instance, 3M SA's 48 blacks earn an average of R457 a month, while that group's 43 whites earn an average of R416. Bower says that "this illustrates pay according to merit." The minimum salary for any worker is R240.

The company also has a works council, with 10 white and 10 non-white members elected by their peers. The racial breakdown reflects the make-up of the firm's 50% white, 50% black employees. The council can negotiate over wages and

wife's illness serious enough the 7 patients who reported seeking help from a doctor of them (a disproportionate of them) Another woman living on a 9 months of an intermitter unable to pass water before seek medical attention. following day.

3) Cost

In only 19 of the 89 cases cost of either treatment in obtaining medical care find it a problem were not private doctor, but elderly finding 50c, particularly and needed repeated visits which had only a short time to use bus transport to hospital. Fees paid for private extraction. As a rule the medicine. Physicians in reported to charge in the tation, but one in Bloemfontein respondents paid much more specialists: e.g. up to them carried some form of satisfied with doctors' private doctor in order to admission to the hospital farmer would pay for a fee. However, many blacks did could have obtained medicine

was reported in paying doctors' fees for blacks were R750-R300 in Tuesday, the rest up to R800 was paid elsewhere. Most whites (p. 10)

11.

Only a few illnesses which are not emergencies seem to be referred to Bloemfontein for specialist treatment. For these it is possible for the busfares (R2.30) to be refunded for the patient and for the infirm to be taken in by special transport (see below).

A converted van was run by a local farmer, mainly for emergency cases. The magistrate or the police could authorise this 'ambulance' to bring patients from farms or the location to the district surgeon, or to Bloemfontein if he were not present or unable to deal with the emergency. A white farmer reported that obtaining the 'ambulance' service in this way could take several hours owing to difficulty in finding someone to authorize the request. If the 'ambulance' was already on a trip the patient would have to wait for its return. Thus owners of private cars in the location would also take patients to hospital as an unofficial taxi service - presumably at rather higher cost than the public service.

The 'ambulance' was said to be called out on average about once a day. While free to the patient, the cost to the local authority is approximately R4000 per month (less about R32 per round trip).

2) Recognition of Illness

The report of the SANTA volunteer indicated the presence of a number of obvious untreated diseases in the rural areas. Her view was that distance could have inhibited farm workers' families from attending the doctor on their own initiative. Perhaps eye complaints were not sufficiently obvious and arose slowly, so were not brought to the attention of the farmer. It is also possible that the families did not know that a cure was possible.

There was some indication that the ailments of women on farms are less obvious than those of the men, because they could escape the notice of the farmer unless specifically brought to his attention. If the husband does not think a

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working conditions.

The concept of work councils, or liaison committees, has been criticised by black trade unionists, but the company says it has not been approached by organisers, partly because its manufacturing processes are so varied.

3M SA operates jobsite training schemes, designed to increase an employee's work and earning potential.

One black man's record, while perhaps not the norm, is certainly instructive.

Simon Seema began his working life as a caddy at a Johannesburg golf course and was first employed by 3M SA as a driver. Through on-the-job training, he was eventually promoted to fleet manager. He now oversees the company's 300 vehicles at its five plants nationwide, earning over R12 000 a year.

But the most impressive aspect of the firm's programmes involves its adoption of the "Plato" computerised teaching system in its educational centre -- the first SA company to do so.

Every employee, regardless of race, at the flagship Elandsfontein complex is allowed to take two hours a day with pay to work in the centre, upgrading his or her skills. For some, this means concentrating on the basics of languages and maths. Others are studying advanced calculus and accounting.

Woods estimates that the company has spent over R250 000 in the last three years to develop the centre.

Ben Mokoatle, the educational and training manager, heads a staff of six who last year worked regularly with 137 black and 130 white workers, out of the approximately 700 employed at the Elandsfontein site.

At present, 24 black workers are receiving basic literacy education.

Mokoatle, who has been at the centre since its inception in mid-1979, says that "when I started here, it wasn't easy for



Woods . . . "helping employees to help the company"

many of the whites to accept that a black man could run a programme like this. Now the attitude is very positive."

Dependants of employees are also encouraged to use the centre, which remains open until midnight five nights a week. On a recent afternoon, a 12-year-old white girl with a learning disability (a manager's daughter) was being tutored by a staff member using the Plato system.

Mokoatle hopes to launch a programme "within two years" that will allow staff to write matric while at work. He says he is also preparing to extend his schemes to the company's other sites in SA.

Part of the Sullivan Principles require that signatories "adopt" a black school. 3M SA has undertaken to support the Tembisa High School and Woods says he expects to spend "tens of thousands of rands in the next few years" on the project. The company's skilled artisans have volunteered to upgrade the school's

premises.

For Woods, the growth of 3M has not only brought personal and corporate prosperity, but a chance to put into practice certain convictions.

Some executives may resent international pressure, but 61-year-old Woods appears completely sincere in his approach.

The former World War 2 bomber pilot is actively involved in helping SA's retarded children, having personally donated "do-it-yourself" plane construction kits to a number of institutions. The idea is to provide both the retarded with a meaningful exercise and the institutions with needed money when the completed planes are sold.

"We all have a need to contribute. When I get up in the morning, I have to know that I'm doing something that helps," he says. "It's not so unusual."

That may be, but the extent of 3M SA's programmes underscores Woods' beliefs.

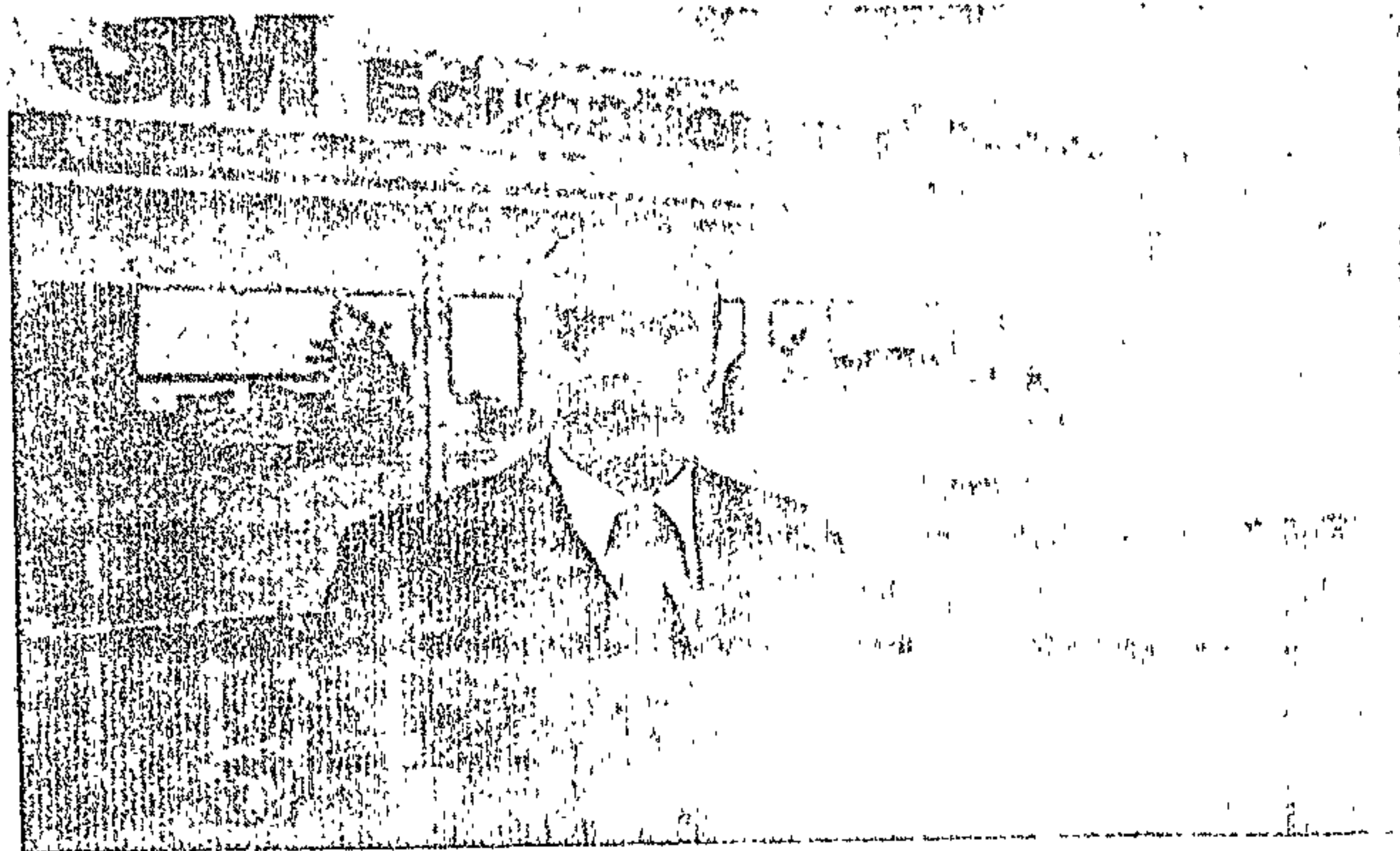
Yet another example: the company operates a recreation programme for its workers. The Elandsfontein complex has soccer fields, tennis and squash courts, and sponsors a league for teams from neighbouring firms. The only stipulation for use is that every team be multiracial.

"We don't care if it's 10 blacks and one white, as long as it's mixed. We've actually turned away single race teams," Woods says. "But it's been worthwhile. More prejudices are broken down on those fields than anywhere else."

But how do all these schemes affect 3M SA's profitability?

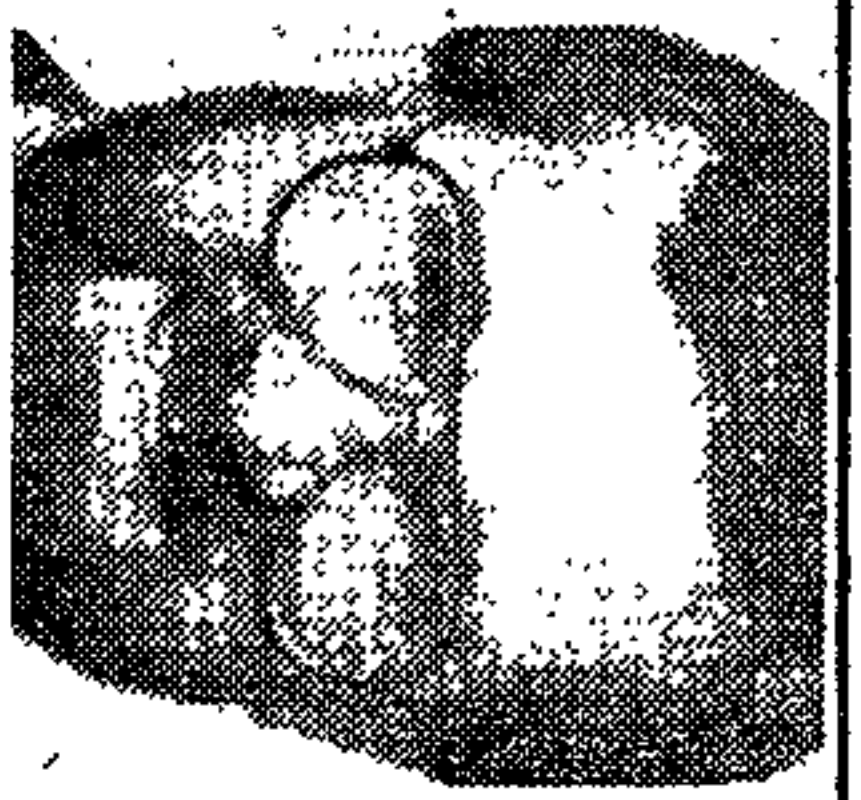
Woods explains: "If we hope to reach our goals as a company, it is absolutely critical to help our non-white employees advance. My parent company realises it's part of the cost of doing business in this country."

"We are trying to create a pattern for other companies to follow. If we don't do it, who will?"



3M's Mokoatle . . . "attitudes have become more positive"

57



Mr Michael Smuts

'Let's have more women' Public sector 'should train them for management'

Mercury Reporter

MORE women should be brought into management positions in the public sector and the Provincial Administration, the NRP Provincial candidate for Pinetown, Mr Michael Smuts, said last night.

Mr Smuts said women teachers far outnumbered male teachers in South Africa, yet there

was not one woman who had been appointed director of education in one of the provinces.

'It is suicidal for the public sector to try to compete with private enterprise for the dwindling supply of available managers,' he pointed out.

'The public sector must start now to train the many thousands of women in its service who

have the ability and motivation to do a manager's job.'

This would increase productivity, reduce inflation and lead to greater job opportunities for the many unskilled workers in the economy.

Mr Smuts said that, compared with 500 000 male managers in South Africa, there were only 21 000 women in management positions in the

country in 1979.

This meant that only 4 percent of managers were women. On the other hand, 35 percent of mature women were gainfully employed.

He estimated that up to 150 000 white women could be mobilised to join the ranks of management at fairly short notice.

(Report by P. Laeman, 12 Devonshire Place, Durban.)

'Cinderella' Natal Neglect must be paid for, says Smuts

Mercury Reporter

THE Nationalist Government has been treating Natal as the 'Cinderella' Province, according to Mr Michael Smuts, NRP Provincial candidate in the Pinetown constituency.

Addressing the Westville South branch of the party last night, Mr Smuts said he was glad the Minister of Finance, Mr Owen Horwood, had reacted so sharply to his statement that Natal was not getting its fair share of development projects and funds.

This showed that he had touched on a sensitive subject

as far as Mr Horwood was concerned.

Mr Smuts attacked the past record of the Nationalists in their treatment of Natal and said the Provincial Administration relied on the Treasury, controlled by Mr Horwood, for 86 percent of its revenue.

Prof John Downing, head of the department of anaesthetics at the University of Natal, had said Natal was falling behind other provinces in medical services, Mr Smuts pointed out. The reason, he said, was the short-

age of funds from the Treasury.

There were more doctors employed at Groote Schuur Hospital in the Cape than there were in all the provincial hospitals in Natal.

Durban, he added, had been the last major centre to get an airport of international standard, and it was the last major centre to get a new station.

Mr Smuts said Natal was the only province which was not part of the total energy production programme.

'The list of neglect is endless. As a result, if the minister says we are getting 17 percent of the Budget for capital projects, then this is not enough. As a result of past neglect, we must have more,' he said.

'According to the 1980 census the population of Natal and Kwazulu is 5 722 215 people, or 24 percent of the population of South Africa. Therefore, the minimum allocation of funds to Natal and Kwazulu should be 24 percent of the total Budget.'

(Report by P. Leeman, 12 Devonshire Place, Durban.)

Teachers: salary parity action is accelerating

By Carolyn Dempster
Education Reporter

The programme to achieve parity between the salaries of black and white teachers has been drastically accelerated, the Director-General of the Department of Education and Training, Mr G J Rousseau, announced yesterday.

He also said no one would receive an increase of less than 12.7 percent when the new salary scales were implemented from April 1.

Parity for black teachers in category C (matric with three years' training) from post level 2 upwards was announced by the Minister of Education and Training, Dr Hartzenberg, in February this year.

But the majority of black teachers, about 80 percent, will not profit from the new parity measure as they fall within the lower levels of the profession.

Mr Rousseau said the increase on the minimum scales at post level 1 amounted to between 12.7 and 24.8 percent, and 12.7 and 38.3 percent on the maximum scales.

As with white teachers, black women in the position of principal of S2 and P2 schools now receive parity of salary with their male colleagues, and will therefore receive "exceptionally good increases", according to Mr Rousseau.

The new salary scales and parity increases emphasised the importance of qualifications in teaching, said Mr Rousseau. "In view of this many steps have already been taken, and more are envisaged."

Such steps presently include 300 adult education centres throughout the country offering matric and part-time courses offered for the first time at four teacher training colleges.

COMMENT

Sort out the labour laws

THE REPEAL and prohibition of sex discrimination in Wage Board investigations and recommendations, announced by the Minister of Manpower Utilisation, Mr Fanie Botha, must be welcomed by all concerned with industrial stability in the country.

The effect of this Bill would be to remove wage differentiation on the basis of sex — long a sore point with workers.

Indeed, in the past, certain employers have opted to employ women to do certain work with the knowledge that they can pay them less than they would pay male workers.

As PFP spokesman on labour matters, Mr Alex Borraine has said, "it is a fundamental change of far-reaching significance."

Mrs Helen Suzman described the Bill as a great step forward.

Having said that, we must now ask the Minister to look into the general disparity of pay between men and women in all other areas. We hope, too, that the Government will look at the disparities in the Public Service, and particularly in the teaching profession where women who are better qualified than men still earn less only because they are women.

But, while Mr Botha must be lauded for taking this step, we wonder what he will do about the mess that his labour legislation is heading for.

This is all because four trade unions have resolved not to use government machinery because they were being given racial certificates of registration which preclude them from acting for any people not belonging to the racial group for which the certificate has been issued.

We note the Minister

heading for.

This is all because four trade unions have resolved not to use government machinery because they were being given racial certificates of registration which preclude them from acting for any people not belonging to the racial group for which the certificate has been issued.

We note that the Minister has expressed his sincerity in setting up machinery that would make industrial relations absolutely stable. But we certainly do not believe that by trying to put restrictions on a trade union's affiliation would help towards that cause in any way.

Trade unions should, and must, of necessity, remain independent, and should determine for themselves whether they want to open their doors to all races or not. In this particular case, these unions have opted to be non-racial, but the government obviously is still trying to press into unionism its old-hat policies of separate unions for the different race groups.

We urge Mr Botha to tackle this issue urgently if the labour situation is not to collapse again.

ROBERTA JOHNSTON — women do not work for pocket-money.

LUCY MVUBELO — there has been a lot of sex discrimination.

BABETTE KABAK — Government must help the working woman.

EMMA MASHININI — "This is what we've been fighting for."

They're overjoyed with proposed law

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STAK
2/13/81

The latest move by the Government to remove sex discrimination in the labour force will mainly affect blue collar workers, estimated at about 400 000 women of all races in this country.

In terms of a draft labour bill published in the Government Gazette on Friday all sex discrimination in the Industrial Conciliation Act will be repealed.

Blue collar workers include shop assistants, textile and garment workers, food processors and so on.

"The new provisions don't cover the whole mass of white collar workers such as secretaries and clerical workers," said Sylvia Gon, joint manager of the Institute for Industrial Relations.

"We're in the unique position of having both unions and management belonging to our institute so we can see the picture from both sides," said Mrs Gon.

She and other women who have been working for labour reform for women at all levels of work have greeted the proposed new legislation with joy.

"I'm absolutely delighted. In legislative terms, the Government has gone pretty far now along the road of equal pay," said Mrs Gon.

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers which has thousands of members, said she was "very happy" about the proposed new labour legislation.

Mrs Mvubelo said in the past men had always been employed in preference to women. "We're tired of being dominated by men," she exclaimed.

Mrs Mvubelo pointed out that on a practical level, the proposed legislation would have to be monitored to see it was enforced.

"We're fortunate in the clothing industry that we have watchdogs in the form of 'agents,' who monitor our agreements."

Mr Alec Erwin, general secretary of Fosatu, said:



"We have always viewed sex discrimination as an outright manoeuvre by employers to get an efficient and cheap source of labour."

He pointed out that one of the things his union did was to push for greater job security for women.

Mrs Roberta Johnston, the co-convenor of the Women's Legal Status Committee, said the proposed new labour legislation, was "exactly what we've been working for. We welcome it with open arms."

Mrs Johnston said the next step was to get on to "all the people" who do the same job as their male counterparts but get less pay. Into this category fall clerical workers, teachers and so on.

She stressed that we had to get rid of the notion that women work for pocket money "They work because they have to and there is no reason why women should be regarded as cheap labour."

Mrs Emma Mashinini, general secretary of the Commercial Caterers and Allied Workers Union, said of the draft labour bill: "This is what we've been fighting for all the way."

She pointed out that, even before the bill was legislated, things had begun to change because in a recently negotiated new trade union agreement in the liquor and catering trade, sex discrimination had been outlawed.

"Hotels were an area where there was a great deal of sex discrimina-

tion" she said.

A Johannesburg industrial psychologist who has been studying the problems encountered by working women and mothers in their dual roles said: "We should now accept the challenge presented to us and the opportunities it creates."

But Mrs Babette Kabak of the Women's Legal Status Committee, while praising the Government for its progressiveness, said it also had a respon-

sibility to recognise the double load working women carried.

"They want us in the work force because they desperately need skilled labour, but they must help with child care facilities, creches and so on. There will be terrible stress and tension on the domestic scene unless the Government backs up its removal of sex discrimination with other measures to help the working woman," she said.

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GREY-PHILLIPS

Letter asks PM to recognise economic status of women

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The debate about this country's system of joint taxation of married working couples continues. Women's rights campaigner Adele van der Spuy is corresponding with the Prime Minister, Mr P W Botha, on the matter and will see him again later this year. Meanwhile the Minister of Finance, Mr Owen Horwood, has given his reasons for rejecting a petition bearing 8 000 signatures which asked for a new tax system.



ADELE VAN DER SPUY — give women majority status as economic units.

Mrs Adele van der Spuy has said in a letter to the Prime Minister that "our Income Tax Act is clearly based on sexual intercourse (co-habitation) within marriage and not on marriage as such."

"A married friend of mine lives in the same house as her husband and children, but sleeps separately from her husband," wrote Mrs van der Spuy to Mr P W Botha.

"She earns approximately R20 000 a year and she has obtained separate taxation status under the section 7(2) from the Department of Inland Revenue. By so doing, she is enjoying the accompanying financial benefits that Separate Tax status gives to a woman in her circumstances. In this case, my friend is gaining a few thousand rand per year. The State is benefiting financially out of sexual intercourse within the marriages of our



MR OWEN HORWOOD — would "consider" the introduction of an alternative system.

white, coloured and Asian population groups and this fact is not only ethnically unacceptable, but it is also distasteful."

Mrs van der Spuy also quoted the example of another married friend, who had decided on a divorce in mutual consultation with her husband, after which they would continue living together because the divorce would result in a R250 tax saving every month.

Mrs van der Spuy wrote, "This is the practical situation for many couples in the Republic. Our divorce figures are among the highest in the world and this should be taken into account when we analyse our Income Tax Act in depth."

She pointed out the present Income Tax provided for separate tax status of married working women.

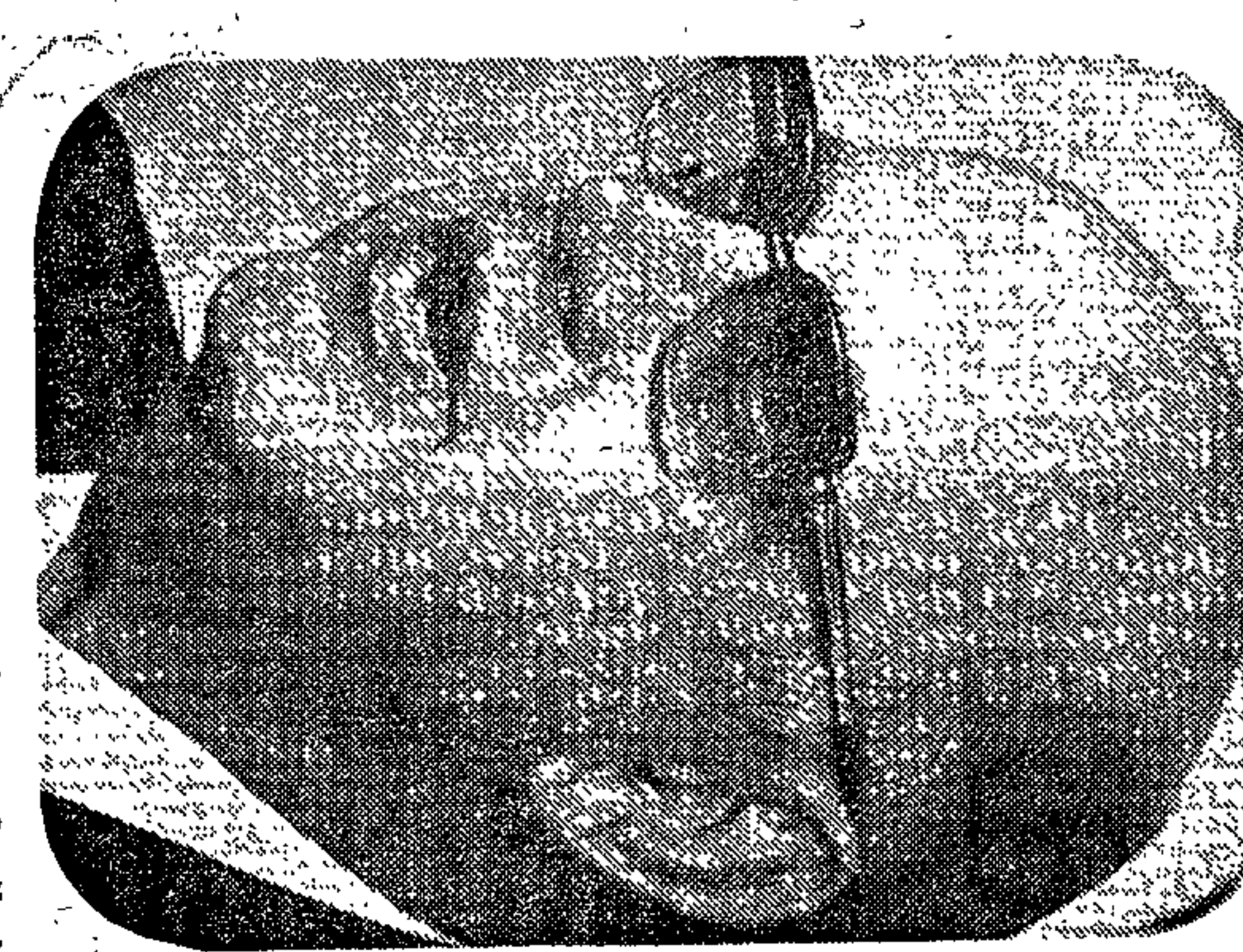


MR RAY SMART — there are anomalies in the present tax situation.

In her lengthy letter Mrs van der Spuy queried the Prime Minister's statement that one breadwinner families, "will as is the case, at present probably (always) be in the majority."

She pointed out that the percentage of married women who are the breadwinners had risen sharply in the last two decades and in some countries, two breadwinner families had become the norm.

She took the Prime Minister to task for suggesting that if a system of taxation was implemented, steps would have to be taken to guard against an excessive loss of tax income through such a system. "This was because a serious situation could result in State spending on vital services having to be curtailed, and the safety of the country thus exposed to danger," said Mr



MR P W BOTHA — the one breadwinner family in the majority.

entitled to because her husband took it off his annual income in his IRP 12 form.

Mrs van der Spuy said it was curious that a report by Dr Dina Wessels for the Human Sciences Research Council dealing specifically with the influence of the joint tax system on the working habits and economic activity of female graduates, was never released publicly.

She made the point that if women were accorded majority status as economic units (with a tax identity of their own) they would have better access to capital, be able to join men in creating new business and job opportunities for the growing population of South Africa.

(Report by S Garbett, 47 Sauer St, Johannesburg).

The older woman is capable of working as well

At this time of a serious skills shortage, older women should surely be coming in to their own. But prejudice against them continues and it is this that Maureen Rawlins is hoping to change with a highly successful retraining scheme. JEAN WAITE spoke to her, and to some of the women who have taken advantage of Anglo American Insurances' scheme.

When Maureen Rawlins started a revolutionary new secretarial "brush-up" scheme for older women wishing to re-enter the labour market, she little realised she had a tiger by the tail.

Now, some nine months after the pilot scheme was put into operation, more than 70 women have passed through her hands. Most are now fully employed, and the scheme has been extended to Cape Town with plans to bring in other major centres.

The scheme is aimed at women who, for various reasons, have been away from the commercial market, and who simply need a little practice. This generally applies to older women whose families are grown up, and who wish to work again, but after a number of years at home, feel out of touch.

"We put our office equipment at their disposal," said Miss Rawlins, deputy personnel manager of Anglo American Insurances. "Instead of our typewriters standing idle for much of the time, we make them available for women to practise on."

Miss Rawlins emphasised that the scheme is not an organised training course. Women were free to come and go as they pleased, spend as long as they liked on the typewriters and dictaphones until they felt they were adequately prepared for a further onslaught on the job market.

The biggest problem Maureen has encountered is lack of confidence.

Terrified

"The skills come back fairly quickly. You'll find a woman who used to be a typist will very soon regain her speeds. But regaining her confidence is another matter.

When women telephone me for an appointment they are absolutely terrified — and I'm not

even a prospective employer. They come in for the first time shaking with fear and their voices are wobbly with fright. Also they usually think there's a catch and find it hard to believe it is quite free and aimed at helping them without taking their money."

Why do women who fall into the "mature" category have to fight so hard for recognition in the job stakes? Is it outdated and inflexible prejudice on the part of employers?

In the experience of the Anglo group, which employs many "mature" men and women, the prevailing attitude of most employers is simply not based on fact.

Valuable

"Companies say older women are not flexible enough, cannot learn, cannot be trained. This is utter nonsense. They can learn just as well as anybody else and are far more steady and reliable," said Maureen.

"A woman of say 55 still has at least 10 years' service and with the turnover rate of the younger girls so high — they rarely stay more than a couple of years — this is a valuable term."

Many companies use the constitution of their pension schemes as a case against older staff. It is no more than an excuse and can easily be overcome.

Mr Mat van Dijk, departmental manager, personnel: "Pension schemes have upper age limits which vary.

"To compensate older employees for being excluded from the pension scheme, we offer them the opportunity to take out a personal retirement annuity with the company. Within certain limits we are prepared to match their contributions, so that when they eventually leave, they don't go empty handed."

Another stumbling block that mature work-



MAUREEN RAWLINS — sets trainee Mrs Molly Creswell on course for a new career.

seeking women have to overcome is employment agencies. Women cannot get past them to the client company.

'Trainee'

Of course, given the high turnover of young staff, it is in the interests of agencies to concentrate on the under 25s who change jobs frequently. Agencies take anything from eight to 13 percent of a year's salary as commission, so the mathematics are not difficult to compute.

Most of the women who take advantage of Anglo's scheme go for one or two days a week for about two weeks. Ages vary from 30, to one "trainee" of 68, Mrs Esse Cubbon.

After a lifetime working in accountancy Mrs Cubbon took the course to brush up on her typing.

She is a sprightly, attractive "little old lady" who, according to the rule book, should have been sitting home with her cats and her knitting.

Today Mrs Cubbon holds a responsible job looking after a specialised and comprehensive filing system for a large financial institution, a job she intends to hang on to "until they carry me out feet first."

Despite a smiling face that doesn't look a day over 40, Mrs Helen King, a 56-year-old divorcee, found herself unemployed. Too old.

Her story is particularly depressing with its evidence of ridiculous inflexibility.

Mrs King spent four desperate years searching for a typing job. She got to many interviews, was offered many jobs, until she had to tell her age, then the door was slammed.

Demoralised

"One company interviewed me and seemed delighted. The manager said he would let me know and within hours telephoned to congratulate me, the job was mine. But he just wanted to clear up a mistake on my application form where it said I was born in 1926. When I told him it was not a mistake he got terribly embarrassed and told me that I was too old for the job — too old for a job I'd been ideal for minutes before."

Eventually Mrs King became thoroughly demoralised and gave up looking for a job. She turned to gambling instead.

"I decided that if nobody wanted me, to hell with them, and I started making a living on the horses — they were kinder to me than humans."

But being a farsighted lady, Mrs King realised that her luck on the tote would not hold out forever. She jumped at the chance to regain her confidence by joining the Anglo retraining scheme.



MRS ESSE CUBBON — at 68 is a valuable employee with many years of service to go.

For 10 days she sat at the typewriter, starting with a speed of 30 wpm and ending with an accurate 60 wpm.

She was offered a job as a temporary copy typist — the job became permanent. She was so good at this job that she was offered training on magnetic card machines and progressed so well that she was then trained on a highly sophisticated word processing machine.

Today she is a productive, efficient employee, an asset to any company.

Mrs Molly Creswell last held a permanent job almost three years ago before her employers went bust. She too has trod the depressing path to slammed doors.

"I'm not stupid, I'm not unintelligent, I've got years of experience behind me, so why can't I get a job?" Mrs Creswell, a neat, attractive 58, finds it soul destroying.

"You just get more and more depressed until it becomes an obsession and you feel like an outcast, a misfit."

An experienced book-keeper and credit controller, Mrs Creswell was even turned down for a half-day job as a shop cashier. Too old.

She has just started the brush-up course in the hope of renewing her skills as a typist.

This was a job she first did in the early days of her career. It might make her more employable, and she hopes to regain some of the confidence lost in the last three years — cringing when she has to "confess" her age.

All these women, and the thousands more throughout South Africa could, in part at least, alleviate the chronic shortage of labour in the commercial world. They all ask just one thing: "Give us a chance."

● Maureen Rawlins can be contacted at 836-2441 for further details of the retraining scheme.

Watch SABC-TV's "Women Today" programme on Easter Monday. Producer Anita Hughes will be taking a look at discrimination

against women in the office, as well as Anglo's retraining programme for women. Velia Kirkpatrick and Valerie Mickleburgh will discuss the function of the Womanpower 2000 Committee and its efforts to overcome SA's skills shortage. The programme

will also take a look at Avroy Shlain's progressive cosmetic company which allows women to work when and how they want to. They can work one month a year, or part time, or share jobs. Sounds interesting!

them and other diseases, ast conditions underground — on for the theory, in support, silicosis amongst Africans, service worked by Africans. (1) specially when service periods hers who returned to their ka rther contract' has not con-

2 15/4/81
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STAR

Blacks will earn more than whites

Own Correspondent

For the first time in the history of the public service blacks in some work categories will earn more than their white counterparts.

According to figures given to the Pretoria News, the wage gap between race groups in many middle order public service jobs has not only been eliminated, but coloured and black officials will now earn substantially more than white colleagues.

It applies particularly to coloured and Indian employees, but blacks in some cases have also jumped to higher salary notches than whites.

The figures are likely to cause further resentment among whites in the service. Many are threatening to withhold their votes in the general election.

Traditionally public servants are staunch supporters of the National Party, but there is talk in their ranks of boycotting the party to show dissatisfac-

tion with the pay deal announced recently.

There are more than 16 000 central government officials in Pretoria's 13 constituencies. If they defy the National Party in protest by staving away or voting for one of the opposition parties it could cause considerable embarrassment to the Government.

The figures show, for example, that work study officers of all races who were paid the same salary of R7 740 until March will have their salaries adjusted by between 12,79 and 17,44 percent.

The white official will move to R8 720 while his black and coloured colleagues will be paid R9 090 a year from this month onwards.

A senior public servant today said no one would begrudge better pay and prospects for people of other race groups, but it was inexcusable to go to the other extreme and pay them more than whites.

(Report by C. H. Hoffman, 216 Vermeulen Street, Pretoria.)

How to alleviate that labour shortage

'We can fill that gap'

MRS SARAH CHITJA, branch secretary of the National Union of Clothing Workers, probably the most powerful black union in the country, believes that black women are ready to throw away their traditional shackles and work for a better society — given the opportunity.

She said that based on traditional black culture, where the woman was expected to work in the fields as well as run a home, black women had an advantage on entering the labour market. But this advantage did not mean they were not experiencing problems in adjusting as traditional values crumbled.

Mrs Chitja, like her fellow speakers, stressed the vital need for training to lift black working women from their present niche as the lowest layer of labour.

Speaking with particular reference to her own union, she pointed out the economic advantages of black women in underselling their labour — today there are no white female machinists in the clothing industry.

Discussing the virtually all female Union of Clothing Workers, Mrs Chitja emphasised the power of women:

"We built up over the years by peaceful means, by the legal means available, the most powerful black union in South Africa, a union which sets an example for sound labour relations."

But she felt there was much more to be done to bring black women into the pool of skilled labour.

"The remaining ob-



stacles will of necessity and economic needs crumble away. South Africa's development is hampered by the need for trained personnel — black women can fill many of those needs. If we have filled the vacuum in the clothing industry, we can fill the vacuum in the nursing profession.

"Black females, like their white counterparts can, with education, supply the future needs of the educational requirements of South Africa."

The vital need for women to join, or rejoin, the labour market and their potential contribution to the economy was the focus of an address by **MS**

LYNNE WARD.

Ms Ward, a senior lecturer at the Witwatersrand Graduate School of Business drew attention to a number of statistics pinpointing the disastrous consequences if



SARAH CHITJA —

black women can fill the vacuum.

LYNNE WARD — we

must use womanpower.

We have no choice.

present attitudes persisted.

She noted that by the turn of the century the country's population will be in excess of 50-million, with whites accounting for about 13 percent.

"In 1995 there will be a shortfall of 1.5 million people for administrative positions in skilled and semi-skilled jobs," she said.

"To fill this gap we have no choice about using womanpower. We can no longer afford the luxury of expecting women to fulfil the single role of home-making."

Ms Ward drew a comparison between South Africa, Taiwan and Japan, comparing Taiwan's average gross national product per inhabitant of R1 200 to ours of R1 800. Yet Taiwan is still able to produce 341 graduate engineers per million of population compared with our 78.

Women from leading organisations all over South Africa met in Johannesburg today to discuss how to alleviate the chronic shortage of skilled workers in our labour force. The think tank called "Womanpower in Action" was organised by the Womanpower 2000 committee. Reports by **JEAN WAITE**.

women, were discussed by Mrs Bertha Johannes, who said the most formidable obstacle inhibiting South African women's scale of ambition was their poor opinions of themselves and their capabilities.

Mrs Johannes, company secretary for the Southern Sun Corporation and a mother of three student children, said women should believe in their own capabilities.

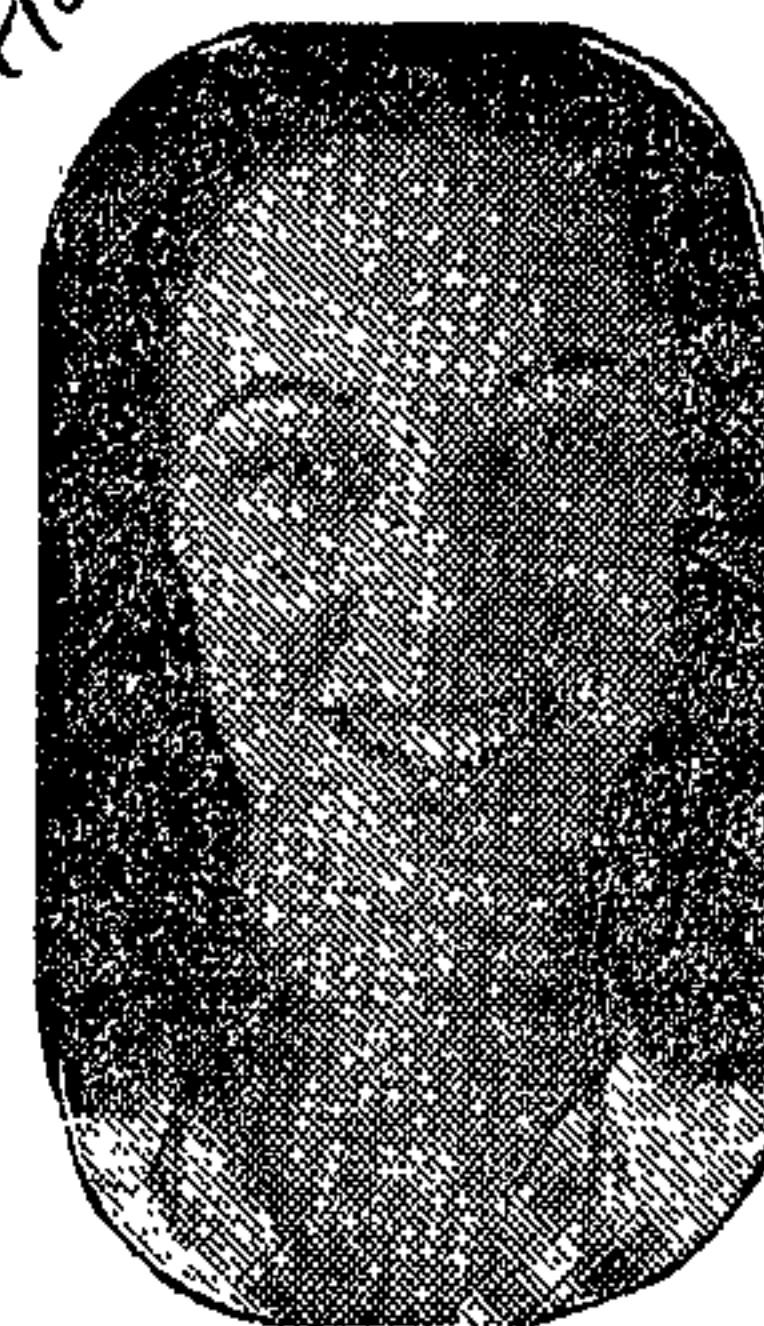
She also believed that the "penalty" of joint taxation was not a valid reason for women to withhold their labour.

"It is true that one primarily works for the reward — money — but surely one works also to achieve, to use one's skills and talents, to grow and mature as a person," she said.

Mrs Johannes felt that much more should be done to encourage married women and mothers to go back to work and spelt out the many practical problems she faces, from a lack of creches and care centres to current shopping hours.

"We should, one and all, be part of a supportive community," she said.

"During the last 10 years or so we have witnessed changes, positive changes, in the number of women achievers in commerce, the professions and the trades. But the problems confronting working women have remained much the same."



In Japan 370 out of every 100,000 of population advances beyond secondary education. South Africa's figure of 45 per 100 000 does not compare.

Ms Ward sees a clear need for training women in traditional male areas like engineering, plumbing, telecommunications and a variety of jobs that are regarded as "men only."

She stressed the need to motivate women graduates to reinvest in the country's economy instead of drifting out of the labour market, often before gaining any practical experience.

In summing up the future role of women in the South African economy, Ms Ward concluded:

"We are entering the third industrial revolution, one that centres around technology and womanpower. We need a long-term economic, strategic plan."

The problems confronting working

57 STON 21/4/81

SA to get 'new labour deal'

Star 22/4/83 (16653)

By Jean Waite

South Africa is to embark on a new programme of legal reform under which discrimination on the grounds of race, colour or sex will be eliminated.

Discussing the principles of a "new labour order in South Africa," Dr Piet van der Merwe, vice-chairman of the National Manpower Commission, told delegates at the Womanpower 2000 conference in Johannesburg yesterday that there was a

new approach to labour within the framework of new policies.

Dr van der Merwe said the current legal framework was too fragmented but was being modified.

He emphasised Government policy of minimum interference and maximum incentive to the private sector in vital areas of labour training.

He said he hoped women would take their rightful places on the proposed National Training Board aimed at co-ordinating all training efforts in South Africa. He emphasised that women

had an important role to play in its economic growth and development.

He saw an increasing role for women's organisations in the practical implementation of training schemes.

Men should change their attitude towards women and become more active in training children and making a home, Dr N Alberts, the deputy director of the National Manpower Commission, told the conference.

This implied a "re-education for men." "Women are not inferior, but different. They are taught from infancy

to react with more emotion and intuition than men.

"Men should note that intuition is just as important as rational thinking, and often the women's feelings are more correct than the man's logic," he said.

He also said employers should realise that the work output of a person working half-days was as much as 70 percent of a full-time employee, and that the sooner employers realised this, the better it would be for the business world.

He hit out at education

in South Africa, saying it laid too much emphasis on academic subjects.

Subjects such as science and mathematics were not given enough attention, and girls at school often disliked such subjects.

Many women and girls were genuinely interested in technology and should be encouraged to widen their interests.

There was an increase in the number of women entering the economically active sector of the population, underlined by the fact that in 1936 women constituted 18 percent of the total white workforce and 33 percent in 1977.

London, Harvard, MIT, Stanford and Columbia.

Associate Professor B Hopkins spent part of his study and

Research leave in the United States firms.

Mr Puttick spent 3 months as a visitor at the University of Glasgow and then spent 6 months in the United States visiting professional associations.

Dr M Kabat was appointed an examiner of the South African Institute of Commerce.

Mr L McCarney attended the International Conference in Durban during late 1979.

Mr V Razis attended the National Development Conference at the CSIR in Pretoria. He also attended the BER Conference on "The Future of the South African Economy" at Stellenbosch University in August 1980.

Mr J M Rice, was appointed Chairman of the South African Market Research Council. He presented a paper on "Market Models and Market Structure" at the National Conference of the Institute of Management in October 1980.

Mr M Vorster completed his PhD dissertation and presented the following papers:

1. "Management Education for the 1990s" at the Institute of Management Conference of the Institute of Management in September 1980.

2. "Engineering Management Techniques" at the Institute of Civil Engineers. He taught at the Universities of Stellenbosch during the year, 1979-80.

with the objective of identifying management education needs

for civil engineers. He also led 2 seminars entitled "Work, Study and Project Planning" for CEITB.

The doctor's life and death decision

4/105/81

If you haven't heard the word "triage" and do not know what it means, I suggest you find out, for it could mean the difference between life and death.

The word derives from the French verb "trier" which means "to pick out." It refers to the situation in which a doctor is confronted with a group of critically ill patients, all of whom need specialized treatment and operations.

When there are limited resources only some of those patients can be treated. The doctor then has to decide who has the strongest chance of survival and treat accordingly. The others are effectively left to their fate.

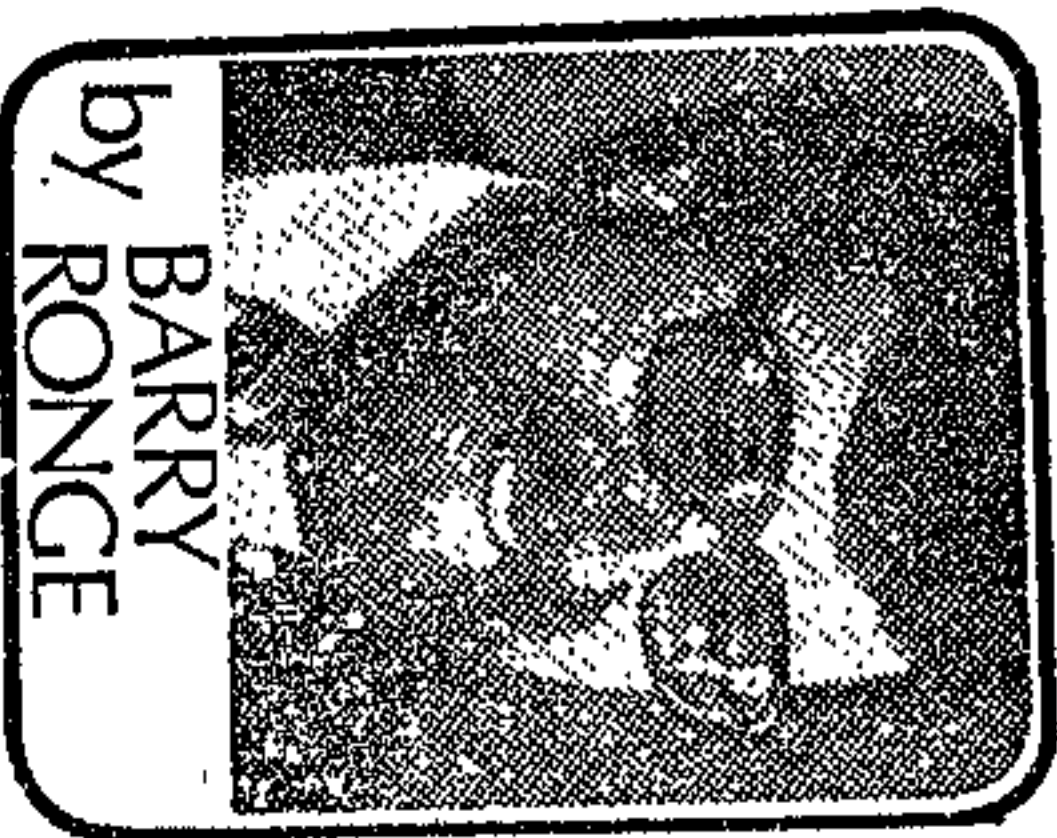
That process of selection is called triage and it happens more often than we think.

The practice, and the word itself, came into being on the battlefield, where surgeons work with extremely limited resources, under unique conditions.

In the heat of battle the priority is not to treat everyone, but to treat those who have the best chance of getting back into the fighting. Accordingly, men with superficial wounds are treated first and the more serious wounds are attended to only when battle conditions permit.

It sounds callous, but in a war the first objective is to win. In order to do

Financial and political considerations are now playing a part in a doctor's decision on who lives and who dies. Women's Page takes a look at the situation both in South Africa and overseas.



by BARRY RONCE

That one needs soldiers. It is foolish to expend time and valuable resources on someone who will clearly not survive, or who will not be able to fight again if he does.

Triage in such a case is just part of the exigencies of war. A similar case can be made for triage in the event of natural disasters or serious civil unrest, but many people are concerned about the fact that triage is rapidly becoming part of the vocabulary and the modus operandi in large metropolitan hospitals.

This is particularly the case in the United States with city hospitals suffering from staff shortages and with practical resources which are inadequate in the face of the

great demand for treatment.

The demands placed on casualty wards at night and over weekends have made it necessary for some hospitals to hold triage meetings to decide which patients are so critical that they need not be given intensive care treatment or specialised surgery because they are unlikely to survive.

In a large hospital, like New York's Bellevue, the casualty ward actually has a triage sister, thus named, who must make decisions about cases as they come in.

Dr William Frazier, of the Yale-New Haven hospital in America, was recently quoted as saying that the limited availability and the high costs of life sustaining treatments are beginning to dictate who gets to use them.

He pointed out that kidney patients who needed treatment on the dialysis machines were being carefully selected. Those over the age of 70, or who have had more than two cardiac arrests or have cancer, were refused treatment.

Sometimes relatives were consulted and often the decision was the patient's own. The case of Karen Ann Quinlan, whose parents elected to

take her off the life-sustaining equipment on which her survival was thought to depend, was the first to bring a public spotlight to the whole issue of triage.

Since then it has won ever-increasing attention from the media and in medical circles as well.

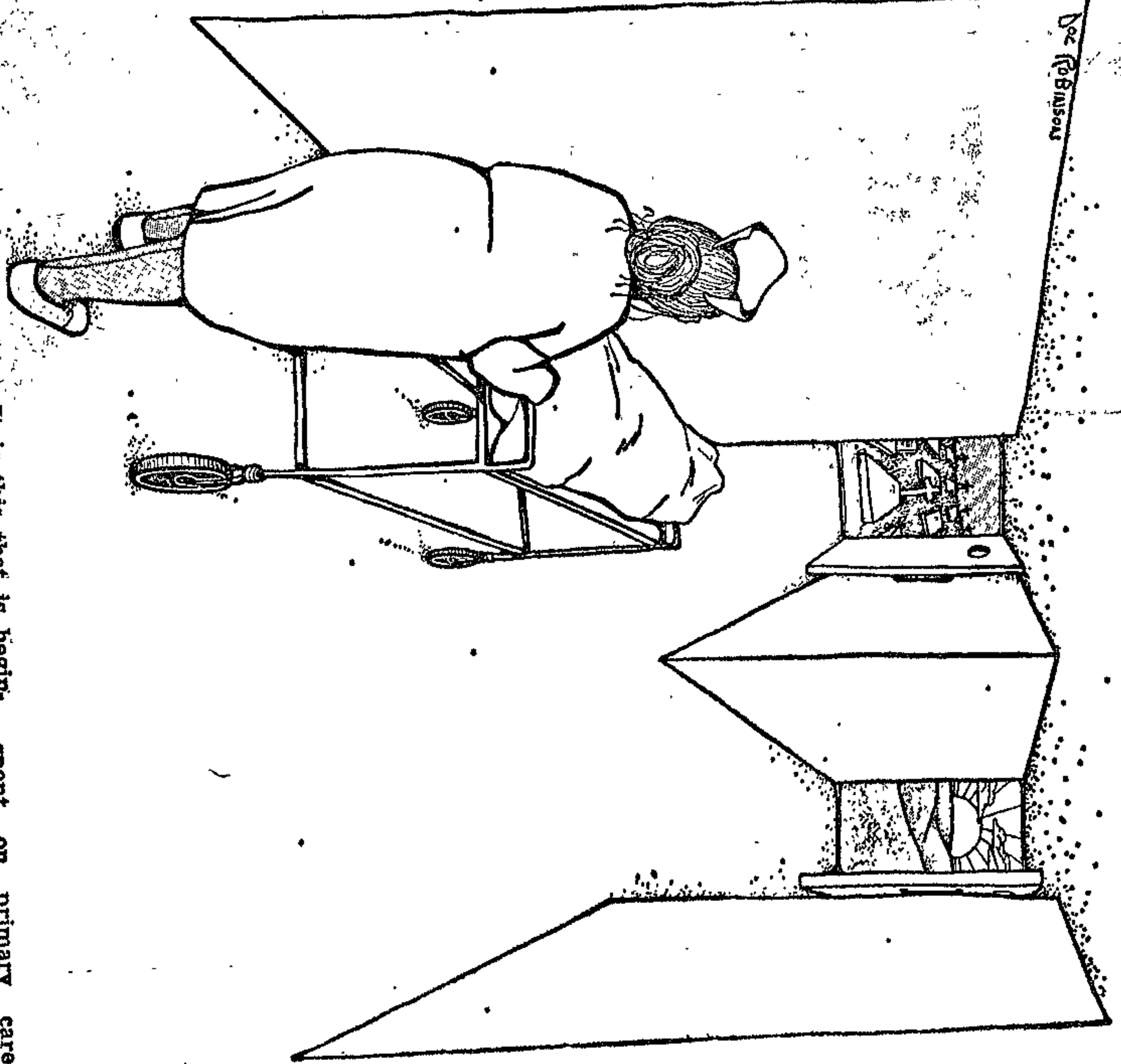
One of the chief areas of concern is that triage decisions are being increasingly affected by financial considerations.

Just how long can a hospital afford to keep an incurable patient on a life-sustaining machine?

If one considers that the hospitals, in the US as in South Africa, are intended to work for the benefit of the whole community and are funded by taxpayer's money, can they afford to the up resources at huge expense, to briefly prolong the life of the aged or mortally ill?

The cost of intensive care treatment and specialised surgery is now being re-assessed in terms of the benefit to the whole society and to the community of patients in a given hospital.

Other financial pressures also tell. Insurance companies, for example, are confronted with major problems. Does a patient who is helpless on a life support system qualify for disability benefits? If he dies as a result of being taken off the machine, can the insurance company claim from the hospital?



It has been pointed out that it is theoretically possible for a person to be kept on a life sustaining device for long enough to qualify for disability benefits, and then to be taken off it so that his family can claim the life insurance as well.

It has also been suggested that politicians concerned with State expenditure are beginning to bring pressure to bear on hospital authorities to husband their expensive resources more carefully, thus imposing triage decisions from the outside.

They all acknowledged that every casualty ward practised some form of triage, but that hospital resources were such that all patients were treated.

They all emphatically denied that there was any kind of financial pressure. The provincial administrations which fund the hospitals place no curbs upon the use of expensive treatment procedures. In fact, they are very proud of them and any new breakthrough would be enthusiastically received.

A few individuals did, however, express reservations about the amount of money being spent on these procedures in relation to the amounts being

spent on primary care centres in rural and underdeveloped areas.

One doctor in particular said that absenteeism due to minor illnesses cost the country a great deal and the lack of primary care and basic health knowledge affected the lives of many South Africans.

The expense of one transplant operation, which could prolong the life of a single individual who would probably never make a full return to normal life and work, could fund the establishment of a primary care centre.

Does one consult the greatest good of the greatest number of people? Can one, in doing so, avoid blatantly commercial and financial factors from intervening?

Or does one desperately try to sustain the belief that all people who suffer are entitled, as a human right, to treatment which could alleviate or end their suffering?

SIM 57 / 4/6/81

Womanpower gets down to business



By SUE GARBETT

It takes a brave man to tell a group of leading businessmen and women over lunch in a city restaurant about the problems he experienced as a father on his own, rushing home early from the office to look after his young children.

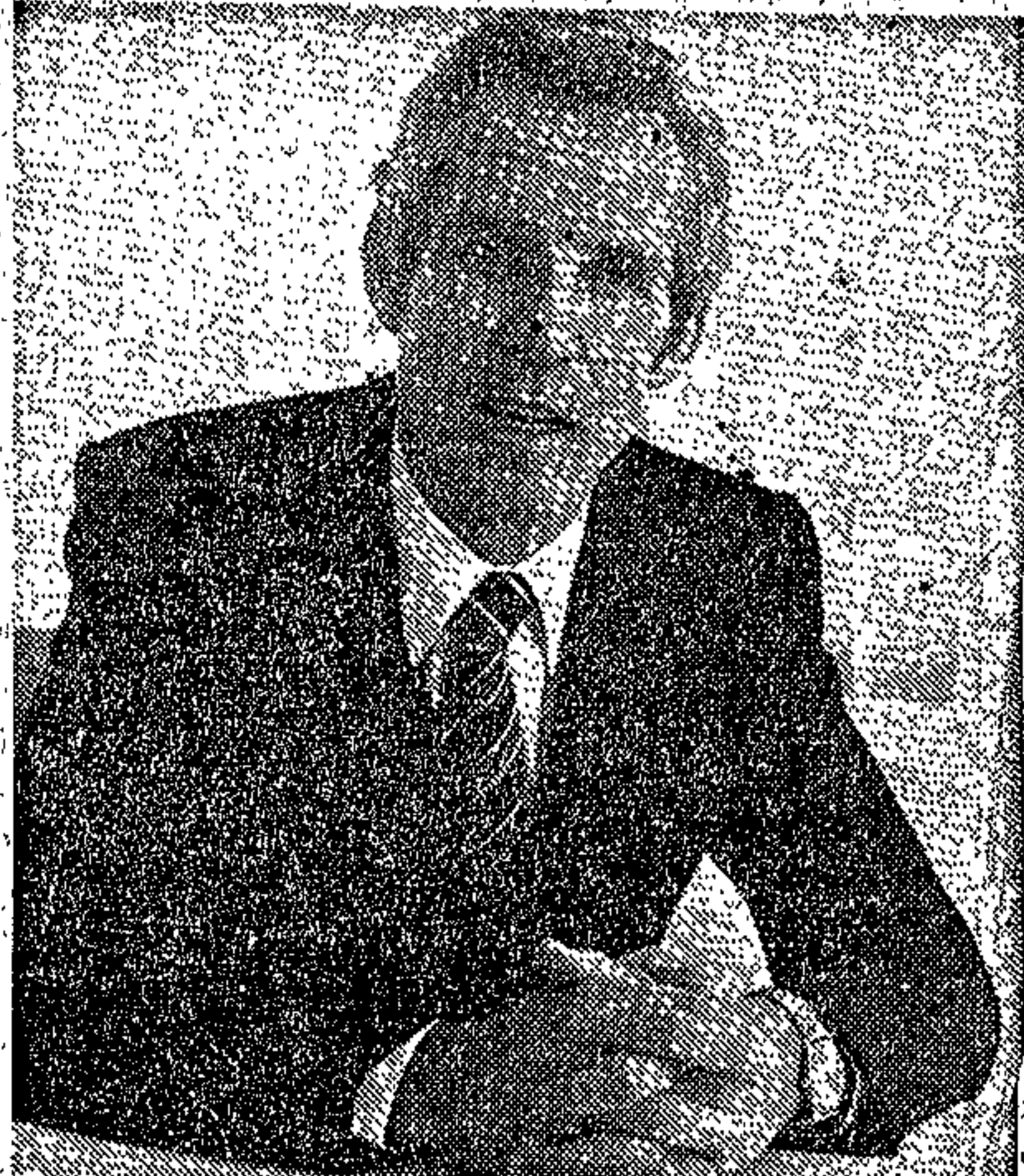
But then it was no ordinary business lunch. It was the first of a series of lunches organised by a top businessman to introduce his colleagues to the Womanpower Committee.

The committee, which operates under the aegis of Manpower 2000, is dedicated to finding solutions to the skills shortage in South Africa.

One of the best ways of doing this, we thought, was to go to the heart of the matter — the employers — to tell them the problems of working women, and women who want re-training.

And that's how six Womanpower committee members and eight businessmen came to sit around a table discussing everything from the new technology that could make secretaries obsolete, to working men bringing up children.

Which brings us back to Theard van Heerde, national sales



THEARD VAN HEERDE — a pity more men don't end up looking after children and working at the same time so they learn what women go through.

manager for Avis, who was left for three months to look after his two young children.

"I was forced to leave the office in time to fetch one child from a nursery school and the other from an afternoon care centre. I couldn't work late into the evening as I was used to, because the interest of my children was uppermost," he told a fascinated table of people.

Mr van Heerde said he understood better now the taxing role of the working mother, "and I fully respect that role."

"It's a pity that somehow more men can't be subjected to it," he added, startling some of his colleagues in the process.

Talk turned to the lack of creches, the desirability for flexi-time and shared jobs, to retraining women who have been out of the workforce bringing up families, to programmes for improving female confidence in the office and efforts to eliminate all forms of discrimination against working women.

Mr Martin Hammerschmidt, managing director of General Business Systems who hosted the lunch, told us that before he came to South Africa he had trained alongside female technicians in a communist country.

"The women were no different from the men, they received the same training, they did the same work and they did it equally well," he said.

Arrie van der Zwan, senior group personnel manager for Anglo American Insurances, pointed out that with the present growth of technology, people would need constant retraining, even without leaving work to have babies.

"You can therefore understand how daunting it is for the older woman to come back to an office and be confronted with a totally new range of machinery," said Mrs

Valerie Mickleburgh, marketing manager of Total, who is in the committee.

Martin Hammerschmidt pointed out that with the latest technology such as word processors and mail way (no more letters) secretaries as we know them today could be obsolete.

Women would, therefore, have to reassess their approach and look at technical fields, the world of artisans and so on if they were to keep up.

These men didn't just talk and listen. At the end of the lunch they committed themselves too.

Martin Hammerschmidt said he would provide four classrooms for re-training activities if the Womanpower Committee can get a scheme going.

He is also going to set up a meeting with business equipment companies and Womanpower to investigate means of involving the whole industry in re-training.

Mr van der Zwan said he would look seriously at supporting a retraining centre on a national basis.

He added: "I'm very impressed with the serious approach taken by Womanpower at this lunch. It makes me want to help you."

He intends hosting the next lunch.

John Napier, the financial director of Otis, said he would do the same as he wanted his business colleagues to listen to Womanpower's criticisms and solutions.

Declan Brennan, group personnel manager of Allied, said he was going to extend the idea of discussions at this level to his colleagues at work.

There is no doubt that the critical staff shortage, which most men there had complained about over pre-lunch drinks, had made them decide on action by the time pudding arrived.

4.05/81

Cot deaths — new theory

Analysis of thousands of pregnancies indicates there is a greater risk of cot death among infants whose mothers suffered severe anaemia or were heavy smokers during pregnancy, a medical researcher says.

The theory was developed by Dr Richard Naeye, chairman of the pathology department at the Pennsylvania State University Medical School.

Dr Naeye said the research was based on studies of 60 000 pregnancies over a six-year period.

"Through statistics, we've found these factors are independent of other factors that can cause Sids (sudden infant death syndrome)," Dr Naeye said.

"Smoking and anaemia, however, won't explain all the Sids death. We don't know the rest of the reasons."

Dr Naeye said smoking reduces the oxygen flow in the blood vessels feeding the unborn infant. He said one cigarette can constrict blood vessels for five to 15 minutes.

He said research has determined the control centres in the brain stem, responsible for such basic functions as breathing and heart action, have a higher requirement for oxygen before birth.

The mechanisms controlling breathing and heart action have a higher requirement for oxygen before birth.

The doctor said researchers were concentrating on developing an early detection of infants who could most likely be cot death victims. — Sapa-AP.

Highly successful Womanpower meeting

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23/4/81



Marina Maponya, black community leader, Adele van der Spuy, women's rights campaigner, Carole Charlewood, SABC-TV presenter, and Mrs Joanna Raath, former president of the Vroue-Federasie, chatting at a tea break.

Photographs: By Gisele Wulfsohn.

Supervised homework after school, the aged caring for working women's children and "job reservation" for the pregnant worker, were some of the pertinent topics discussed by an enthusiastic gathering of about 160 women in Johannesburg this week.

The women gave resounding support to a series of practical solutions to the problems of working women and suggestions on how women can be encouraged to join the labour market.

The meeting, a think tank under the banner "Womanpower in Action" operating under the aegis of "Manpower 2000," was attended by many of the country's top businesswomen as well as representatives of most influential women's groups, and according to many of the leading women present, was one of the most positive and lively meetings ever held on the question of working women.

When the floor was thrown open for discussion, it was clear that many women felt deeply about the need for action to promote the "cause" of working women.

Speaking on the question of black domestic labour, Mrs Donna Wurzel, formerly of SABC-TV, made the point that this important auxiliary service, consisting of more than one-million workers, should be used to better effect.

"They should be offered skilled domestic training as well as better conditions and wages and thereby release workers into other areas of the labour market," she said.

Newspaper columnist Mrs Madeleine van Biljon noted that Government approved in-service training for domestics was operating successfully in the Western Cape and saw future potential for such skilled domestics to move into the hotel and catering industries.

Another talking point was the question of school hours and after-school care.

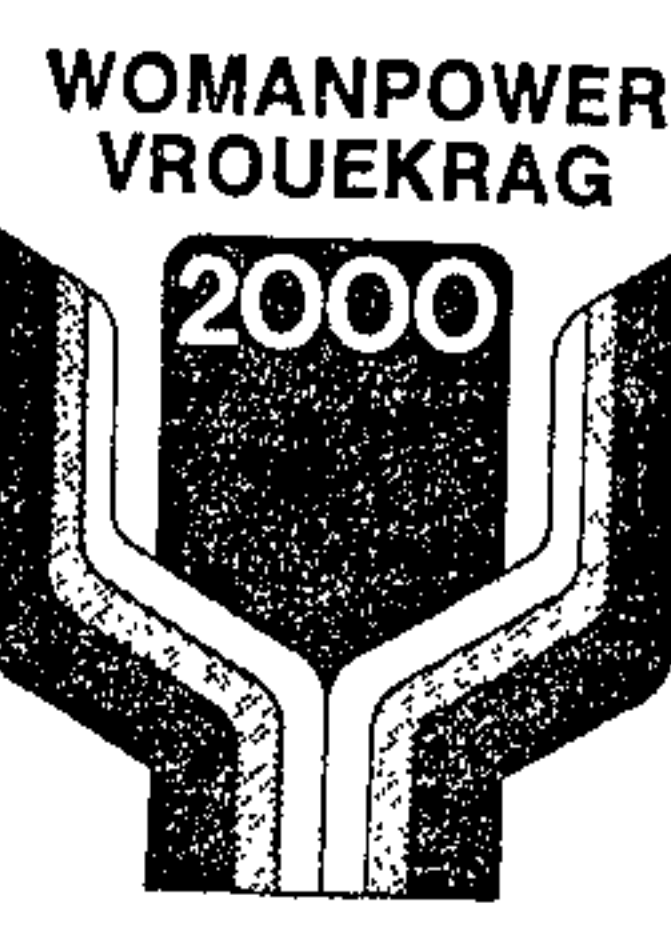
Senator Adrienne Koch suggested a scheme whereby afternoon homework, out of school hours, could be supervised by prefects with minimal teacher supervision and that volunteer parents could be utilised for sporting activities.

Committee member Elisabeth Bradley said women should not expect such auxiliary services free, but felt sure women would be prepared to pay for such a scheme.

Mrs Anne Myers, managing director of an insulation firm said her problems in this regard had been solved.

"At the Dirkie Uys Primary School in Orchards the PTA created a fund, affected parents paying R30 a month, out of which teachers are paid R200 a month to supervise children after school. The teachers worked on a rota system and there is no reason why this scheme could not be expanded to other areas."

A "Women's Bureau" should be set up to deal with the problems affecting working women of all races. This was the outcome of a highly successful meeting organised by Womanpower 2000 to discuss the shortage of skilled labour in South Africa, this week. JEAN WAITE reports.



women graduates who wished to return to work after some years at home, and the point was made that women should be able to take up a career at any time of life.

It boiled down to the vital need for training and retraining for women in all walks of life from typists to university graduates, and Dr Piet van der Merwe Vice Chairman, National Manpower Commission suggested that Womanpower 2000 could act as a pressure group in this field.

"Womanpower 2000 must consider asking universities, technikons and technical colleges to introduce short refresher courses for women," he said and added that this pressure could also be aimed at in-service training centres, many of which were Government sponsored.

"The facilities are there, they just need to be set up in accordance with existing needs."

Mrs Roberta Johnston of the Women's Legal Status Committee brought up the question of "job reservation" for pregnant women and suggested that they be treated in the same way as servicemen called up for duty.

"The employment of a national serviceman cannot be terminated," she said, "but there is no law that says the job of a pregnant woman must be reserved."

Agreeing with Mrs Johnston, Dr van der Merwe suggested that Womanpower 2000 investigate the question of pregnant women being regarded as national servicemen for the purposes of employment safeguards.

Mrs Johnston also attacked the limiting provisions of the Factories Act and Shops and Offices Act which governed the working hours and amount of overtime women could work.

"Women do not need such provisions any more," she argued.

In reply, Dr van der Merwe said that these acts were under review and provisions to consolidate them in a single act was being prepared.

Mrs Marina Maponya, a black community leader took the Government to task on the question of influx control which presents major problems for blacks, both male and female.

She stressed that increased training for black women could enable them to fill a gap in the labour market, if they were allowed to compete and not restricted by influx control.

"We should be allowed to sell our labour to the highest bidder," she said. Dr van der Merwe re-

Another suggestion was that retired people be brought back into the labour scene to take care of the children of working mothers. Sue Garbett, The Star's women page editor, proposed that this suggestion be taken up and co-ordinated as it had proved successful in the U.S. However, someone else said such a scheme already existed here but wasn't supported.

There was to be found to be a definite need for a change of attitude towards older women in the labour market.

Miss Maureen Rawlins of Anglo American Insurances outlined a retraining scheme her company has started aimed at older



Mrs Donna Wurzel, formerly of SABC-TV, gives her views on the training of black domestic workers.



Mrs Freda van Rooyen, president of Kontak, makes a point during the lively floor discussion.

women who have become out of touch with the working world.

"The women are there, they just need some help in regaining their confidence and skills and we need co-ordination between this pool of resources and companies willing to take them on," she said.

The same question was raised in respect of

plied that the whole question of influx control was being considered by the Judge Grosskopf Committee.

Supporting Mrs Maponya, Mrs Val Mickleburgh, marketing manager of Total and chairman of the meeting said that the problems of white working women were nothing to those facing black women and stressed the importance of including black women in planning for the future.

It was agreed that a "Woman's Bureau" be set up to deal with the problems affecting working women. Initially this was proposed as an extension of the Womanpower 2000 committee.

The "bureau" — as yet unnamed — would also act as an information centre listing training facilities across the board from government schemes to university courses, from in-house training to courses at a technikon.

There was an overwhelming response to Mrs Mickleburgh's call for volunteers to assist in setting up the scheme and the Womanpower 2000 committee undertook to contact the many women offering their services and to co-ordinate a workable "matching-up" of skills and facilities with specific areas of need.

NURSES' PAY
FM 8/5/81  57
Plea to Pretoria

The bitterly opposed wage discrepancy between black nurses and their white and coloured counterparts has pushed black nurses into action.

Last week black nurses in the western

Cape met at Guguletu to discuss their working conditions and grievances. They decided to send a delegation to Pretoria to meet the head of the SA Nursing Association (Sana), Professor Charlotte Searle and, ultimately, the government. The major issue: wages.

When government announced public servant salary increases recently, coloureds and Indians, from registered nurse status upwards, were granted parity with whites. However, black nursing staff "were cut off completely." Currently, black nursing sisters get R200 a month less than coloured colleagues.

With the western Cape earmarked as a coloured and white job preferential area, black nurses are not considered for employment in state hospitals. After training — there are no training facilities for blacks in the area and they must travel to the eastern Cape or Transkei, or even further afield — blacks are restricted to working in day hospitals and clinics in the townships, or nursing whites in old-age homes.

"We rot away in the clinics and leave our jobs only when we retire. There is no scope for young black nurses," says a leading member of the WP Black Nursing Association.

However, Cape director of hospital services Dr Radie Kotze says: "I'm not aware of black nurses who are qualified to fill the jobs that are vacant."

He says he is unaware of unemployment problems at hospitals and puts any grievances on this score down to the claim that black nurses "don't want to work in their own areas."

Women August 11/5/8 beginners paid less than men

Education Reporter

WOMEN have to start work at lower salaries than men, according to a University of Cape Town survey.

The university's careers office publishes an annual survey of starting salaries, compiled with the help of a firm, Peromnes Salary Surveys.

The average difference for whites—ranging from those with a junior certificate through 11 qualifications, including BA, MA, B Com and BSc—is R14,60 a month.

BIGGEST

The biggest gap — R46 — is between a matriculant who has done military service and a girl who has only a matric.

Girls with a junior certificate earn R10 less than youths.

The smallest gap is for MA graduates, with women earning R593 — R7 less.

A black man can expect to start at between R14 and R17 less than a white woman with a junior certificate or Standard 10, but thereafter earns slightly more.

The survey includes standard deviations from the average basic salary, and covers a wide range of qualifications for men.

FACTORS

Of 438 UCT graduates, nearly half listed opportunities for training and experience and interesting work as the most important factors influencing their choice of employers.

Only three percent listed good salary as a priority.

Other factors were involvement with people, opportunities for advancement, suitable location, socially useful and worthwhile work, creative work and security and stability.

Bill raises status of black women

Mercury Reporter 2/5/81

ULUNDI--An important Bill to amend the Code of Zulu Law in order to raise the status of black women passed its first reading in the KwaZulu Legislative Assembly yesterday.

The Bill also expands the property, inheritance and succession rights of black women, and extends guardianship to them.

Any woman who becomes an adult in terms of Section 27 of the Code will in law be entitled to leave a family home and establish her own home.

Zulu women married by civil rites are placed in at least as favourable a position

as women married according to common law in Sections 40, 41 and 42, which deal with guardianship.

The word 'natural' is replaced by the word 'legal' to avoid any dispute or query as to what is meant by 'natural guardian'.

Then in Section 97, there is a change in that all women are treated equally in terms of the sharing of property left behind on death between all the children.

Previously the Code provided for succession only in the case of an 'emancipated woman'.

Under the old Code, a woman had to apply to become 'emancipated' and this could be refused.



Factory worker . . . are the codes reaching down?

the principles of the code and their full implementation.

While overall acceptance of the code amounted to 68%, overall active implementation was only 51%. On the issue of formulating a company policy based on the code, the report says: "The responses indicate that, although 60% of companies found the implementation of an employment practices policy based on the code feasible, only 37% had, in fact, implemented such a policy."

Although an overall positive commitment of 70% is recorded in favour of eliminating discrimination in selection, advancement and promotion of all employees, the survey shows that only 40% of the companies are implementing policies to ensure that blacks have equal opportunities in advancing to managerial positions.

There appear to be anomalies in the report's findings on wages. Although it finds that 79% of employers agree to a non-discriminatory pay policy and 75% say they are implementing one, the report later states that, in fact, blacks in management receive less than half of what their white counterparts earn. Also, that skilled blacks earn half of what skilled whites are paid.

The report finds that 64% of the companies are making non-discriminatory provision of benefits, working conditions, facilities and training programmes. But only one third of the respondents are actually desegregating facilities such as canteens and toilets. It seems unlikely that there will be a sharp increase in the near future because only 39% of employers agree with such integration.

Responses also show that only 50% of the companies agree with assisting employees with housing on a non-discriminatory basis. Those in favour amount to a

mere 37%. Labour observers point out that in the light of government attempts to encourage employers to break the black housing logjam, the response is disquieting.

On the important question of basic worker rights, 74% recognise workers' rights to collective bargaining on a non-discriminatory basis. However, only 38% agree with an "undifferentiated" right to strike. Says the report: "It is obvious that a 'natural' employer bias against the right to withhold labour as a worker weapon in collective bargaining has gained the upper hand over the intrinsic logic involved."

The report adds: "By contrast, 87% of responding employers express themselves in favour of non-discriminatory measures to protect workers from victimisation."

The survey vividly illustrates the skills shortage. It finds that the percentage of blacks in management increased from 1.8% to 2.5% between 1978 and 1980. In the same period the number of skilled blacks in the companies surveyed rose by less than 3% to stand at 10.3% of total employment. The number of coloureds moving into management increased from 0.8% to 1.1% while those moving into skilled jobs rose by nearly 2% to stand at 9.9%.

The report finds that management's efforts on the training front are inadequate in certain respects: "There seems to be a lack of training effort for certain groups within specific occupations such as semi-skilled coloureds and Asians, Asians in management, and to a lesser extent skilled blacks as well as unskilled whites."

It is clear that the compilers of the report have taken pains to reflect the most positive moves made by management, and they predict that the gap between intentions and implementation "will close in the future." But clearly managements still have to do much to satisfy non-discrimination principles set by the code.

□ The FM has been asked to point out that the survey is in fact a working paper and will be followed by more detailed studies to secure representativeness and to provide sectorial analysis. Accordingly it would be unwise to draw any firm conclusions from what is in essence a preliminary report.

EMPLOYMENT CODES

Saccola scrutinised

Just how responsive are SA employers to codes of employment practice? Poorly, according to an analysis of the first audit of companies affiliated to SA's Consultative Committee on Labour Affairs (Saccola).

The Saccola/Urban Foundation code was drawn up in 1977 and sets guidelines for non-discriminatory employment practices for SA companies.

Fewer than 15% of the 15 000 employers who were sent questionnaires by academics monitoring the code replied before the extended deadline.

The companies which did reply represent about 656 000 employees.

The survey shows that employers have enlightened intentions, but that there is a "considerable gap" between acceptance of

57

FM 22/81

Report urges America to take firm action

OWN CORRESPONDENT

WASHINGTON — The United States should broaden the arms embargo, broaden the nuclear embargo, expand contacts with black South African leaders and make "non expansion" together with strict adherence to the Sullivan Fair Employment Principles mandatory for American corporations operating in South Africa.

These are some of the recommendations urged on the American Government by the Study Commission on United States Policy Towards Southern Africa.

The commission recognised that "to deplore, condemn and ridicule Afrikaner blindness and stubbornness will not change these attitudes" and it warned that such action might only strengthen these attitudes.

Only when Afrikaners saw change as a workable alternative to a more frightening fate would they become pragmatic and flexible about sharing power.

In seeking to encourage this understanding, the United States would have to take into account Afrikaner reluctance to

surrender any of their political power for fear of losing all of it.

Urging the United States Government to take effective action to speed up the tempo of change in South Africa, the commissioners said the policies it proposed would be more effective if South Africa's trading partners — Britain, West German, France, Italy, Japan, Taiwan and Israel — would adopt a similar approach.

Apart from following the Commission's recommendations South African policy and urging its allies to follow suit, the United States should also:

● Issue a white paper defining American interests in southern Africa and outlining the overall structure of its policy towards South Africa. Its purpose would be to develop broad understanding and support for this policy among Americans and it would make fundamental American interests and objectives dear to South Africa.

● Appoint a high-level inter-departmental committee to oversee policy towards South Africa which would help ensure that the issue was given "continuous and co-ordinated attention."

The Commissioners stressed that the United States could "constructively assist the process of change in South Africa."

There was time — but there was not much time. The commissioners identified five "distinct but related" objectives for the United States in South Africa and recommended the policy actions it believed were needed to attain each of the objectives.

● Making clear the United States fundamental and continuing opposition to the system of apartheid, with particular emphasis on the exclusion of blacks from an effective share in political power.

This required a broadening of the arms embargo to cover foreign subsidiaries of United States companies together with a broadening of the nuclear embargo to a level equivalent to that of the arms embargo.

In addition, the United States should increase the number of blacks — Americans and South Africans — in United States consulates and embassies (with the selection of a black ambassador having a "particularly strong symbolic effect") it should continue policy statements and actions expressing United States opposition to apartheid, it should expand contacts with black South African leaders, it should continue to withhold recognition of the black homelands and it should move to the forefront of the humanitarian aid programme for black South Africans.

While the commissioners rejected disinvestment as a viable policy, they called on United States corporations operating in South Africa to back up United States Government actions by committing themselves to "non-expansion" and the strict application of the Sullivan Fair Employment codes.

In addition, they should commit a "generous proportion" of their corporate resources to improving the lives of black South Africans.

Corporations not in South Africa should stay out.

● to promote genuine political power sharing in South Africa with a minimum of violence by the systematically exerting influence on the South African Government.

This involved continued government-to-government contact between the United States and South Africa to "maximise the weight and the credibility" of the United States views on particular events in South Africa.

While the United States had limited leverage with South Africa, there were many pressures in addition to those already in use which could be utilised to encourage positive and to discourage negative initiatives by the South African Government.

If the South African Government showed signs of adopting more repressive policies, the US could reduce the level of bilateral diplomatic representation in the two countries. It could bar the exports of particular goods, services and technology.

If the South African Government showed itself serious about genuine change through specific actions, the United States should take "commensurate steps towards a closer and more friendly relationship."

● Support organisations inside South Africa working for change together with assisting the development of black leadership and promoting black welfare.

The purpose of this objective was to strengthen the forces of change within South Africa and to provide a mandate for constructive actions by private United States organisations.

Specific suggestions were: support of black and multi-racial trade unions, educational programmes, together with support for public-interest, self-help and other organisations in South Africa.

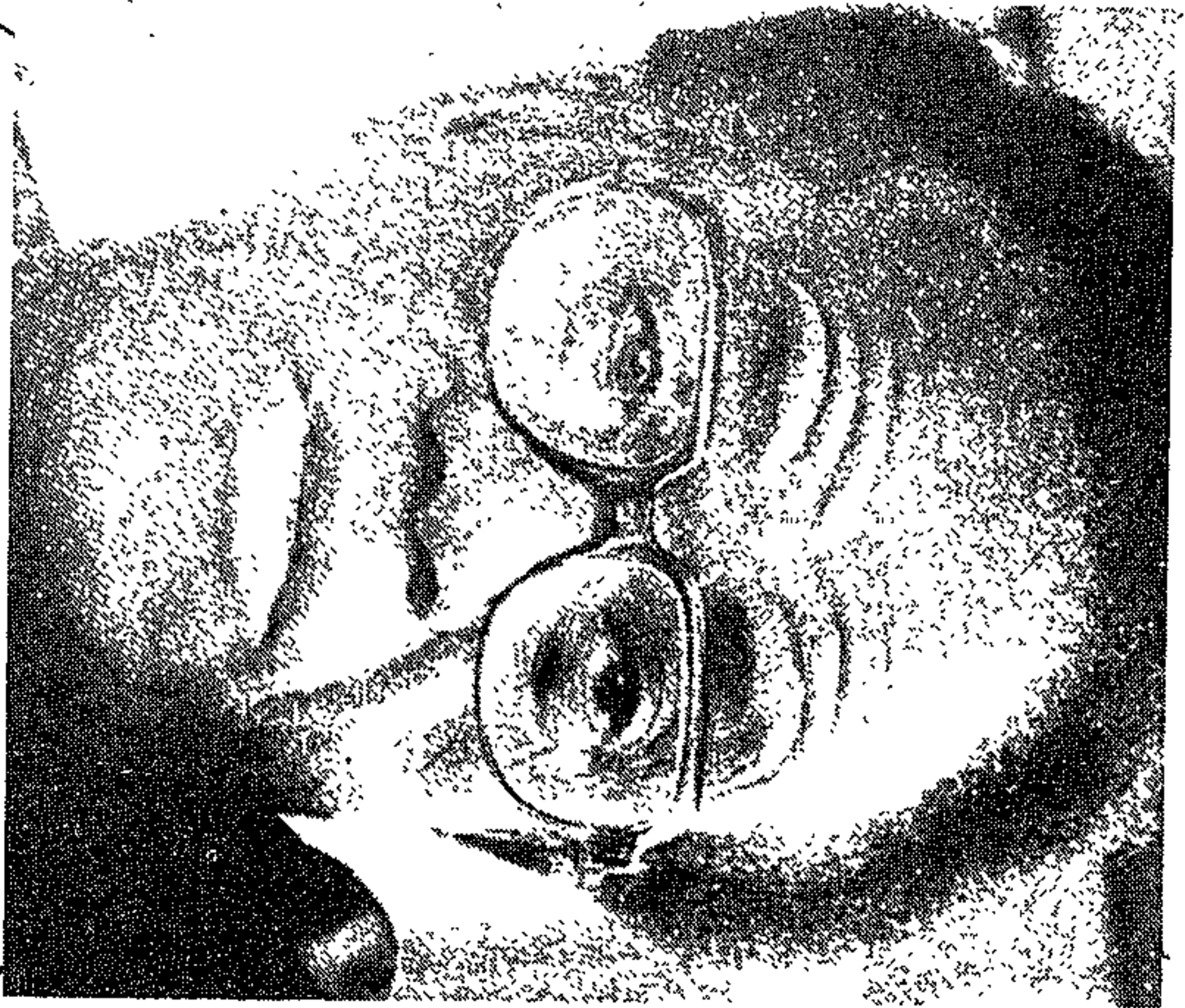
This would also involve encouraging anti-apartheid activities by private groups in South Africa through the formation of United States counterparts — supporting research efforts of South African organisations and individuals working for change and supporting the continued monitoring of South African Government repression by private United States organisations.

● Assisting the economic development of other states in southern Africa, including the reduction of the imbalance in their economic relations with South Africa.

This would involve the United States providing assistance on a regional basis, providing bilateral and regional development aid, increasing its aid to Zimbabwe and encouraging trade and industrial investment in the region.

Reducing the impact of any stoppages of the flow of strategic minerals from South Africa.

Actions recommended for the United States Government in this field included increasing stockpiles of ferrochrome, ferromanganese, platinum and vanadium, developing a national minerals policy, developing contingency plans, diversifying the United States sources of supply, developing the black African transport sectors and encouraging its allies to take parallel measures.



Professor Es'kia Mphahlele was on the Commission.

A job close to home is best

5 time bus
21/5/81
57

By John Spira

LOCATION — not salary — is the main criterion for women changing jobs in the Johannesburg area.

A survey conducted by Drake Personnel reveals that "getting a job closer to home" is the most important reason why full-time female staff change jobs. Salary improvement is the second most important reason.

Renee Rogers, manager of Drake's female division, comments that management often underestimates transport difficulties experienced by staff.

She adds: "I would suggest that when interviewing prospective employees, management should discuss transport in considerable depth."

In Johannesburg, where many of the outlying industrial areas are not easily accessible by public transport, the provision of free company transport is an important factor in attracting skilled staff. This is particularly noticeable in today's market, where demand for skilled staff outstrips the supply.

"Recognising this need, our company has embarked on a program of decentralisation in an effort to provide job seekers with employment nearer to their homes."

The survey reveals that the 10 main reasons, in order of priority, for employees leaving their jobs are:

- Job proximity
- Poor salary
- Better prospects for advancement
- Boredom
- Pregnancy
- The company is considered unstable
- Personality clashes
- Unhappiness with new management
- Unhappiness with job content
- Husband transferred

Nurses' pay issue

Also 25/5/81. (18) (57)

Medical Reporter

MR P J LOUBSER, MEC in charge of hospital services, today met several members of his department to discuss the repayment of an increment paid last year to coloured nursing sisters.

A spokesman for the department said a statement would be issued later.

It is understood that all

coloured and Indian nursing sisters have been ordered to repay the R630 increment they received at the end of last year in an attempt to eliminate the salary disparity between black and white nurses.

Miss G Arkell, the chairman of the Coloured Advisory Committee to the board of the South African Nursing Association,

today declined to comment.

A spokesman for the department of hospital services said that whenever nurses received increases they were notified that if there had been a mistake in the amount they had been paid they were expected to repay the money.

Nurses CT 25/5/81 ordered (57) (981) to repay raises

Staff Reporter

BLACK and coloured nursing sisters have been ordered to pay back to hospital authorities their R630 annual increment.

The increment was paid out to all black trained nursing sisters at the end of last year in a move aimed at achieving parity in the salaries of white and black nursing staff.

The "repayment" order, given about two weeks ago, also affects coloured and black para-medical staff such as radiographers.

A nursing sister told the Cape Times yesterday that circulars were sent out to all coloured and black nursing sisters informing them that they had to pay back their R630 increment. At one hospital, trained sisters were called in individually by the matron and told of to repay their increment. No reason was given for the move.

Without consulting the nurses, hospitals have decided to deduct R17,50 a month from their salaries to make the repayment.

"We feel this is very unjust. We were promised parity and now they are demanding that we pay back our increment. Thousands of nurses and para-medical staff are affected. We don't have a mouthpiece and can't say how unhappy we are about this issue," said the sister, who asked not to be identified.

She said a "great disparity" existed in the salaries of white and black nursing sisters and black nurses had welcomed the increment as a "positive move" toward achieving parity.

The director of hospital services in the Cape, Dr R L M Kotze, said last night that he could not comment as relevant details were at his office.

BEATRICE Kubheka, a Soweto advertising executive, may not have a university education, but she has done a commendable job of lifting the curtain and allowing whites to peep into the lives of township people. This insight is provided by her research on black attitudes.

Her findings have been used as a basis for the advertising and marketing campaigns of large companies aiming at the black market and her work has been praised by some of the leading social scientists in the country.

Exposure

She recently exposed ghetto life and thinking in a 36-page booklet, *A Window on their World* — a joint undertaking by BP Southern Africa and the Graduate School of Business of the University of Cape Town.

Mrs Kubheka, an accomplished researcher, undertook the research to obtain a wider and deeper insight into black peoples feelings about their lives, their communities and their future. She also studied blacks as consumers — their hopes, fears and aspirations.

According to the introduction to the booklet, some of the opinions expressed by the sample were "quite horrifying."

And "the almost complete lack of understanding and communications between black and whites which emerged is simply appalling."

The booklet was published in the hope that South Africans would learn from it and improve the situation.

When I talked to Mrs Kubheka in her company's boardroom recently, I found her full of life, articulate, an expert in her field and possessed of a great sense of humour.

She does not mind whether she is called a Black Research Manager, a Black Research Executive — such designations, she said, do not mean anything to her.

Mrs Kubheka, the third child in a family of eight, was born in Sophiatown near Johannesburg, where her father was employed as a building inspector. Her mother died when she was 10 years old.

The family moved to Soweto and she went to Orlando West High School. In 1968, domestic financial problems forced her to leave school and she spent her first year of work as a cotton picker in a Fordsburg clothing factory.

Cosmetics

"Since then, instead of picking up cotton, I have learned to pick people's brains, which I enjoy more," Mrs Kubheka says.

Black women — two stars in the ascendancy

BLACK women are beginning to take up top positions in the business and professional fields. But it takes a great deal of hard work, intelligence and a love of one's subject, say Beatrice Kubheka, a Soweto advertising executive, and Constance Pretorius, the first black woman to register as a clinical psychologist in South Africa.

with a hearty laugh.

Her next job was as a cosmetics demonstrator but she left after three years because of a lack of job satisfaction. Then came a job as an interviewer with a research agency.

After 12 years in the game, Mrs Kubheka has learned the ropes and is now one of the few black women in the country employed as an advertising executive. She was also the first black researcher to be employed by the agency she is now with.

Her research is not confined to the black market.

"At first I was worried that I had no university education and by my poor English.

"But I am now enjoying my job, I am studying privately for a marketing course, but I think I am learning more from my job than I would at university," Mrs Kubheka said in fluent and faultless English.

"Funny, although in my research I have spoken to literally thousands of people throughout the country from all walks of life, I have hardly ever met with any refusals. Maybe it's my approach."

She describes herself a 'people's person' and says she likes to meet people.

Daring

As far as women's liberation is concerned, Mrs Kubheka, who is married with two children, feels that although modern women project a daring image to men, deep down women still have the feeling that a man is still a man.

"We talk as if we do not care for men. But I still feel that my husband is the man in spite of the job I am doing," Mrs Kubheka says.

In love with psychology

The first black woman clinical psychologist in the country, Mrs Conzelia Pretorius, is to read for a doctoral degree in psychology to study illness among black women.

Social work ended up taking a back seat to psychology.

"Like many other social work graduates, I later realised that I was not cut out to be a social worker," she said.

Lectures

When she obtained a masters degree in clinical psychology with the University of South Africa in 1977, Mrs Pretorius became the first black woman to be registered as a clinical psychologist in the country.

In her master's dissertation, Mrs Pretorius established that standardised psychological tests compiled for Zulus could not be applied to Tswanas.

In 1978 she was appointed as the first black clinical psychologist at Wekoppies Hospital, near Pretoria, and also gave lectures to medical students from the University of Pretoria.

As the first person to be appointed to the Department of Family Health, Mrs Pretorius had to launch a study programme for the department from scratch. Her students include paramedics (occupational therapists, physiotherapists) and medical students.

Mrs Pretorius teaches medical students to see their patients as person and not as diseased organs or objects with malfunctioning organs.

Mrs Pretorius, who has an 11-year-old daughter, has recently been appointed a consultant to the Soweto Society for Marriage and Family Life.

Last year she was among the top eight women chosen as rising stars in a nationwide competition run by a chain store and in 1979 she was nominated in a Woman of the Year contest run by a Johannesburg newspaper.

factors.

She has registered for the degree with the Medical University of Southern African (Mendusa), where she lectures in the Department of Family Health.

Mrs Pretorius will concentrate on the causes of the high rate of hypertension among Tswana women.

Disharmony

"Hypertension is very common and high among African women. That worries me, and that is why I want to conduct the study.

"I want to know whether there are any significant factors which contribute towards this disease," Mrs Pretorius said.

Figures given by doctors indicate that four to five out of every 10 women patients suffer from hypertension.

She said black women's marital lives can lead to some psychosomatic disorders like hypertension. A lot of disharmony is brought into marital life as a result of the multiple roles a woman has to fulfil.

"A woman remains a woman. She has got to work for a boss outside a home. When she comes back there are role expectations for her at home. She has to cater for her family's needs."

Mrs Pretorius will confine her study to single parent families, headed by women who are divorced, deserted or widowed.

Coming from what she described as a typical struggling black family, Mrs Pretorius went to Botsheabela Training Institution where she obtained a first class matric.

She did her BA degree in social work with the University of the North (Turloop) where she fell in love with psychology in her first year.

"I am basically interested in people and their behaviour. I always want to know why people behave in a certain way. My main objective is to understand people. In that

CT 26/5/81

Nurses 'were paid too much'

Staff Reporter

THE MEC in charge of hospitals, Mr P J Loubser, said in a press statement yesterday that repayment of salary increases by coloured nurses and paramedics had been ordered by his department to bring about parity in pay scales between race groups.

"The relevant ruling entailed only the repayment of part of one month's increase which is in the vicinity of R50 and was, in fact, done to bring about parity. This concerns only coloureds and also only certain of them in the ranks of sister and senior sister and, with regard to paramedics, only radiographers and senior radiographers.

If payment was claimed from blacks it would only be in respect of individual errors and not as a group," Mr Loubser said.

"What actually happened

is that the original adjustment scales issued by the Commission for Administration would have had the effect that parity would not have been brought about, insofar that in some cases coloureds in the categories concerned would have been better off than their white counterparts."

All hospitals were aware of the facts and it was difficult to believe that they would not have informed fully all staff concerned. It was standard practice with all salary adjustments to inform the person receiving the increase that any incorrect overpayments would be recoverable.

Mr Loubser said he regretted that "certain news media" had, without establishing the facts released a report which upset certain nurses and created "an image of heartlessness" on the part of the department.

and which work.

Thus, even considering the restrictions on how far projects can develop (vide Part I), involvement in

Code of conduct for Aussie firms in SA?

Sawtin 27/5/81 *57*

CANBERRA — Australia is considering introducing a code of conduct for Australian companies operating in South Africa.

The Prime Minister, Mr Malcolm Fraser, said yesterday that government officials were currently examining codes adopted by other countries before making recommendations to the government.

If a code was adopted by Australia it would be likely to relate to apartheid and employment.

The codes Australia is examining are the European Economic Community code and the Canadian Government code.

Mr Fraser said that Australia had noted the action that had been taken by these governments and particularly the fact that they were not mandatory.

Australian Bureau of Statistics figures showed that at June last year there were 17 Australian enterprises with investment in 18 South African enterprises.

Mr Fraser said that Australia believed the apartheid policy of the South African

Government was manifestly unjust, discriminatory and exploitive.

"The Government has made its opposition to apartheid widely known in Australia and overseas," he said.

"The Government hopes that Australian firms operating in South Africa will be guided by the Australian Government's overall policy on apartheid.

"The question of establishing a code of conduct is being further considered."

Mr Fraser is anxious to indicate Australia's continuing absolute opposition to South African policies and the adoption of such a code would be a good way of demonstrating Australia's good faith to black African countries.

The Australian Government is concerned that some black African leaders will boycott the Melbourne meeting because of the Springbok Rugby Union tour of New Zealand commencing in July.

It is determined to do whatever it can to prevent that boycott. — Reuter.

to direct projects to benefit the very poorest people, it will often find that the entrenched richer classes on the local level corrupt these projects to their own benefit.

(b) There is a widely held view that peasants are "traditionalist", "stubborn", "suspicious", and that they reject new ideas and projects. One should consider here that this may be a logical response from people whose vulnerable position in relation to technologically more advanced groups has led to a long history of exploitation.

It is possible that total commitment to projects will only occur when poor people believe that they can control their political and economic environment to the extent of being able to change the basic condition of their lives. This would depend on their having power and influence in the political structure.

Notwithstanding that this basic change may be crucial, one can discern factors which influence people's response at a project level; for example, how projects are initiated and whether they run efficiently and benefit members (others I shall discuss in this part of the paper).

Any attempt to implement an integrated rural development strategy must be based on an analysis of the present situation:

(a) To expose the workings of the present system and to look for places in the existing social order in the reserves where there seems to be potential for change.

(b) To try to discover through experience and assessment, types of projects which foster equitable development

MORE OLDER WOMEN IN DEMAND ON JOB MARKET

(57) Agency 27/5/81

OLDER women are fast becoming an integral part of the South African work force as a result of the labour shortage and in spite of tax laws which penalise the married woman.

This is the view of Mr Colin Christie, managing director of Churchill Personnel, who says the campaign to encourage companies to consider older women for employment has had a ripple effect through the personnel industry.

There has been an upsurge in demand for older women though some of them want salaries as high as their younger counterparts.

Some companies continue to regard employment of older women as a form of social commitment while others have discovered that their maturity and intrinsic ability makes them better employees.

More than 64 percent of the potential female work force between 35 and 74 is not employed.

Mostly they are sitting at home wondering how to relieve the boredom or how to get back to work to help the family fight the rising cost of living.

If just 10 percent of

these women could be persuaded back into the work force, it would mean that another 23 000 experienced women would be available to commerce.

Personnel managers of companies with their backs to the wall in terms of staff shortages, have been obliged to offer flexitime and staggered time — and it is the mature woman who benefits.

Flexitime allows women with growing families to "bend" the working hours to suit their maternal duties while staggered time allows more than one woman to share a job, each working a couple of hours a day and dividing the salary.

Perhaps the most important asset the mature woman has today is that she is available, says Mr Christie.

She's also experienced, emotionally stable, sometimes free of other commitments, less likely to swap jobs and often a lot more reliable.

She's most probably the ideal employee.

Manpower report women are pleased

Most leading Johannesburg businesswomen have reacted enthusiastically to recommendations concerning women included in a special report of the National Manpower Commission.

The report advocates more use of trained women and suggests the Department of Finance give "serious consideration" to revising the present tax structure.

It says more women should be employed part-time and employers should provide facilities such as creches and day-care centres while allowing women to work flexitime.

"It will cost employers less to provide creches and flexitime than to recruit staff overseas," said Mrs Elisabeth Bradley, a director of Wesco.

She said she would not be satisfied until married women were separately taxed.

"These are outstanding recommendations. We've come a long way in the past few years," said Professor Sandra van der Merwe of the University of the Witwatersrand's Graduate School of Business.

Mrs Velia Kirkpatrick, chairman of the Womanpower 2000 Committee whose brief it is to get women back into the labour force, said "These are all things we've recommended to the Government."

Mrs Valerie Mickleburgh, marketing manager for Total SA, said the more tax concessions made to employers to train their workers, "the more they will do so."

Mrs Adele van der Spuy, women's rights campaigner, said "the tax recommendation should not be taken up at finance level only. This is a Cabinet issue."

She said she expected an announcement on the tax issue this year.

Benoni black salaries go up

4/6/81 5102
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254
216

By Lynne Cornfield
East Rand Bureau

Benoni Municipality black salaried staff will now receive 70 percent of what their white counterparts are earning. Presenting the 1981/82 budget, Benoni's management committee chairman, Mr Alan Barbrale, said this was the first step in a three-phase

plan to pay equal salaries for equal work and experience, regardless of race.

This year was also the first time the qualifications and experience for each black salary grade was formally stated.

In future, salary qualifications and experience for all races will be identical in the different grades.

Benoni's budget held more good news for black residents.

An enlarged electricity network in Daveyton has been planned. It will eventually cost R3,28 million.

Benoni ratepayers will pay the same this year as in the past three years — 4,85c in the rand.

Benoni's Town Clerk,

Mr Nantes Botha, said there was a projected deficit of R850 000 on the bus service.

The council still considered this an essential service but in future the community would have to ask itself if it could still afford it.

One of the highlights for residents will be the installation of a R200 000

illuminated fountain on the Civic Centre lake.

The total budget for 1981/82 is R52,1-million.

This is broken down into R41,1-million for the revenue account, R2,68-million for the Indian account and R14,36-million on the capital account.

Need for innovative employers

MARION WHITEHEAD

ENTHUSIASM and cynicism have greeted the National Manpower Commission's recommendations on the greater use of trained women in high level manpower occupations.

The commission's report, contained in a white paper released this week, says this can only happen if employers reconsider their attitude towards trained women and the Department of Finance gives "serious consideration" to the revision and adaptation of the present tax structure and its disincentives to working women.

Private and Government sectors must also promote part-time employment and give attention to providing facilities such as crèches, daycare centres and working on a flexitime basis to attract married women with children, recommends the Commission.

"All they are doing is giving effect to what we have been asking for for years. I'm delighted," Mrs Val Mickleburgh,

national marketing manager for Total South Africa, said yesterday.

"The Government is doing its share. Now we must persuade the employers to do theirs."

Employers were not sufficiently innovative and needed to use a bit more imagination in the areas of part-time work and flexitime, she said. But it would be unfair to ask employers who were giving women equal wages and opportunities to take the responsibility for providing childcare facilities, unless it were on an economic basis.

"It is society's responsibility to make it easy for these women to work to contribute their skills," Mrs Mickleburgh said.

Schools, for instance, could keep the children of working mothers occupied after school with the help of women's associations.

"We talk too much and do too little," she said.

Dr Selma Browde, a former MPC, was less optimistic.

"I'm totally cynical about the Government doing anything of importance.

"I believe it is mainly concerned with its own prestige and image.

"So how can you take the recommendations seriously?"

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LTH CARE IN SOUTHERN AFRICA

Businessmen welcome commission's report

Star
57) 5/6/81
H.S.

Reaction by some of Johannesburg's top businessmen to a Manpower Commission report released this week which recommends, among other things, that employers "reconsider their attitudes towards women" makes a soul wonder what all the fuss has been about.

Maybe I've only been talking to the enlightened ones, but none of them turned a hair when the commission's recommendations were read out to them.

No splutterings of amazement, no chauvinistic snortings as they heard the commission's recommendations that;

- more women be employed on a part time basis;

- employers provide facilities for women like creches and day care centres;

- women be allowed to work flexitime;

- the Department of Finance give "serious consideration" to revising and adapting the present tax structure.

Most of the top men I spoke to said they were already implementing many of the recommendations, and they would be happy to consider the rest if approached by their staff to do so.

Mr P J Badenhorst, joint managing director of the United Building Society which employs over 4000, many of them



VELIA KIRKPATRICK — Government making "our job" a little easier.

women, said: "I'm very strongly in favour of giving equal opportunities, and of equal pay for equal work."

He said his company had a problem with flexitime because it had to be open to the public in certain hours, "but we do have some form of shift work."

On the subject of creches he said he was sympathetic to the idea, "but it has not been feasible or necessary up till now."

Mr Badenhorst said he felt the present tax structure was definitely a disincentive to a certain category of working woman.

Mr John Napier, financial director of Otis which has about 1000 employees, said his company had had flexitime for 10 years now.

"We also have part-time workers and some employees will work a morning and a couple of days, that sort of thing.

"The market being what it is, when we've had a good worker who leaves to have a baby, we like to get her back and, therefore, go out of our way to make this possible," said Mr Napier.

He pointed out that equal opportunity was company policy. "So by and large we've already implemented the commission's recommendations," he said.

Dr Shlomo Peer, group managing director of Anglo American Insurance Holdings, said that the recommendations were very good.

"Until a year ago, we were against part-time workers because many women who worked fulltime wanted to change. But we feel now, in view of the shortage of skills, we have to allow this."



DR SHLOMO PEER — Always a positive attitude towards working women.

we did, it would be a difficult decision," he said.

As far as attitudes towards working women were concerned, "ours has been a positive one. We have never had a male chauvinist attitude. We employ hundreds of women, even on the marketing side which a lot of companies don't do.

"We are a company of equal opportunity," said Dr Peer, and indeed it is his company that has been retraining, free of charge, older women who want to re-enter the work force.

Mrs Velia Kirkpatrick, who chairs the Womanpower 2000 Committee, whose brief it is to get women back into the labour force, said that one of its biggest problems had been traditional attitudes towards working women.

"If the Government recognises this, as it

seems to have done, then it makes our job a little easier," she commented.

She said that lack of flexitime, creches, day care centres and part-time jobs were all demotivating factors for women who wanted to work.

"If employers want us in the labour force, they will all have to reconsider these factors," she stressed.

"How encouraged we are that when the Government makes a report like this, women feature so strongly and that the Department of Manpower Utilisation realises working women need this attention," said Mrs Kirkpatrick.

Mrs Valerie Mickleburgh, marketing manager of Total SA, said that while there were problems in changing the present tax structure, "I have no doubt that the tax system is militating against productivity."

Mrs Elisabeth Bradley, a director of Wesco and top businesswoman, said she was most impressed with the recommendations. "I hope they can push them through," she said.

Judging from the businessmen I spoke to, the climate is right and the soil fertile for improved working conditions for women.

If you don't feel this is the case in your company, just show this report to the boss. Once he's read the Government approach, he'll soon realise he's out of step — won't he?



By **SUE GARBETT**

Dr Peer pointed out that his company had used flexitime for a number of years as it was "an important perk to staff."

"We have never had demands for a creche or day care centre. If

MAKING USE OF WOODWORK

17/1/75 57
 [Signature]

REACTION to the recommendations in the latest Manpower Commission report that women get a fairer deal in the work place has been somewhat hesitant. On the one hand there's a good degree of enthusiasm in that the recommendations represent official recognition of the needs of women in the labour market. On the other there's the feeling of 'so what' — the recommendations are obvious and old hat and only their implementation would merit excited reaction.

THE recommendations are introduced with the weighty sentence: 'Trained women (including married women) must be utilised more extensively in high level manpower occupations. This, according to the report can only happen if...'

More women are employed on a part-time basis.
 Employers provide creches and day care centres to encourage the 'optimum use' of married women and consider the introduction of flexible. Academic BRIAN KAN- TOR, senior lecturer in economics at UCT, was unhappy with the implications and the tone of the Commission's conclusions. 'One can only use the words "optimum" and "must" with respect to the individual's choice to work. Further, I believe that companies will quite calculatiously do what is



Brian Kantor

profitable. There is nothing artificial about their attitudes towards women — prejudice yields to profit and if a woman offers the right skills and commitment she will be employed. The exhortation to employ women is irrelevant — what counts is profitability.'

The headline approach of the economist was countered by VELIA KIRKPATRICK, chairperson of Womanpower 2000 whose brief it is to get women back into the labour force. She said that one of their biggest problems had been traditional attitudes towards working women. 'If the Government recognises this, as it seems to have done, then it makes our job a little easier.'

She said that lack of flexitime, creches, day care centres and part-time jobs were all demotivating factors for women who wanted to work.

'If employers want us in the labour force, they will



Velia Kirkpatrick

all have to reconsider these factors,' she stressed.

'How encouraged we are that when the Government makes a report like this, women feature so strongly and that the Department of Manpower Utilisation realises working women need this attention,' said Mrs Kirkpatrick.

Several business people and academics agreed that while the content of the recommendations was old hat it was at least encouraging that these problem areas had been officially recognised. ATTIE DIVRIES, deputy director of the Bureau for Economic Research said that although there was much truth in the counsel it was easier said than done. 'I don't think very much has been done so far and there is a lot that must be done. The authority of the report should help in the fight.'

TONY WILLIAMSON, managing director of Truworths considered the recommendations realistic



Tony Williamson

but certainly not revelationary. 'Official recognition is certainly a positive step but in my own experience there is no longer much prejudice and particularly not in Truworths. I can't think of one job in our company that's not open to women but I do believe our attitude is fairly informed and relaxed.'

JUNE KRITZINGER, marketing director of Chicks, said that her company had in the past been forced to realise their need for women. 'We're an equal opportunity company but I think that in general the issues need publicity to get everybody thinking along these lines. The big problem remains taxation — we'll believe the change when we see it.'

'I do believe that people's attitudes have changed but there's always room for even further scrutiny,' said advertising agency director BERYL GILROY. 'Many well-qualified and competent women



June Kritzinger

would like to return to work at the age of 55 and this is met with huge resistance. Taxation is still the great disincentive in general, however.'

VALERIE MICKLEBRUGH, marketing manager of Total SA, said that while there were problems in changing the present tax structure, 'I have no doubt that the tax system is militating against productivity.'

For Foschini MD HUGH MATTHEY the recommendations are very much in line with his company's present philosophy. 'Women are essential to our workforce at all levels but we would expect a change in the present tax structure to reduce or remove the disincentives. We already employ women on a part-time basis and the application of flexitime is under consideration at the moment.'

Director of the Chamber of Commerce BRIAN MACLEOD provided a succinct summing up of the somewhat confused reac-



Beryl Gilroy

tion to the recommendations. 'They're all valid but it is the extent to which they can be carried through that's going to make the difference.'

DALE LATTEBACH
 STE GARBETT

Leyland take on women to help fill gap

CAPE TOWN — Women have taken the places of many men at Leyland South Africa since the company dismissed its striking work force of about 1 900 people in a pay dispute nearly a month ago

The women were noticeable in most phases of production at the Blackheath factory this week, including the engine plant, paint shop and assembly line.

According to a company spokesman, they had proved to be "exceptionally adaptable, and good motor plant workers"

But production was not at full capacity. Many machines in the engine plant were at a standstill, and the assembly lines were moving slowly, with a number of people in training

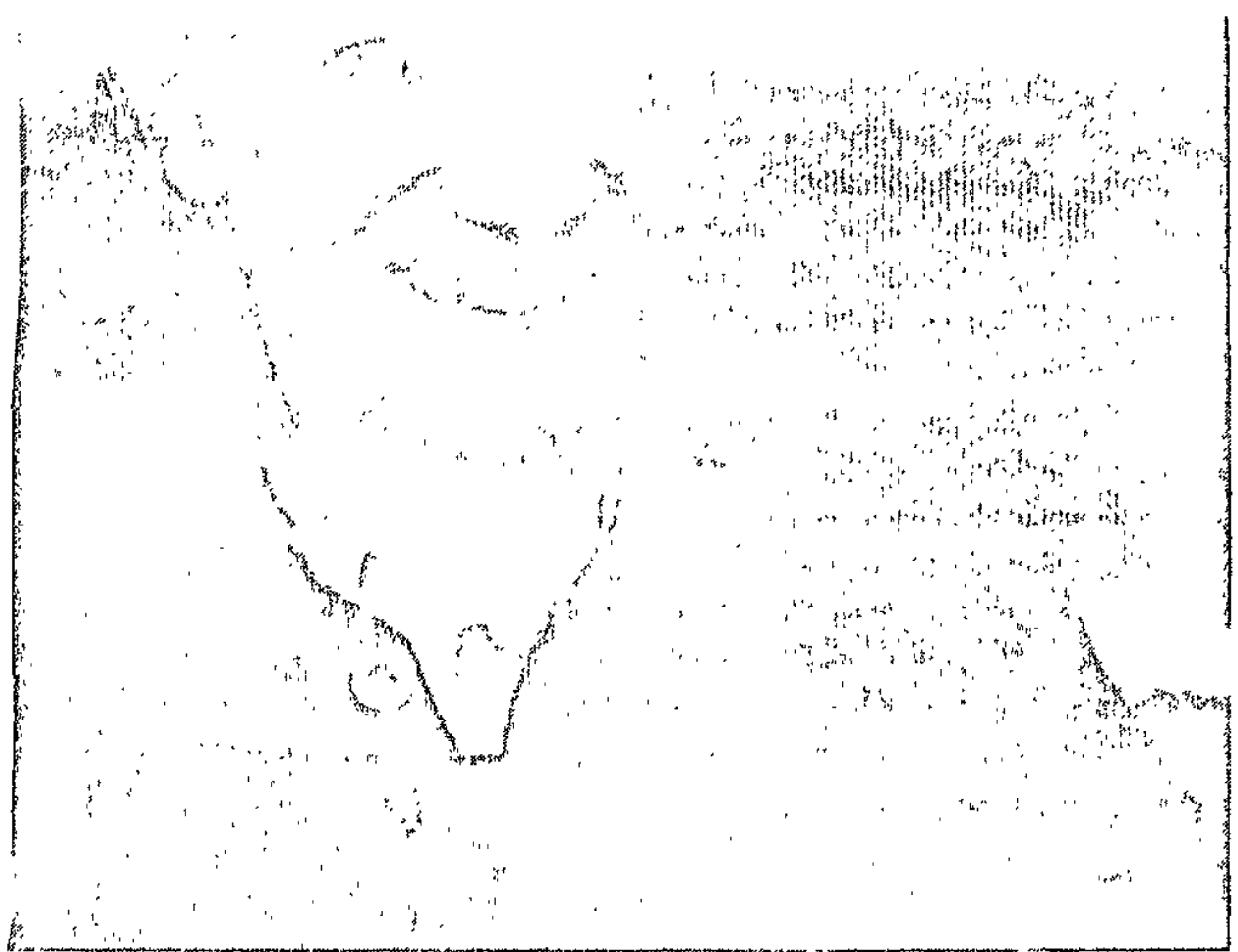
Leyland SA's spokesman, Mr Arne Pitlo, said the company

had now hired or re-hired, 2 100 people at its Blackheath and Elsie's River factories, but production was not at full capacity.

The proportion of female employees had risen from 10 to 30%. Mr Pitlo said the two factories of Leyland SA were now turning out 70 vehicles a day -- about 70% of their normal production. But the union that represents the striking Leyland workers question that figure

An executive of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) said production was "near 50" vehicles a day

"The most experienced people are still out on strike, and the firm is still making efforts to get these people back," said Mr Joe Foster, who is Numarwosa's Western Cape secretary



Breaking down the barriers of tradition is all in a day's work for Mrs DINAH BLAAUW, the only woman welder at a motor assembly plant in Port Elizabeth. Mrs Blaauw became a qualified artisan carlifer this year.

Picture by Mike Holmes

Woman welder 'one of boys'

By SANDRA SMITH

WHEN Mrs Dinah Blaauw, 28, pops into the "Ladies" at the Ford motor assembly plant where she works, she is often mistaken for a man and re-directed to the "Gents."

This is because Mrs Blaauw, a mother of two, wears the same clothing as all the other swing-arm welders at the plant — overalls, boots, gloves, canvas apron and protective goggles.

In that get-up her colleagues often mistake her for a man.

Physically small, Mrs Blaauw obtained her welder's ticket after undergoing training at the motor plant's training school earlier this year.

She now works alongside her colleagues, all men, as an equal.

"They treat me just like one of the boys, and my foreman says that he forgets I'm a woman," Mrs Blaauw said.

Asked why she chose to do what is traditionally regarded as men's work, Mrs Blaauw shrugged and said: "I thought it would be interesting. I have been with the same foreman for three years, and he suggested it."

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Equal pay for chemists urged

By ADA STUIJT

BLACK pharmacists in South Africa earn approximately 80% less than their counterparts of other races, the South African Pharmacists' Board said in a recent report submitted to the Minister of Health, Welfare and Pensions, Dr L A P A Munnik.

The board said it was gravely concerned by the disparity in the salary scales and recommended that the Minister raise them to the level of other races.

There are only 30 black pharmacists in South Africa at present. The report said the board was "aware that young Black matriculants will not readily consider the profession as a career unless their future can be assured".

A spokesman for the department said yesterday the report had not yet reached the Minister, but that immediate attention would be given to the matter.

The department recently granted equal salary scales for white, coloured and Indian pharmacists but at present black pharmacists earn approximately 80% less than their white, coloured and Indian colleagues, even though they share similar duties and responsibilities.

"Black pharmacists are vital for the fulfilment of ideals that an adequate pharmaceutical service should be offered to the whole population," the report said.

Meanwhile, a reply from the Public Service Commission has been received by the SA Pharmacists' Society on their query regarding equity of salaries for black pharmacists.

The commission said it aimed to close the gap as soon as possible.

"There appears to be hope that by the end of the year there will be no further discrimination in salaries," the society's statement said.

In its report to the department, the board has also recommended that pharmacists receive an increase of 90c to R1.10 per item on a prescription.

"The present increase is the first in two years and the board is of the opinion that the tariff should be reviewed regularly to keep pace with inflation," the report stated.

QUANTITY
SURVEYING

(Continued)

^{KDM 11/7/81}
**SAA is to have
black hostesses**

By DON MARSHALL
Pretoria Bureau Chief

BLACK women are to be recruited as air hostesses by South African Airways, the Minister of Transport, Mr Hendrik Schoeman, announced last night.

More opportunities are also to be created for black women to become ground hostesses, the Minister said in a statement issued in Pretoria.

Black ground hostesses are already used by SAA at Jan Smuts, as well as in Durban, East London and Cape Town, but this is the first time in the airline's history that the Government has supported a move to train black women as air hostesses.

Mr Schoeman said in an interview last night that 25 black women would be recruited initially for training.

Asked whether SAA wanted only coloured and Indian applicants, he replied:

"There will be no discrimination. It will not depend on a woman's colour, rather on her qualifications."

SAA's decision to use blacks in the air comes at a time when

the airline reports no significant shortages of either ground or air hostesses.

"To enable the airways to cope with the expected growth, especially in passenger numbers, more ground and cabin staff must be recruited and trained to ensure that there will be no deterioration in the standard of service," Mr Schoeman said.

For the first time last year, SAA broke through the 4-million passenger barrier and the airline is expected to expand substantially during the next financial year with 17 passenger aircraft on order at a cost of more than R300-million.

Commenting last night on SAA's decision, Mr Ray Swart, PFP spokesman on transport matters, said he was delighted.

"I believe it is high time that our air crews reflect the true character of South Africa's population without any artificial barriers.

"The Indian ground hostesses that I have observed at Durban's Louis Botha Airport are courteous and efficient and

they are obviously doing good public service," Mr Swart said.

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SAA to recruit black hostesses

1/7/81
SAA
(X) (X)

The Minister of Transport Affairs, Mr Schoeman, yesterday gave the South African Airways the go-ahead to recruit black air and ground hostesses. Mr Schoeman said in Pretoria he had given SAA permission to proceed immediately with recruiting a limited number of black hostesses, with the approval of the staff associations concerned.

Candidates would be subject to the usual selection procedures and would have to comply with the same requirements as other candidates. More ground and cabin crew had to be trained to ensure the maintenance of high standards in spite of the expected increase in the number of passengers. — Sapa.

John De...
— Sapa.

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Breadwinners still fighting for crusts

Star 1/7/81 (302) (57)

By Jaap Boekkooi

Half a loaf is better than no bread, and sometimes a single slice is enough. This is one of the unsaid principles in the politics of women teachers.

In this light must be seen the decision of the South African Teachers' Association's annual conference in East London to ask the Government urgently for equal pay for women teachers who are sole supporters of dependents.

There are only a few thousand women teachers in this category throughout the country—and they feel particularly discriminated against.

Not only are they paid less than their male colleagues, but the "breadwinners' allowance" they were given for a long time was taken away from them some years ago, leaving them more underpaid than before.

The clear aim of the Teachers' Association, of course, remains parity between male and female salaries. The East London conference again urged the Minister of Education to "rapidly implement" his undertaking to remove all salary discrimination.

But if you cannot



DR FRANZ AUERBACH — immediate relief needed for female teachers who are breadwinners.

have the whole loaf you take half, or a slice, and this the conference did by asking for "breadwinners parity" as a preliminary to the larger parity which the Government seems to be delaying in favour of closing the salary gap between teachers of different races.

"The fact is that women teachers who are breadwinners, supporting either children without a husband's maintenance, or a parent, really have a hard time at present," says Elizabeth Niemeyer, headmistress of the Johannesburg High School for Girls.

"But it concerns a small minority, in my school perhaps one in 30. Throughout the country there is a definite need among these breadwinners."

Dr Franz Auerbach, of the Transvaal Teachers' Association, feels that the teachers conference's call to the Government is "not a compromise with the principle of equal salaries" but a measure to seek immediate relief for a section of women teachers who were left behind.

"It is also a way of saying to the authorities: speed up the removal of discrimination. On the other hand the Government is unlikely to give a timetable for the removal of such discrimination, for it involves the Treasury which depends, as you know, on such items as the gold price."

At the East London conference it was mentioned that the recent salary rises had actually widened the gap between men and women teachers in some posts.

Some delegates to the conference said they preferred not to ask for breadwinners' parity, but to go all out for full equality in salaries for men and women.

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For the best all-round student
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QUANTITY
SURVEYING
(Continued)

Wage gap huge despite rises for all groups

Star 2/7/81

57

Own Correspondent

DURBAN — The average earnings of more than 600,000 whites in a wide range of jobs exceeded R1,000 a month in March this year. Their earnings were 23 percent higher than in March 1980.

Department of Statistics surveys show that over the same period the earnings of black workers rose

25 percent to an average R220 a month, those of coloured workers rose 23 percent to R293 a month and for Asian workers the increase was 20 percent to R348 a month.

The surveys included more than three-million employees in the mining and quarrying, manufacturing, construction and electrical sectors, the Railways and the Post Office.

The figures reflect gross earnings and include bonuses and allowances.

On an overall basis the biggest increase was in the Railways where 271 305 workers of all races earned R132-million — 27,4 percent up on March 1980.

Post Office and mining workers received an average increase of 22,6 percent, construction workers 22,3 percent, electricity workers 21,8 percent and manufacturing workers 20,7 percent.

Of the industries surveyed, the highest average earnings were to be found among electricity workers (R530 a month in March), followed by Railways (R488), Post Office (R465), manufacturing (R437), construction (R334) and mining (R298).

The electrical industry has a high proportion of whites and this tended to push up its average.

For whites the most highly paid industry was mining and quarrying where pre-tax earnings were on average R1 170.

For blacks the biggest increases were in the Post Office, though the 32,8 percent boost still left black Post Office workers with the lowest average monthly wage surveyed, R190.

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QUANTITY SURVEYING
(Continued)

Black hostesses won't initially get whites' pay

Star, 2/7/81

57

2/10/81

By Marion Duncan

Black air hostesses to be recruited by SAA will not immediately receive the same salaries as their white colleagues.

A spokesman for the airline confirmed to The Star that black, Indian and coloured hostesses accepted under the new Government policy announced on Tuesday will have to wait for the wage differential to disappear.

The new system, whereby everybody will be paid the rate for the job regardless of race, is in the Government pipeline now," he said. "It will come into application within the foreseeable future."

He stressed that new black hostesses would receive the same testing, screening and six-week basic training as whites, and that the first blacks would appear on domestic flights before the end of the year.

Applicants require as a minimum a Standard 8 education, although higher educational qualifications will help.

Aspiring candidates must not be overweight, nor must they be particularly tall or short. Minimum age requirement is 21.

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QUANTITY SURVEYING (Continued)

RDM 3/7/01

Racial wage scales: Barnard challenged

Staff Reporter

PROFESSOR Chris Barnard's controversial statements to the official Catholic newspaper, Southern Cross, have prompted yet another angry response from a reader, this time challenging him on racially discriminatory wage scales.

Amongst his widely-publicised remarks, which appeared in the newspaper on June 14, Prof Barnard claimed that "all over the world, labourers earn less than skilled workers".

"No one would expect a street sweeper to earn the same as a school principal," wrote Mrs J O Johannes, of Cape Town, in the latest edition of the newspaper.

But, she continued, "it is only since April this year that

white and coloured teachers in certain categories have been paid the same where their qualifications were identical".

Mrs Johannes said she taught at a high school where the 46-year-old principal held degrees from the University of Cape Town and the University of South Africa.

"Yet a young white woman, fresh out of university earned more than the principal — because she was white."

After Mrs Johannes "committed the crime of getting married" and was barred from teaching as a result, she worked in a hospital.

And a coloured radiographer had to work five years to earn the starting wage of a white counterpart.

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For the best student in the
subject of Building Construction.
S A Brick Association Prizes

III: No award

II: A R Low Keen

I: N D G Sessions

For the best student in each of
the courses of Building Economics I,
II and III in the third, fourth &
fifth years respectively.
LTA Prizes

P R Swift

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

P C Key

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

QUANTITY
SURVEYING
(Continued)

6/7/81
SAA gets equal pay demand

By Richard Paris
Air Correspondent

A leading black trade union leader has criticised South African Airways for not giving soon-to-be appointed black air hostesses the same pay as whites and for not employing black stewards.

The Minister of Transport announced last week that black women would be recruited as air hostesses for service on the airline early next year. But a public relations spokesman for SAA said that they could not expect the same salaries as whites until a new system of payment, now in the government pipeline, could be introduced, probably in 1982.

The secretary general of the Commercial, Catering and Allied Workers Union, Mr Emma Mashinini, said she hoped that black women would be allowed to belong to the same staff association as white air hostesses and that they would not be discriminated against in any way once employed.

SAA has claimed that about 70 percent of its air hostesses are university graduates and that there is every intention of this standard being maintained. The minimum requirement is standard eight.

Blacks could lose out badly because of this totally unnecessary selection of university graduates. As a globetrotter I know that some sort of standard is important for the purposes of communication with passengers — but certainly not a degree," claimed Mrs Mashinini.

An SAA spokesman said: "We have a high turnover with our women as they want to see the world and then very often marry and start a family."

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For the best all-round student
Bell-John Prize

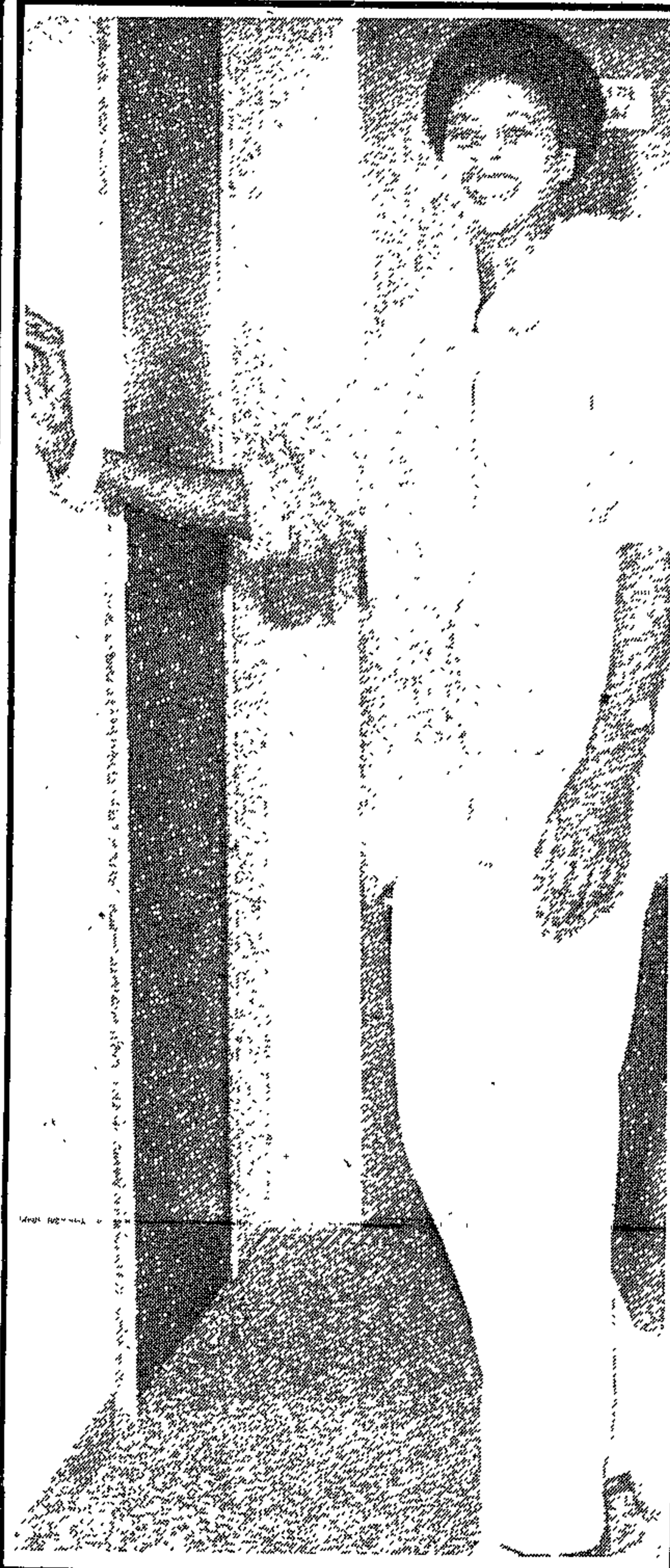
PLANNING
REGIONAL
URBAN &

(Continued)
QUANTITY
SURVEYING

Hopes and fears . .



Ms Bessie Banda . . . "It is not exciting news for us."



Faith Radebe . . . "I hope we won't be treated differently."



Pinkie Mpungose . . . a demonstration of the personality and charm on Swaziland airlines.

'Pay-discrimination against black hostesses is immoral'

Sowetan 10/7/81
By DANISILE LAVISA

THE Minister of Transport, Mr Hendrik Schoeman's announcement that black air hostesses will be recruited by South African Airways (SAA) has posed many questions and given rise to scepticism amongst black women.

Ms Bessie Banda, a columnist with a local magazine, said: "As far as I am concerned, the move is belated. It is really not exciting news for us. It took the SAA a

long time to wake up when half of so-called industry has been yielding to blacks."

"As for the verkramptes' outcry against the SAA's move, one laments at such short-sightedness. The issue of involving blacks is not what they fear, but what the future has in store for them, is where their fears are," said Ms Banda.

Ms Pauline Ntuli, who holds a diploma

in public relations, said: "The job is better for black girls than anybody else. Blacks are naturally very pleasant and friendly people - if treated right, of course. This should have happened many years ago," she said.

Ms Ntuli was sceptical about blacks being paid less. "The difference in pay is immoral," she said. "If this

country wants to give people equal jobs they must pay them equally too. The black women to be trained are going to put their blood, sweat and tears into it".

Ms Ntuli thinks the racial barriers will be there. "But we are used to it," she said. "It is nothing to sing about, because people experience this "sickness" in almost every job.

57 Black women will have to face the challenge and overlook immature and petty counter reactions from customers and colleagues".

She continued, "I hope our girls make it so that they can travel a lot. Traveling is good not just for pleasure but also as a form of broadening one's horizons."

"We really hope that they shall be fair in selecting staff. For all I know the Louis Botha

airport in Durban has only Indian girls as ground hostesses. We hope a similar situation will not occur, Ms Ntuli added.

Miss Faith Radebe, a 22-year-old model, is cherishing high hopes. "Well I hope this is a chance for us to travel abroad," she said. But like other ladies she had her misgivings. "I hope we won't be treated differently.

"Our training programme should not be inferior because our intellectual abilities are equal."

"The fact that applicants will not be judged according to whether they are

coloured, Indian or black but according to merit poses a big question," she added.

BLACK COPS EARN LESS: BULL... SAYS THE CHIEF

Sowetan 15/7/81 (57)
By SAM MABE
JOHANNESBURG'S Chief Traffic Officer, Mr John Pearce, questioned about a growing feeling of anger among black traffic officers over salary discrimination said in an angry outburst: "Absolute bull... and I want you to print it as I've said it."

Mr Pearce said he was not going to enter into any controversy through the Press about the issue, which was uncovered by the SOWETAN's investigation on pay and working conditions of black traffic officers.

The SOWETAN discovered that there are officers with several years experience who still earn less than R400 a month — with minimal prospects of increment — when their white counterparts get a starting salary of R521 plus a "scarcity allowance".

In an exclusive interview, four traffic officers who asked not to be named, said they were speaking on behalf of almost all black

officers.

They accused the Johannesburg Traffic Department of trying to sow seeds of division and hatred between them and their coloured colleagues.

They said a junior coloured officer was recently allowed to drive a patrol car, whereas even black assistant superintendents with several years with the department are still barred from driving patrol cars.

"Last year the Johannesburg City Council evaluated our jobs and it was found that except for driving highway patrol cars, we were doing the same job done by the white officers and were therefore entitled to equal pay, said one officer.

"A minimum starting salary of R521 was recommended and accepted by our Chief Traffic Officer, Mr John Pearce, who said all officers who earned lower salaries would immediately be pushed up to R521.

"But this became applicable to coloured and Indian officers only and we are still started on about R360 per month, and some of our chaps who have been

with this department for several years are still earning less than R400."

Earlier this year, Mr Pearce denied claims by disgruntled black officers that a group of white traffic officers had threatened to resign if blacks were given salaries equal to theirs.

The officers allege also that some of their colleagues had been dismantled from motorbikes and assigned parking meter jobs because they were not issuing enough tickets to motorists.

"When these people talk of a hardworking traffic officer, they mean one who issues several hundreds of traffic tickets to motorists. We are expected to milk the motorists dry to be recognised as working hard.

"But traffic officers' duties are much more than just issuing tickets. We sometimes have to school motorists on the rules of the road, guide them and also educate pedestrians on their rights on the roads.

"Even when the time comes for salary increments, we always have it tough. The number of tickets we have issued is taken into consideration



The chief cop has threatened to fire the officers who spoke to SOWETAN. But this is NOT one of them.

and sometimes increments are withheld because we are reminded of old misconducts for which disciplinary action has been taken.

"This means we blacks have to pay several times for one sin. One of our colleagues was reminded of having been drunk while on duty. But disciplinary action had been taken against him and he had quit drinking for more than a year."

Mr Pearce threatened to fire the officers who spoke to the SOWETAN if he found out who they were.

"Why should these people rush to the Press and not come to me if they have complaints. I know you won't tell me who they are, but if I find out who they are, they're going to be fired, that's for sure," Mr Pearce said.

He added that his department was the only one in South Africa which paid equal salaries for equal work. He said there were blacks in his department who earned up to R12000 per annum.

"But if I think a man is worth R200 a month, that's just what I will pay him. Everybody is paid what he's worth to the department. But I am not going to discuss that with the Press, because it is strictly confidential between the individual and the department," he concluded.

Consumer Reporter

MANY working mothers have 'a terrible life' making suitable arrangements for young children to be looked after, says Mrs Eulalie Stott, chairman of the Council's housing committee.

But it would be too heavy a burden on the rates for the council to provide creches and nursery schools for all children who need them.

Mrs Stott suggested firms consider establishing creches and nursery schools as a service to women employees.

She said she was sure that if this were done, as in Eastern European countries, working mothers would be happier, less tired and more productive, and their children would be more likely to grow up well adjusted.

The idea was welcomed by Mr Norman Daniels, national secretary of the Textile Workers' Industrial Union and chairman of the Western Cape branch of the Trades Union Council of South Africa.

HARDSHIPS

He said many of the thousands of working mothers in Cape Town suffered 'grave hardships' through lack of sufficient creches and nursery schools.

Mr Daniels said his union and the Garment Workers' Industrial Union, who have thousands of women members were aware of the importance of creches and contributed money towards some run by Grassroots.

But Mr Daniels pointed out that the distances which many women have to travel to work from

Unionist

August 15/7/81

welcomes

creches at

work idea

12305 21905 057

Mitchell's Plain and outlying townships would make it difficult for them to bring children to factory creches.

could not afford the fares to bring their children to the creche.

He thought it would be better if firms combine to run creches in residential areas so that children would not have to be 'carted into town' in crowded trains and buses.

FAILED

'Women in Eastern Europe who bring their children to factory creches probably live nearby,' he said.

'But many of the working women in Cape Town have been shifted to outlying townships.'

An employee of a Maitland clothing firm, Teeny Tages, which ran a creche for two years said it had failed for this reason.

'My son went to the creche for two years and it was wonderful for him,' she said. 'I was so happy about it because I did not have to worry about him at all while I was at work.'

'But many women who work here live on the Cape Flats and simply

One voice on female issues

SKW 17/1/81
57
"Now women will be able to speak with one voice throughout South Africa," said Margaret Lessing, director of the newly formed National Women's Bureau, in an interview with SUE GARRETT.

Surprise — that has been the initial reaction of South African women's organisations to the announcement this week that a National Women's Bureau would speak with one voice on female issues.

Mrs Margaret Lessing, a member of the President's Council who has "accepted" directorship of the bureau for the time being, said that women's organisations "had been asking the Government for such a body for 15 years now."

"They have very short memories if they don't remember this," she said in her direct manner.

The bureau to be sponsored by the Old Mutual, will operate through that company's offices country-wide. It will also staff it, although the head office will be at TWS Public Relations in Pretoria, "so it can be close to all government sources," said Mrs Lessing.

She said she hoped that women would "show what they could do together" and that the Government would see the need for such a bureau and that it

would eventually take it over.

She visualised the bureau being a "clearing house" for what was going on in women's organisations all over the country.

The presidents of women's organisations would be invited to form the national council of the bureau, and they would be assisted by a national advisory committee, comprising 100 women from all over South Africa.

The bureau would operate on a two-tier system, with the national set-up being duplicated at a local level country-wide.

"If the local offices do not know the answers to questions being asked by women, they can then contact the head office in Pretoria," she said.

Mrs Lessing, who said she was spearheading the move for the bureau, said it was hoped to become operational in September.

To begin with the bureau would advise women on legal, educational and financial affairs — for example, whether to get married in community of property or with an antenuptial contract, how to draw up a will and so on.

The Women's Forum newsletter of the Old Mutual would now become the magazine of the Women's Bureau. "The idea is to put out a series of these informative magazines. They will draw on the Old Mutual and top legal people throughout SA for information," said Mrs Lessing.

She visualised the bureau making representation to the Government on issues that affected women.

"The Government has in the past found it confusing to have to deal with all the different women's organisations. Now women will be able to liaise with one voice through this,

and we can relay anything the Government wants to say to women."

She said she could see this "becoming the answer to all the partitioning among women's groups. Women have been flapping around a bit," she said.

"It's all right in Johannesburg where you have the Barclays Executive Women's Club and Sheba, but in Cape Town, for example, the women feel very left out of things."

She hoped the bureau would "give us contact with similar organisations all over the world. Maybe the day will come when we will have a Women's Ministry here (as they do in France and Zimbabwe) but I'm not sure about this."

Mrs Lessing said the bureau's formation would be the culmination of more than 15 years of work started by the Business and Professional Women's Federation, and

underwritten down the years by most other women's organisations when we have met.

"I see it as the culmination of the aspirations of all women's organisations in this country."

The call for such a body was made in 1970, again in the Year of the Woman in 1975 and last year at the BPW Congress in Port Elizabeth.

The bureau would make representation to the Government. If the women's organisations serving on the national council requested it.

"If women want more credits for example, we will ask the Government. We'll name the organisations and give them the credit they deserve."

Mrs Lessing did not know how long the sponsorship of Old Mutual would last. "We might be able to finance it independently later," she said.

Mrs Lessing agreed that the final formation of the bureau had been sudden.

"It has all come together in the last few days. I shall now be going to all the women's organisations and top women to invite them to join the bureau. One of the first things to be done was to form a



MARGARET LESSING — "This could be the answer to all the partitioning among women's groups."

women's press corps, accredited to the bureau, on the same principle as a Defence Force correspondent. This will give us a direct line through all the

media," said Mrs Lessing, who is a past president of the BPW club and former head of the SA Consumer Council. She would be director of the bureau in an advisory capacity. "Once it is off the ground I hope a younger woman will come forward," she said.

Further details from Margaret Lessing, telephone 012-476176.

Comments on the bureau's formation

By Sue Garbett and Barry Ronge

Women's leaders and women's organisations had the following comments to make about the formation of the National Women's Bureau.

DR RINA VENTER, president of the powerful Vrore Federasie: "It's difficult to say anything until I know more about it. The Vrore Federasie has never had problems in discussing issues with the Government — we talk to them direct. But if it is a combination of all women, when I would like to see how we can work together."

MRS VALERIE MICKLEBURGH, top South African businesswoman: "I'm delighted that a private enterprise is prepared to sponsor this. We have a similar organisation on the employment side in Johannesburg called Wise (Women's Information Service on Employment) and we hope to work together. However, I am doubtful about a women's bureau — at government level — it separates women into a sort of a kral."

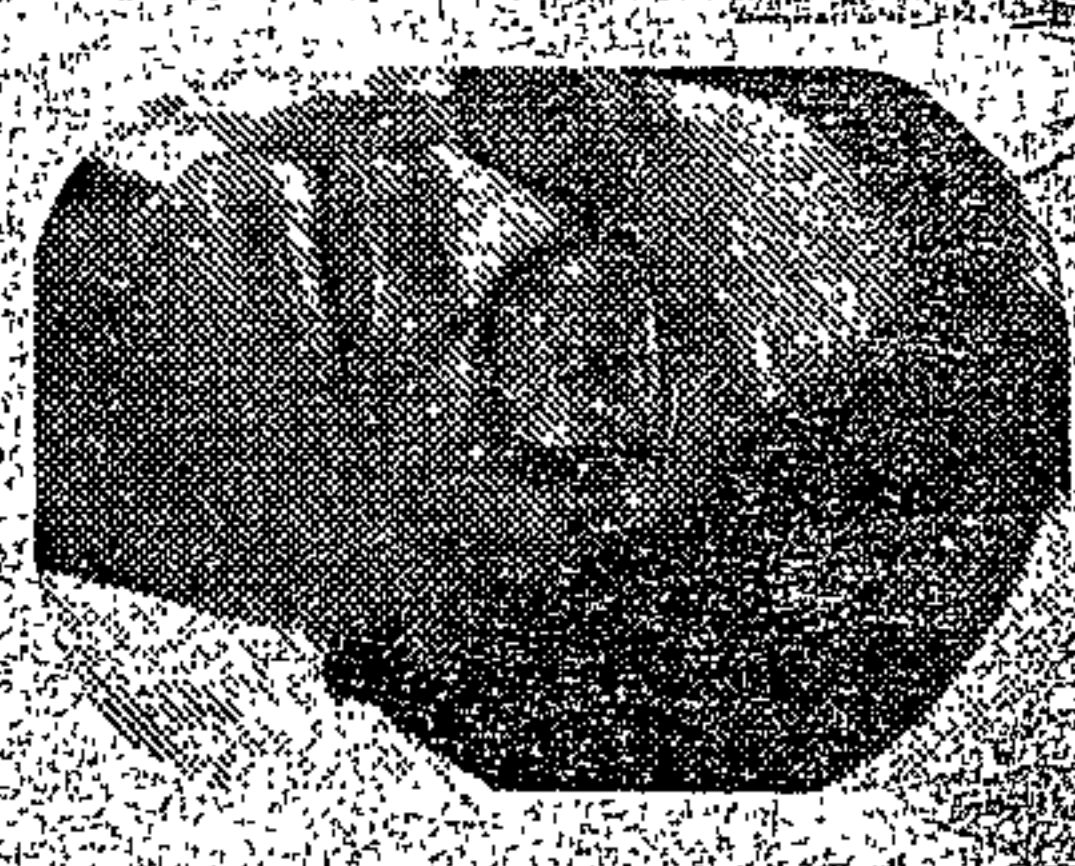
SARAH CHITJA, branch secretary of the National Union of Clothing Workers: "It will be good for women to speak with one voice. All women's organisations have much the same objects, but who presents their views to the Government? We need something to project our case."



VELIA KIRKPATRICK — "Delighted to work with this new body."



DR RINA VENTER — "Would like to see how we can work together."



LUCY MVUBELO — "If the bureau is completely without racial discrimination, it would be a wonderful thing."



BABETTE KABAK — "Can an umbrella organisation truly speak for all women on all issues?"



SARAH CHITJA — "Good for women to speak with one voice."



VALERIE MICKLEBURGH — "Doubtful about a women's bureau at government level."

a great many women's organisations all of which feel they must preserve their identity — that we would not give away. It may be able to speak on particular issues and provide a rallying point for a single concerted effort but I question the potential success of a larger unit."

ELINDA BRAMWELL, Johannesburg president of National Council of Women: "What worries

me is the link-up to the President's Council in the person of Margaret Lessing. There is a strong chance that black women's organisations would have difficulty affiliating themselves with a body they do not recognise."

ELEANOR GODFREY, President of Business and Professional Women's Federation: "I was not aware that anything like this was in the offing. It is very exciting but it also has very extensive ramifications and I would be

reluctant to comment further before I have studied the terms of reference and looked at the whole organisation more carefully."

LUCY MVUBELO, general secretary of one of South Africa's largest trade unions: "I think it is something really wonderful, if it is without racial discrimination. The fact that Mrs Lessing sits on the President's Council could be a problem for women and as mothers, we should not support anything that makes a practice of excluding blacks. But where vital issues are concerned we should ignore her seat on the council and mobilise ourselves as women and as mothers."

MRS GLEN UYS, president of the S.A. Women's Agricultural Union: "An Agricultural Union, providing that it does not involve any political and sectarian issues."

VELIA KIRKPATRICK, chairman of Womanpower 2000: "We are delighted to work on this body. Our retraining centre and wise are working to upgrade women and we think the Bureau with Margaret Lessing being on the President's Council, will be able to help us."

AD EILE VAN DER SPUY, leading expert on women's affairs: "I'll support anything that advances the status of women."

JOY HURWITZ, president of the Housewives' League: "I'd rather look into that first before committing Umbrella organisations can work extremely well."

FREDA VAN ROOYEN, president of the Afrikaans Women's Group, Komkalk: "I do not feel a women's bureau can be started without prior discussion and consultation with all the organisations concerned. I am disappointed in the way this has been done."

BABETTE KABAK, convenor of the Women's Legal Status Committee: "Any step forward that could put women on the map and press for uplift for them is welcome. But I question whether an umbrella organisation can be formed that can speak for all women on all issues. It would have to encompass

11/07/81

Row mounts over white nursing crisis

ADM 24/7/81

275
57

THE furore over white medical staff vacancies is mounting among doctors. While hundreds of vacancies are advertised in the Transvaal, black medical personnel are searching for jobs.

The supervisor of Soweto's Baragwanath Hospital, Dr Manie van der Heever, says he has experienced no staff problems.

"I can pick and choose my nursing staff because there aren't many vacancies for black nurses."

And yet white hospitals are being forced to close entire wards because of the lack of personnel.

Two wards with 58 beds will close at Vereeniging's white hospital at the end of this month because of a shortage of nursing staff, according to a spokesman for the hospital.

"We suffer a 48% shortage of junior personnel, students and student nurses and will refer all non-urgent cases to our waiting list when the two wards close at the end of the month," he said.

Protected

An entire ward at the Johannesburg General Hospital is run

... while blacks hunt jobs

By ADA STUIJT

by six part-time nurses and one fulltime nurse.

At J G Strijdom and Edenvale hospitals, many vacancies are filled by part-time staffers.

The whole of the old Children's Hospital is being used as an outpatients clinic. Many types of patients are treated there. Even the Toy Library — a protected workshop for white mentally handicapped patients — is housed there.

Last night, Prof Guy de Klerk, chairman of the Medical Association of South Africa, pleaded to allow black nursing staff into white Government-run hospitals on the Afrikaans radio-programme Rekenskap.

But this viewpoint was called "selfish of whites" by the president of the South African Nursing Association, Professor Charlotte Searle.

"The white population is trying to lure away coloured and black nurses who are desperately needed by their own people," she charged.

Professor Chris Barnard — who also featured on the radio programme — last week pleaded for "medical service stints" for young women at Government hospitals. He saw it as similar to military service for young men.

His viewpoint last night was supported by Prof De Klerk — even though the two medical giants clashed about the quality of medical services in South Africa.

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K Association Prizes

No award

A R Low Keen

N D G Sessions

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(Continued)
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I : N D G Sessions
II : A R Low Ken
III : No award

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

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

K Strong
He confirmed the council had
lost 60 members of staff in the
first three months of this year.
It usually lost 60 a year.
But the town clerk, Mr. Tom-
my Meyer, said yesterday the
council was "testing the mar-
ket" and posts would not neces-
sarily go to blacks.
The council has had difficulty
filling the posts, which include
several senior positions, after a
mass of resignations this year.
The council has had difficulty
filling the posts, which include
several senior positions, after a
mass of resignations this year.
of all races to fill several mu-
nicipal vacancies.
Council to advertise for people
forced the Edenvale Town
A CRITICAL staff shortage has
Mail Reporter

Edenvale
jobs now
non-racial
1968/50/2/8

Women may get new deal

CHANGES to the income tax laws to introduce a new deal for working women are to be considered by the Standing Commission of Inquiry into Fiscal Policy.

A Government White Paper on a special report on high-level manpower by the National Manpower Commission, tabled in Parliament yesterday, agrees with a recommendation that trained women, including married women, must be utilized more extensively in high-level manpower occupations.

This could only happen if "the Department of Finance... serious consideration to the revision and adaptation of the present tax structure which is applicable to individuals, with a view to the possible further reduction of the disincentives related to it, especially in so far as it is still prejudicial to the optimum de-

velopment, utilization and maintenance of female employees", the white paper said.

The report says employers in general should reconsider their attitude to the utilization of trained women to promote optimum use of this labour source.

Private and government sectors should create more opportunities and facilities to employ women on a part-time basis, and employers in general should give attention to the provision of facilities such as crèches, day-care centres and the introduction of flexitime to make optimum use of married women's labour.

The report also recommends the utilization of retired people in high-level manpower in a larger scale, not only for training purposes, and the use of the Manpower 2,000 project, to encourage retired people to offer their services and draw the attention of employers to the important contribution they could make. — Sapa.

**Pay gap
for black
air
hostesses**

August 6/8/81
270 57

Parliamentary Staff

BLACK air hostesses would not receive the same pay as their white colleagues, it was said in the Assembly yesterday.

Mr Ray Swart (PFP Berea) asked the Minister of Transport, Mr Hendrik Schoeman, whether SAA intended training black air

hostesses, and what conditions of training, service and pay they would receive.

Mr Schoeman said black air hostesses were being trained under the same conditions of service applicable to other non-white employees of the

railways' and that they would share facilities with whites.

However, they would not receive the same salaries as their white colleagues because 'the elimination of the total wage gap has not yet been expanded to this level of staff.'

Original Dockland

Historical Walking Tour of Cape Town's

Afternoon Session:

(Chaired by Howard Phillips)

A Historical Survey

Politics and Muslims of Cape Town -

Achmat Davids:

in Cape Town

An East European Immigrant makes good

Candy Matherbe:

Cape Town and the Plague of 1901

Elizabeth van Heyningen:

history of Cape Town

Sources in the Cape Archives for the

Marion George:

Morning Session:

(b) SATURDAY, 6th June

(Chaired by Dr Christopher Saunders)

Professor Jeffrey Butler: On Writing Urban History.

Growing up in District Six

Dr Richard Rive:

University of Cape Town

Director of the Centre for African Studies
Opening by Professor Martin West

Evening Session:

(a) FRIDAY, 5th JUNE

PART II: 5th and 6th JUNE 1981

Women welcome possibility of income tax structure revision

Mercury Reporter

WOMEN'S organisations throughout the country yesterday welcomed the possibility of a revision of the income tax structure which would encourage women to enter the labour market.

Reacting to a report that the Standing Commission of Inquiry into Fiscal Policy was to consider revising and adapting the structure, Mrs W. Kilpatrick, chairman of Womanpower 2000 in Johannesburg, said the news was 'very significant and welcome'.

'But things must start moving a lot faster,' said Mrs Kilpatrick, 'there is a vast reservoir of womanpower and tax is the major deterrent which is stopping them going back to work.'

Mothers

On Monday, a Government White Paper on a special report on high-level

manpower by the National Manpower Commission, concurred with the recommendation that trained women, including married women, must be utilised more extensively in high-level manpower occupations.

Mrs Kilpatrick pointed out that tax was not the only deterrent and that a lack of day care centres for working mothers' children, discrimination and 'flexitime' were areas which also needed attention before women would be successfully drawn back into the labour force.

Mrs Cristina Rodel, principal of the Single Women and Parents' Association, said her organisation 'wholeheartedly supported the recommendation'.

Children

She applauded in particular the recommendation in the report which

stated that private and Government sectors should create more opportunities and facilities to employ women on a part-time basis, and that employers should give attention to the provision of facilities such as creches, daycare centres and to the introduction of flexitime to make optimum use of mothers' labour.

'A lot of our members would love to work but they find it very difficult and worrying when they have nowhere to leave their children,' said Mrs Rodel.

Mrs Bobby Bonfield, president of the National Council of Women of South Africa's Durban branch said: 'It is essential that married women should have a tax incentive to go back to work.'

'A separate taxation policy, where a wife's income is not joined with her hus-

band's at the end of the financial year, is vital.'

The report also recommended the utilisation of retired people in high-level management occupations on a larger scale, especially for training and retraining purposes.

No equal pay for black air hostesses (57)

CT 6/8/81
BLACK AIR HOSTESSES will not be paid the same as their white colleagues, even though they receive the same training. The Minister of Transport, Mr Hendrick Schoeman, told Mr Ray Swart, chief opposition transport spokesman, at question time that the air hostesses would have the same conditions of service as other black employees of the Railways administration. They would have the same training but would not receive the same pay.

Salary gap upsets Natal medics

S. Tribunes,

9/8/81

57

By INGRID STEWART

THE salary scale for some doctors employed in provincial hospital services is still being used to discriminate between the races, says a group of Natal doctors.

Despite recent assurances — from the Government and the Medical Association of South Africa — that there is no salary discrimination among medical staff employed by the State, documents in the possession of the Sunday Tribune indicate that white doctors employed as medical officers are entitled to double notch increments for the full scale, while their coloured, Indian and black colleagues are excluded from this perk. They are entitled to single notch increments only.

Health

This week the matter was taken up with the Department of Health, Welfare and Pensions by Dr. Marius Barnard, Progressive Federal Party spokesman on health matters. He said officials in the department accepted that there was still racial discrimination in that sector. They assured him that it would be corrected "early next year".

"Statements that there was now no discrimination among doctors were wrong," Dr. Barnard said. "But they were made in good faith because this only affects one post and people didn't realise it was there. As soon as I spoke to the officials concerned they accepted it and said they would rectify it."

Deputy director-general of the department, Dr. James Gilliland, said his department was aware of this "anomaly" which was now "entirely in the hands of the Commission for Administration".

But a group of Natal doctors whose "code of conduct as medical practitioners does not permit us to identify ourselves" describe the scheme as "clever", "ingenious" and a "devious method" of maintaining discrimination.

Cont. . . .

False 9/02/81

"We wish to correct the false impression that salary discrimination on the basis of race has been completely abolished," they say. "The means of maintaining the discrimination is by the devious method of double notch increments for whites only."

A circular minute numbered 225/80 from the Department of Hospital Services of the Natal Provincial Administration says certain designations are entitled to double notch increments and that these do not apply to temporary incumbents of posts.

Included in this 1980 circular are details of the salary scales of all medical personnel. The scales are the same for whites, Indians and Coloureds and a lower scale applies to blacks. This disparity in scale for blacks was removed in April this year.

However, the 1980 circular, in a column indicating the number of double increments to which medical officers are entitled, shows that only white medical officers are entitled to this "for the full scale" while Indians, coloureds and blacks do not qualify.

Referring to salary progression, a 1981 circular says "those ranks to which the system of double notch increments applies for permanent staff remain the same".

From these documents it

is clear that equal salaries do apply when newly appointed medical officers start at the bottom of the salary scale. But with the implementation of double notch increments for whites only, and the standard single notch increments for the other race groups, there could be an ever-increasing disparity in salaries between those received by whites and those received by the other races.

The disparity could mean that after two years, white medical officers would be on the fourth notch (R15 135) while the other races are on their second notch (R13 905). After six years as a medical officer, a white doctor would reach the maximum of R21 015 while the others would have reached R16 605.

"This certainly indicates an ever widening of the salary gap rather than the Government-stated policy of equalisation of salary,"

say the doctors.

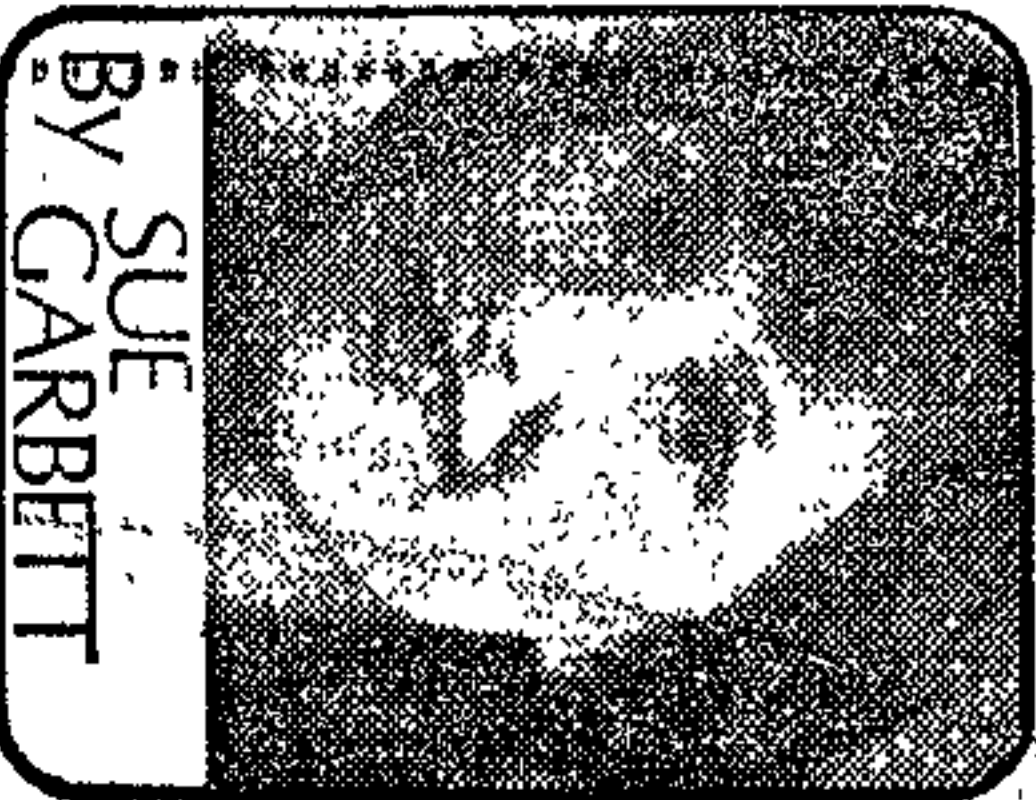
Chairman of the Federal Council of Masa, Professor Guy de Klerk, has requested the Sunday Tribune to send him copies of the documents.

"I have received assurances repeatedly from the Director-General of Health that there is no accept that assurance. I have no knowledge of this and can make no comment until I have actually seen the documents. But if there are any remnants of discrimination we will take it up most vigorously," he said.

Professor Chris Barnard, who for years has campaigned for the removal of discrimination among doctors described the scheme as "grossly unfair".

"But," he said, "I doubt whether it was done intentionally. The whole of the medical profession is against discrimination and I'm sure this is just an anomaly, and they will soon sort it out."

Another case for power sharing



Several leading South African women are keen to see an end to the marital power. One of these is Carmen Nathan, senior lecturer in law at the University of the Witwatersrand, who has made a detailed study of the marriage law.

The Women's Legal Status Committee has also asked for the removal of the marital power. Just how does it affect you?

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CARMEN NATHAN — Wants to see an end to the marital power.



The marital power. Such an old-fashioned phrase, quite quaint in these feminist times when women train as astronauts and sail single-handed around the world.

Don't kid yourself if this happens to be your train of thought. The marital power has heavy on this hand of ours and the chances are pretty good that if you're a married woman reading this article you are subject to it.

Not I, you say? I'm married with an antenuptial contract. That does not mean a thing unless the marital power has been expressly excluded in your ANNC.

But vestiges of the marital power remain regardless of what form of marriage you have, according to Carmen Nathan, senior lecturer in law at the University of the Witwatersrand.

Even if the marital power is excluded at the time of marriage, the man still becomes head of the household and this gives him a casting vote in areas of

dispute. It also gives him the power to choose where you live, said Mrs Nathan who wants to see an end to the marital power.

With this in mind, maybe you will be as interested as she and many South African women are in seeing the marital power abolished completely.

Just what form does this power take? For starters the man sets the standard of living such as the size of your flat or house, because you cannot sign any legal forms such as hire purchase without his assistance.

If you're a doctor and he's a car salesman and he gets a new job in Durban, you'll have to move, like it or not. That's marital power.

There are, of course, certain things that you CAN do subject to the marital power and let's discuss them first. It won't take long.

You can legally buy daily household needs, such as food. You can buy basic clothing and electrical appliances that are reasonable within your particular standard of living, said Mrs Nathan.

You cannot: ● lease a safety deposit box in the bank although it only costs about R20; ● book an annual holiday with a deposit; ● lease or buy a flat or a house.

You can do the above only if your husband legally assists you, according to Mrs Nathan.

Although you need his consent for the above, there are some things he can't do with your property without your consent. He can't sell your shares without your written consent and he can't go to your employer and ask for any money due to you without your consent.

But if white women think that they are getting a bad deal, black women are far worse off because their marriages are automatically out of community of property with the retention of the marital power, so they have the worst of both worlds.

Mrs Nathan said it is clear from two recent court cases that the wife's earnings and dignity can be abused by the marital power.

CASE ONE: The husband and wife were separated and she ran her own business. He helped himself to the proceeds of her business, was charged with theft but was acquitted.

The reason: Her property formed part of the joint estate of which, by virtue of the marital power, he was administrator. So he could deal with the property as he wished.

"If the wife had helped herself to the proceeds of HIS business then, despite the fact they were married in community of property, she would probably have been found guilty of theft, even if she needed money for food for herself and the children," said Mrs Nathan.

CASE TWO: The husband cut up the clothes of his wife, for whom he was married in community of property, in such a way it was impossible to repair them.

She had bought the clothes out of her own earnings and he was charged with malicious injury to property. The court found that the wife's property was not protected from the husband's administration by virtue of the

marital power, so he could do with it as he pleased.

Another aspect of the marital power is that the husband can demand that his wife assist him in his business or his employment, and she has no claim for any compensation for her services because it is her legal duty to assist him in making his living. And, despite this, he can disinherit her.

What is galling about the marital power to many is that it does not affect just those subject to it. It affects all married women.

This is because commerce usually seeks to protect itself by demanding proof that the marriage is not subject to the marital power, or that the husband will assist the wife in any case if she is

buying something that involves a legal transaction, such as hire purchase.

It takes a strong and determined woman to insist she is within her rights by buying something without proving she is subject to the marital power first. Most women simply go through the inconvenience of producing evidence of producing certificates.

By the way, if you are now all rushing out to get married with the marital power excluded, pause a minute. You pay a price for that. You are excluded from the benefits of the marriage.

In other words, at the end of the marriage (by divorce or death) you get only what has been promised to you in the antenuptial contract.

Carmen Nathan, who has made a point of studying the Matrimonial Property Act, suggests you marry with an ANNC excluding the marital power, BUT retaining the community of profit and loss.

The latter must be deferred to the time that the marriage ends so that during the marriage each spouse has and looks after, his or her own property.

"This is basically the form of marriage that the SA Law Commission has recommended and, if the Matrimonial Property Bill goes through without alteration during this session of Parliament then this form of marriage will be given the emphasis it deserves," said Mrs Nathan.

"Of course, the whole matter could be simplified if the law were to provide that in all marriages, all benefits are to be shared by husband and wife when the marriage terminates either in death or divorce.

"This would protect those women whose husbands die intestate or who disinherit them," added Mrs Nathan.

The draft Matrimonial Property Bill has been widely advertised and been commented on by individuals and organisations.

It was generally expected to go before Parliament at the last session but Mrs Nathan said it is most unlikely it will even come up during this session.

"If there is not a lot more support for the abolition of the marital power (one of the recommendations in the draft Bill) then an almost exclusively male Parliament might decide it can live with it," stressed Mrs Nathan.

Anybody who would like to see an end to the marital power, or anyone who has suffered because of it, can write to Mrs Carmen Nathan, c/o The School of Law, the University of the Witwatersrand, 1 Jan Smuts Avenue, Johannesburg 2001 because she is compiling a dossier of such information, with a view to getting the law changed.

Tomorrow: How black women suffer under the Code of Zulu law.

More support for the abolition of the marital power (one of the recommendations in the draft Bill) then an almost exclusively male Parliament might decide it can live with it," stressed Mrs Nathan.

Write to your Member of Parliament

1/8/81 the Star



BABETTE KABAK —
The way you were married is a factor in every business transaction.

"We are unique worldwide in the number of people who marry with an antenuptial contract. I think people wanting the marital power excluded made the ANC as popular as it is," said Mrs Babette Kabak, co-convenor of the Women's Legal Status Committee.

The WLSC wants an end to the marital power and has regularly sent memorandums to the SA Law Commission on the subject.

"In an antenuptial contract the partnership principle seems to be eliminated — the spouses can leave each other nothing," said Mrs Kabak.

She said it seemed a pity that in order to get rid of the marital power, women lost out seriously in other areas.

"We get so many women phoning us who got married with an ANC and who are left with no house, only maintenance, and even that the onus is on the woman to obtain.

"In other countries where the ANC is used and where it is unfair to women — it doesn't recognise her contribution in terms of housework, childraising and so on — a court sets aside the terms of the contract and makes an equitable distribution of the property. In Britain the woman usually gets the family home," said Mrs Kabak.

She said the WLSC had asked "all along" for the removal of the marital power, "because the way you were married is a factor in every business transaction. This is ridiculous in an age when so many women are working."

Mrs Kabak said it was doubtful whether the draft Matrimonial Property Bill would be enacted during this session of Parliament. She suggested that women write now to their Member of Parliament and ask him to call for the removal of the marital power.

'This makes me a child all my life'

It has been said before, but it still has the sting of truth — the worst thing that can happen to anyone in South Africa is to be born both black and a woman.

In fact, there's only one thing worse and that is to be a black woman born in Natal.

For such a person the political disabilities of being black, together with all the discriminatory problems of being a woman, are compounded by that white elephant of colonial legislation, the Code of Zulu Law — formerly the Natal Native Code.

It is this body of laws which has kept millions of Zulu

women legal minors all their lives, causing untold hardship and inconvenience.

Recently, following persistent pressure from a variety of groups, the KwaZulu Legislative Assembly has critically re-examined the code and has passed a greatly revised version.

The new Bill provides that women will become majors at 21, will have the right to establish their own homes and marriages, which will automatically be out of community of property unless the woman signs a declaration that she prefers to be married in community of property.

It has passed all three readings in the KwaZulu Legislative Assembly and is now to be sent for consider-

The effect of the marital power on white women was described on Women's Page yesterday. Today CARMEL RICARD looks at the Code of Zulu Law which keeps millions of both urban and rural Zulu women legal minors all their lives.

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ation and signature to the State President.

Ms Sibongile Nene, lecturer and researcher at the Centre for Development and Research at Zululand University, is one of the people who for years has been lobbying for change in the law.

She points out that the Natal Code "fossilised" what had been an essentially flexible tribal system. "The traditional courts allowed the changing attitudes in the community to be reflected in their decisions, but the colonial administrators enshrined what they assumed — often mistakenly as it turned out — to be a fixed system."

Zulu women are affected by their minor status in every facet of their lives.

One woman says: "This is the law which prevents you signing a hire purchase agreement without your husband's signature. You can't even open an account without first having a letter from him saying that you may do so."

"This is the law, which, if your husband dies, can even make your son your guardian, able to give or withhold his permission for you to seek employment, own property or obtain a passport. This law makes me a

child all my life."

Ms Nomathemba Sithole, Durban director of the South African Council for Higher Education, is another woman who feels strongly about the code.

"It affects us where all women who marry are affected — on the question of marital power — but this code has additional disabilities.

"It restricts our movement, ownership of our own earnings and even employment. All of these things are at the whim of our husband.

"If you want to look for work, you have first to obtain your husband's signature even before you take on the red tape of group areas.

"This may be merely a formality in a relationship which is working well. If the marriage is shaky, however, and you are in need of money because your husband is not bringing home sufficient for the family needs, it is often then that a husband will refuse his wife permission to look for employment."

Section 27 (2) of the code states that, unless she has been emancipated, "a black female is deemed a perpetual minor in law and has

no independent powers."

The law further states that she is always under the guardianship of a man. Emancipation from the provisions of this code are sometimes granted to unmarried women, widows or divorcees.

To be emancipated you have to prove that, by virtue of your good character, education, thrifty habits or any other good reason, you should be freed of the control of your guardian. A married woman, however, cannot be "emancipated" from her husband's control, even if he has deserted and refused to support her.

Muriel Horrell, in her book, *The Rights*

of African Women, Some Suggested Reforms, points out other anomalies of the code.

Even if she has not been emancipated, a Natal woman has some, limited, legal capacity. "A spinster, widow or divorcee can thus take out an insurance policy or acquire immovable property in her own name. But if the proceeds of the property are regarded as "earnings," they vest in her father or kraal head and can be attached for his debts. He is, similarly, entitled to her wages, salary or other movable property she acquires. In return, the woman has the right to be maintained by her guardian, but as Ms Sithole stresses, this protection may often not be offered or not be available.

Ms Nene points out that the long-accepted argument for not revising the code was based on misinterpretation of Zulu tradition. "Customarily, each hut in a settlement was associated with a particular woman and had certain property attached to it. Even after widowhood her rights to this property — fixed and movable — would be secured.

"There wasn't a system by which people could take property

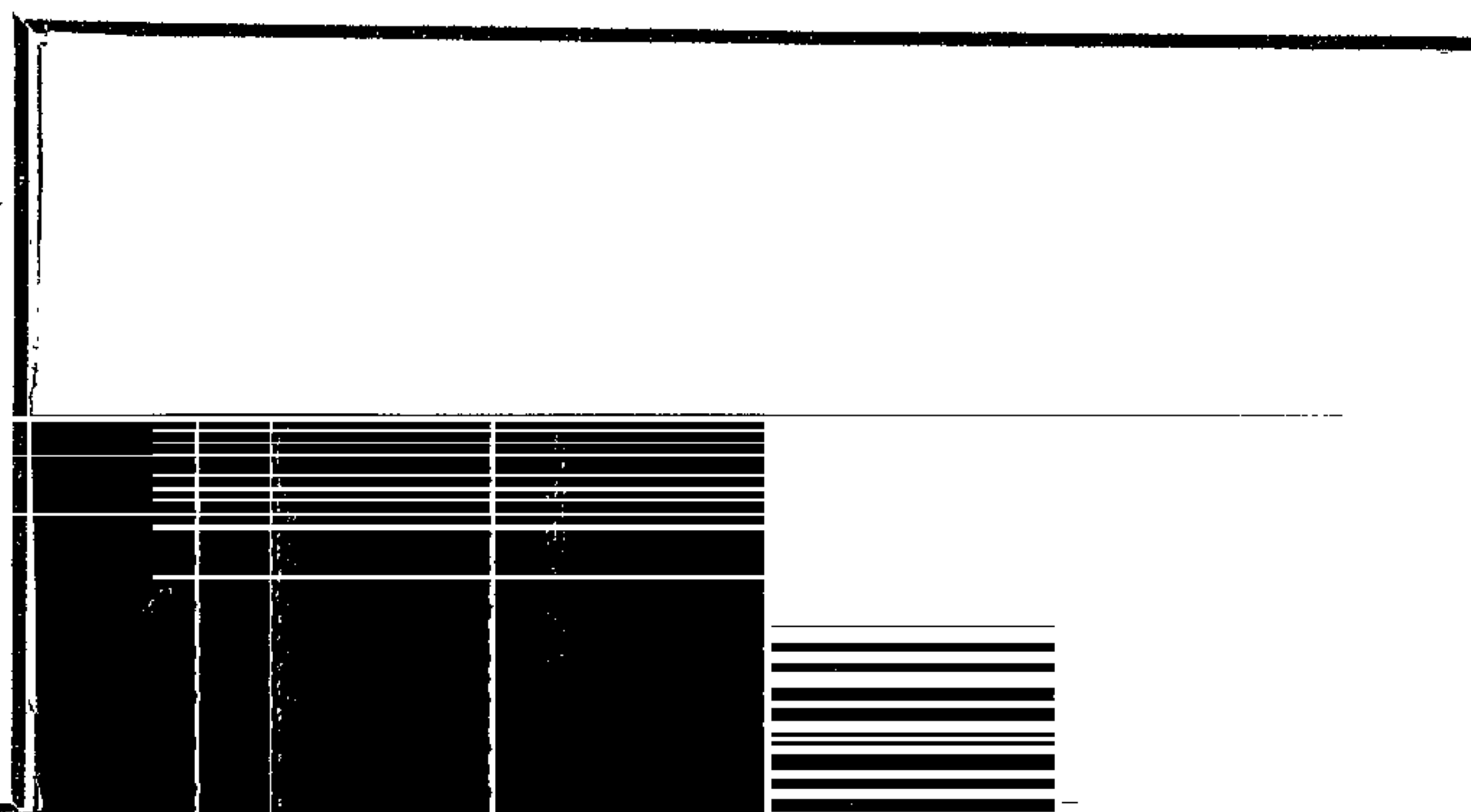
from her, as is the case with the code.

"The code clashed with existing norms and so there developed a perversion of the traditional law. A woman could no longer administer her husband's estate as she had been able to do in Zulu culture."

While the effect of the code was bad enough in traditional rural life, it was made far worse when it was applied in urban conditions. A woman would then have no kinship system to ensure that she was not left destitute. "In the cities the hardship which has been caused is indescribable," says Ms Nene.

Another woman speaks of the innumerable cases of unscrupulous "guardians" — uncles, brothers and sometimes even sons — claiming for themselves the hard-earned earnings of their "wards." "She might be evicted from her home and land. Her money can be taken."

Since the code has caused such problems for women, why has it not been revised before now? "For a long time the chiefs were not aware of the problem," explains Ms Nene, "and the menfolk simply did not listen."



Black tax reforms will give — and take

The Budget's tax reforms for blacks will give with one hand and take with the other.

The major advantages to blacks will be that they will now receive the benefits of rebates, and taxation will begin at a figure higher than the previous R1 830 a year.

But the reforms will place black married working women in the situation which white women have been fighting for years to change.

In the past, black married couples were taxed separately — a situation which white women have demonstrated and petitioned for without success. Now black women will lose this advantage.

In presenting his Budget in Parliament yesterday, the Minister of Finance, Mr Owen Horwood said the phasing out of separate taxation for blacks was part of the ongoing process of systematic tax reforms.

It was his intention to effect the final phase from next March in terms of the Black Tax Act of 1961.

Last year blacks paid R107 703 347 in income tax. Of this, R78 819 617 came from blacks living and working in white areas, and the rest from those in black "states."

If black tax collection is shifted from the Department of Co-operation and Development of Transvaal Revenue, it will place a massive burden on the drastically short-staffed revenue offices.

A number of tax consultants in Johannesburg said that in their opinion married black working women would not necessarily be put at a disadvantage by the new tax reforms.

They said that to date blacks had not enjoyed the abatements which white taxpayers receive.

Black families could possibly fare better under the new system — particularly if they have several children and are on medical aid and pension schemes.

But one consultant said the new system might cause confusion for those married by African custom. A man with more than one wife would have problems.

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- 1977 Pierre Bourdieu: The Inequality Harvard E Swartz, D.
- 1980 The Schools Boycott
- 1971 Education beyond Apa Spro-Cas
- 1975 Documents in South A Rose, B. and Turner 3 and 4
- 1970 Education in Southern Rose, B. (ed)
- 1954 Three Hundred Year Pells, E.G.
- University of the Wit Interim Action, Cent and Social Structure Unpublished paper pre 1981 The Evolution of Educ Molteno, F.
- 1925 Education in South Af Malherbe E.G.

By Sue Garbett

"This is an insult."
"It's peanuts." "What a sterile budget!"

These are some of the comments of leading South African women on the announcement that tax deductions for working married women are to be increased by R400 to R1 600, passed in over the next two years.

Top businesswoman Mrs Elisabeth Bradley, who is a director of Wesco, said she found

Deductions are degrading and insulting, say top women

the deduction "positively degrading."

"I see it as a discriminatory allowance and no substitute for the principle that a working woman should be taxed as an individual in her own right."

The general reaction was one of shock that the Minister of Finance had not even spoken about the possibility of a new tax system for married

working women at a time when South Africa is experiencing such a skills crisis.

"The Government will never have the full economic commitment of women until it changes the system," warned Professor Sandra van der Merwe of the University of the Witwatersrand Graduate School of Business. "If we don't get women back into the

labour force, it is going to cost the Government more in the long run, than changing the tax system now," said Vella Kirkpatrick, head of Womanpower 2000, a committee that is trying to get married women back to work.

Deductions for working married women were just part of Mr Horwood's tax package. He said his depart-

ment was also involved in seeking ways and means of reducing the volume of tax returns.

"Work in this direction is so far advanced that I hope to introduce legislation during the current session or early in 1982 to enable a start to be made with the new scheme from March 1, 1982. "The proposed measure will have the effect of relieving indi-

vidual taxpayers with taxable incomes of not more than R7 000 a year from the necessity of rendering income tax returns where such incomes are derived entirely or almost entirely from salaries or wages.

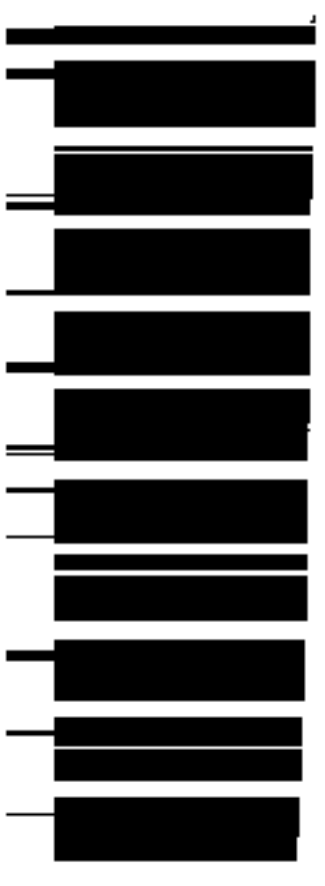
"The PAYE deductions from their salaries will be regarded as the full settlement of their tax liability.

"One of the consequent adjustments which will be required to bring the new system into operation is that the deduction allowed from the earnings of married women will have to be increased from the existing R1 200 to R1 600.

"It is felt advisable to spread this increased deduction

over two years, and to allow R1 400 with effect from March 1 1981.

"In a full year the estimated loss of revenue will be R18.9-million but as the 1982 tax year is already so far advanced and deduction tables will not be amended, the loss for the 1981/82 financial year is estimated at R2.4-million," Mr Horwood said.



Seven years taken together, \$1,307 x 7, is \$9,150.

*Note that book value of old machine and/or depreciation on old machine is ignored.

**Some experts in this field like to call this "depreciation on old equipment (based on disposal value)." It is preferable to call the item what it is—an opportunity cost—and to confine the term depreciation to its usual meaning, the accountant's allocation of original cost over useful life.

The answer to Galoot's comments is really a criticism of the wishful thinking in which we all like to indulge—the erroneous idea that we can sooth our wounded pride of making a bad purchase decision by using the item instead of replacing it. The schedules as prepared above should convince Galoot that there is a fallacy in his thinking. The fallacy is essentially that a current or future action can influence the long-run impact of a past outlay. Nothing can change what has already happened. The hon. member should not now become excited when I do good things and want to spoil everything with a lot of questions.

Vote later this session.

The MINISTER: Mr. Speaker, we are still busy in the training stage. I shall deal with the whole matter during the discussion of my

these hostesses are being provided for and from what racial groups? as zero dis-

5 AUGUST 1981

As another example assume cent depreciated on a straight-line basis and a remaining useful life of 10 years. The value of the asset at the end of 10 years is \$40,000. If the asset is sold at the end of 10 years for \$40,000, there is no gain or loss. If the asset is sold at the end of 10 years for \$50,000, there is a gain of \$10,000. If the asset is sold at the end of 10 years for \$30,000, there is a loss of \$10,000. The gain or loss is determined by the difference between the book value and the selling price. The book value is \$40,000. The selling price is \$50,000, \$40,000, or \$30,000. The gain or loss is \$10,000, \$0, or -\$10,000. The gain or loss is determined by the difference between the book value and the selling price. The book value is \$40,000. The selling price is \$50,000, \$40,000, or \$30,000. The gain or loss is \$10,000, \$0, or -\$10,000.

6. Interest, imputed or otherwise, on the replacement decision. \$8,800 - \$2,100 = \$6,700. 11-24 (60 min.)

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2. (b) \$3.50 (e) \$5.90

4 Aug 15/81 Black air hostesses Cols 7-9 257

9. Mr. R. A. F. SWART asked the Minister of Transport Affairs:

- (1) Whether the South African Airways intends to start training Blacks as air hostesses; if so, what will be their conditions of service;
(2) whether such persons will (a) share training facilities with and (b) receive the same salaries as their White counterparts; if not, why not?

The MINISTER OF TRANSPORT AFFAIRS:

- (1) Yes; the same as that applicable to other non-White employees of the Railway Administration.
(2) (a) Yes.
(b) No; the elimination of the total wage gap has not yet been expanded to this level of staff.

Mr. R. A. F. SWART: Mr. Speaker, arising out of the reply of the hon. the Minister, could he indicate how many of

\$1.50 \$4.50

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Govt approach to pregnancy dismissals dismays unions

Star 26/8/87
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By Tony Davis,
Labour Reporter

Trade union leaders today slammed the Government's rejection of a number of key proposals in the latest Wiehahn Commission Report, especially those dealing with working women.

The commission's fifth report was released in the House of Assembly yesterday with an accompanying Government White Paper which dealt with the recommendations.

Union leaders were disturbed by the Government's rejection of a number of recommendations regarding the rights of pregnant working women.

The Wiehahn report recommended:

- ⊙ Prohibition of dismissals of women workers solely because they were pregnant.

- ⊙ Increased pre-confinement leave from four to six weeks.

- ⊙ Women to be re-engaged by employers after the birth of their children.

All these proposals were rejected. Also rejected was a recommendation for legislation assigning pregnant women to light duties while still at work.

The White Paper did however, approve a possible increase in pregnancy leave pay.

The president of the Garment Workers' Union, Dr Anna Scheepers, said they were very disappointed by the Government's attitude.

"We need all the quali-

fied women workers we can get, and pregnant women should not be dismissed while they are still able to work," she said.

A combined meeting of the clothing unions would discuss these issues.

The general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini, said she felt the Government had not really concerned itself about women workers.

"Discrimination against working women who are pregnant is one of the most unfair labour practices," she said.

The head of the Southern Transvaal region of the Federation of South African Trade Unions (Fosatu), Mr Taffy Adler, said unions would have to continue to negotiate maternity rights for working women at plant level.

"We can't look to the Government to see to the needs of women workers."

STRIKE

Other important Wiehahn recommendations were rejected by the Government.

These included:

- ⊙ The right of workers during a legal strike to conduct a picket.

- ⊙ Extension of union rights to domestic and farm workers.

- ⊙ Decriminalisation of existing legal controls on unions and employer bodies.

- ⊙ It should be deemed unfair labour practice if an employer refused to

recognise a registered union which won a secret ballot.

The White Paper said union recognition was a voluntary matter. The proposal would allow a union to take up the rejection with the Industrial Court.

Union leaders were highly critical of the rejection of the "fundamental right" to picket during a dispute.

Mrs Mashinini said the picket was part of the collective bargaining system.

They were also in agreement that domestic and farm workers would continue to organise themselves as they represented a large part of the country's work force.

CLOSED SHOP

"The Government should at least legislate for minimum wages and coverage under workmen's compensation," Mr Adler said.

"The lack of union rights merely perpetuates their servitude."

The White Paper also announced that a committee was investigating the issues of union and strike privileges for civil servants.

The Government was also looking at the National Manpower Commission's recommendation that closed shop agreements be allowed.

Such agreements force workers to join unions which have these agreements with a company.

Threat to unions worries Boraine

Political Staff

CAPE TOWN — The Government's implicit threat to remove voluntary registration from trade unions was "a matter of real concern," the Opposition spokesman on labour said today.

Dr Alex Boraine (PFP, Pinelands) said it was significant that the commission itself had recommended registration should be voluntary, but that this needed the chairman's casting vote.

"Should the Government legislate to make registration compulsory this could cause considerable dissent and further unrest in the labour field," he said.

Of the report and White Paper tabled in Parliament yesterday Dr Boraine said a disturbing aspect was the Government's recurring procrastination on crucial recommendations.

Too many committees and commissions were looking at reports of other committees and commissions, he said.

He said that while the Government had indicated a long-overdue recognition of the role of women as workers, it was disappointing that it had turned down several key recommendations.

"In particular they have turned down the recommendation prohibiting the firing of pregnant workers and that employees be required to reinstate workers after approved maternity absence."

The debate on the Prime Minister's Budget Vote ends today. The Manpower Vote debate starts tomorrow.

Transaction operation or scheme - In Smith's case (1964 (1) SA 324 (AD), 26 SATC 1) the court referred to the addition of the word scheme as one of the amendments brought about by the 1959 amendment and appeared to view this as having some significance. King's case (supra) found that the transactions then before the court could

Govt rejects Wiehahn proposals on women

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HOUSE OF ASSEMBLY. — The government has rejected several far-reaching recommendations affecting the position of working women in South Africa, including a proposal that employers be banned from terminating women's services because of pregnancy.

The Wiehahn Commission of Inquiry into labour legislation recommends in part five of its report, tabled yesterday, that the relevant sections of the shops and offices, and factories acts be amended to provide for:

○ The raising of the period of pre-confinement leave from four to six weeks

○ The raising of remuneration during approved leave due to pregnancy to 60 per cent of the employee's normal earnings

It also recommended that provision be made in the acts for prohibiting the termination of employment on account of pregnancy, and that employers be required to reinstate female employees at the end of the approved absence from work.

In a White Paper tabled with the report, the government says that while a possible increase in the benefits payable in terms of the Unemployment Insurance Act would be examined by the

Unemployment Insurance Board, it could not agree to the other two recommendations.

"The prescribed four-week pre-confinement leave has, to the government's knowledge, not created any undue hardship and, in the absence of any sound reason why the period of leave should be increased to six weeks, the commission's recommendation in this regard cannot be supported," the White Paper says.

Neither could the government support that the termination of employment of pregnant female workers be prohibited or that employers be required to reinstate them.

'Spirit'

"Such a provision would result in serious complications for employers, especially for the small employer who has to employ substitute labour when an employee takes maternity leave and who cannot afford to increase his labour complement by reinstating the employee concerned.

"The government would nevertheless urge employers to give cases of this nature their most sympathetic consideration and, where possible, to act in the spirit of the recommendation."

The White Paper also rejects a proposal that "all ap-

plicable legislative measures be such as to require an employer to assign light duties to pregnant women where questions of health and safety are relevant."

Although the government was sympathetic towards this notion, legislation on the lines recommended by the commission, and its administration, was not considered feasible.

According to the report, the commission received evidence and recommendations to the effect that:

○ Many women had their employment terminated on grounds of marriage, pregnancy or confinement and that this should be prohibited by law

○ Where work was found unsuitable for a pregnant worker employers must make all reasonable efforts to vary conditions or find alternative employment within the establishment

○ Most Western countries had increased the period of termination of work before confinement and that in South Africa it should be a minimum of six weeks.

○ Maternity benefits were too low.

○ Domestic and agricultural workers, who received no maternity benefits, should be included in the provisions of the act

Defence spending

IN A Sapa report yesterday the Minister of Finance, Mr Owen Horwood, was incorrectly reported as saying only four percent of total expenditure in the Budget was devoted to defence. What the minister said was that only four percent of the Gross Domestic Product was devoted to defence.

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1-4	1.4	statement	see PAUSE
2-5	2.2.2	Executable Statements	Execution, halt, temporary
7-4	7.4	EQUIVALENCE Statement	
8-25	8.6.3	definition	in subroutine subprogram
1-13	1.6	in sample program	
8-16	8.5.2.2	in function subprogram definition	
2-8	2.4.2	End Line,	
6-32	6.8.3	ENDFILE Statement	
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Another 'slap' for hopeful workers

"A slap in the face" is how some leading women have described the tabling in Parliament this week of a White Paper that turns down recommendations that affect working women.

SUE GARBETT paints the background to the White Paper Commission's Study Group on Women in Employment and she and **BARRY RONGE** gauge reaction to the report.

A cute disappointment, bewilderment, and anger. These are the reactions of leading South African women to Government rejection of recommendations to improve the position of working women here.

The report of the Wiehahn Commission of Inquiry into Labour Legislation which dealt

with working women, had been eagerly awaited. Not the least of the reasons for this was that a sub-committee was appointed by Wiehahn, specifically to examine the lot of working women.

Forty top women sat on this Study Group on Women in Employment and they listened to the submissions of thousands of women and did exhaustive research into the labour legislation of this country as it affected women, and prevented them from working.

They recommended among other things that:

- The period of pre-confinement leave be raised from four to six weeks.
- Remuneration during approved

leave due to pregnancy be raised to 60 percent of the employee's normal earnings.

- That the law be changed to prohibit employers terminating the jobs of pregnant women.
- That employers be required to reinstate female employees at the end of their pregnancy leave.

In its White Paper the Government said it would look at increasing the benefits payable in terms of the Unemployment Insurance Act. But it would not agree to the other recommendations.

Mrs Roberta Johnston who headed the Study Group on Women in Employment along with Mrs Babette Kabak, said, "Top women worked on that com-

mittee, including the National Council of Women and the Business and Professional Women's Club.

"We made serious suggestions on matters of great importance. They were all turned down, and no reasons were given," she said wearily.

Velia Kirkpatrick who heads the Womanpower 2000 committee whose brief it is to get women back into the labour force in view of the serious skills shortage said, "I don't understand the Government."

"They give us a brief. We explain the problems of getting women to work and make recommendations. Then they reject them."

Mrs Kirkpatrick said the Womanpower Committee's job had been made impossible. "It's a setback and a shock. It has made us look like fools."

Top trade unionist and a member of the Study Group, Lucy Mvubelo, received the news with intense dis-

appointment.

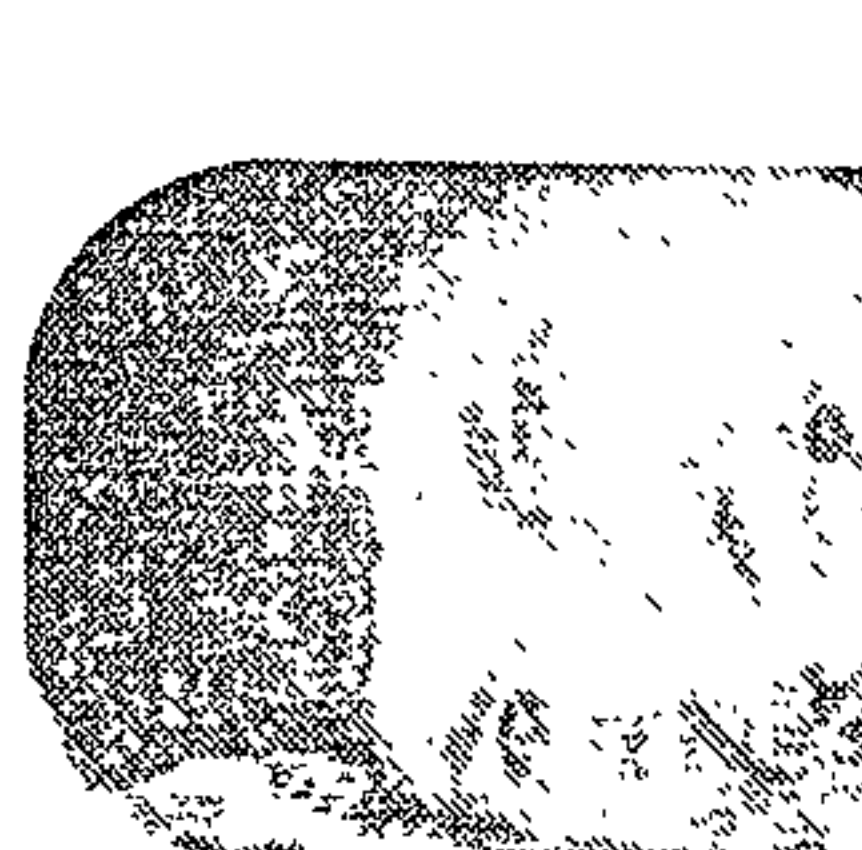
"We did so much work, and see how they have dashed our expectations," she said.

She was incensed that the Government had turned down recommendations that domestic and agricultural workers who received no maternity benefits, should be included in the provisions of the Act.

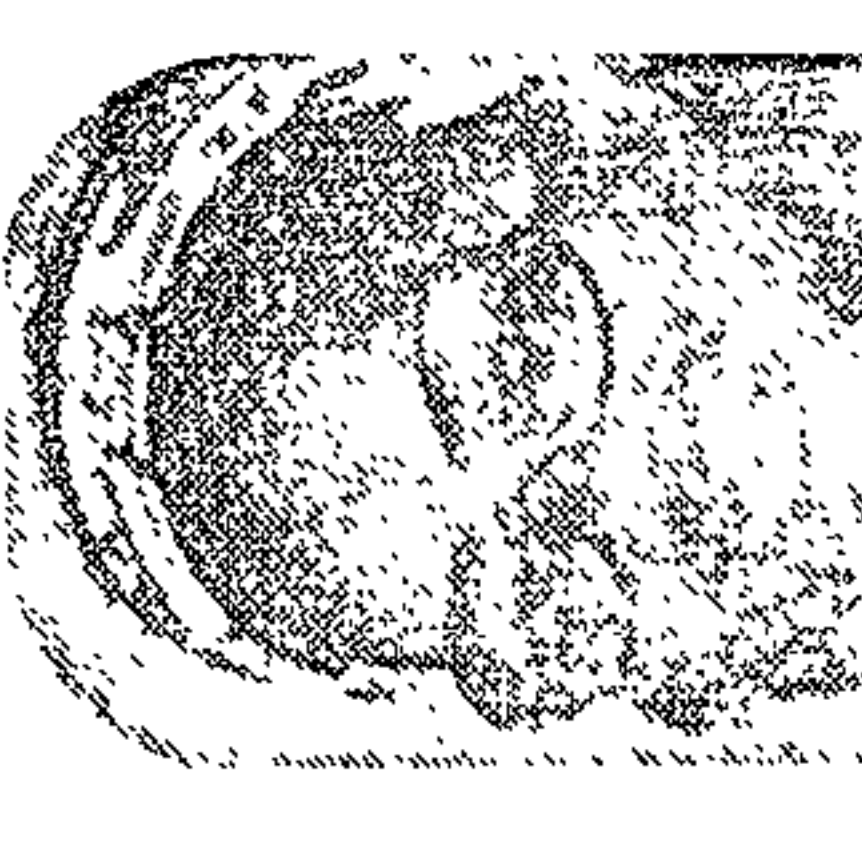
"Far fewer white women would work if it wasn't for domestic and where would this country be without its agricultural workers?" she asked.

Mrs Truida Prekel, senior lecturer at the University of South Africa's School of Business Leadership said, "It is short-sighted not to give women a fair deal in the work force. And women who have babies are playing as important a role for this country as are men who serve on the border. A woman should not be forced to choose between a career and children."

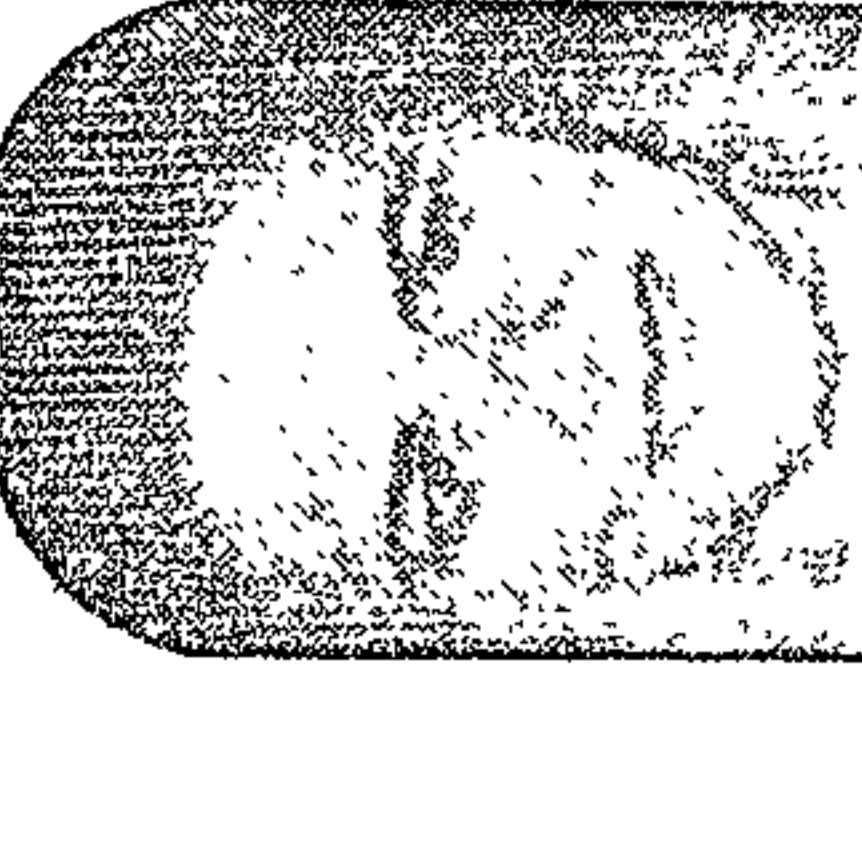
Mrs Margaret Lessing, women's affairs expert and a member of



ROBERTA JOHNSTON — "We made serious suggestions on matters of great importance to women."



LUCY MVUBELO — "They have dashed our expectations."



TRUIDA PREKEL — "Women should not be forced to choose between careers and children."



TONY FACTOR — "Women need their jobs, and commerce needs them."

and protect the rights of pregnant women."

Mrs Joan Laubscher, national president of the National Council of Women, who also served on the study group which made recommendations to the Wiehahn Commission, says she is "incredibly disappointed."

"This seems to be the year for slapping women down," she said. "First there was the poor showing in the Budget, and now this. The Government seems to give with one hand and take away with the other. Their motives are a closed book to me."

they are entitled to want their jobs and their salaries while they are confined. They need their jobs, and commerce needs them clear to me," he said.

Mrs Babs Frabak of the Women's Legal Status Committee felt that the action was extremely distressing.

"The Government has been prepared to intervene on other matters related to childbirth, like abortion laws and population control and they should be ready to acknowledge the fundamental importance of pregnancy

Professor Sandra van der Merwe, head of marketing at the University of the Witwatersrand's School of Business Administration said, "The Government can't, in spite of what it says, be looking at womanpower in a serious way. What is its plan?"

Mr Tony Factor, whose business empire employs many hundreds of women, feels it is pointless to appoint a commission to make recommendations and then to ignore it when it sets them before you.

"Pregnancy is a social function. Women must perform it and

the President's Council said that while the White Paper was disappointing, everything has been flatly turned down."

She said she stood by her previous public statements that the Government was moving away from discrimination against working women.

"We must go on pressing for change," she urged, and asked women to write to her at the Women's Bureau, PO Box 705, Pretoria, 0001 with examples of discrimination. She would submit these to Government.

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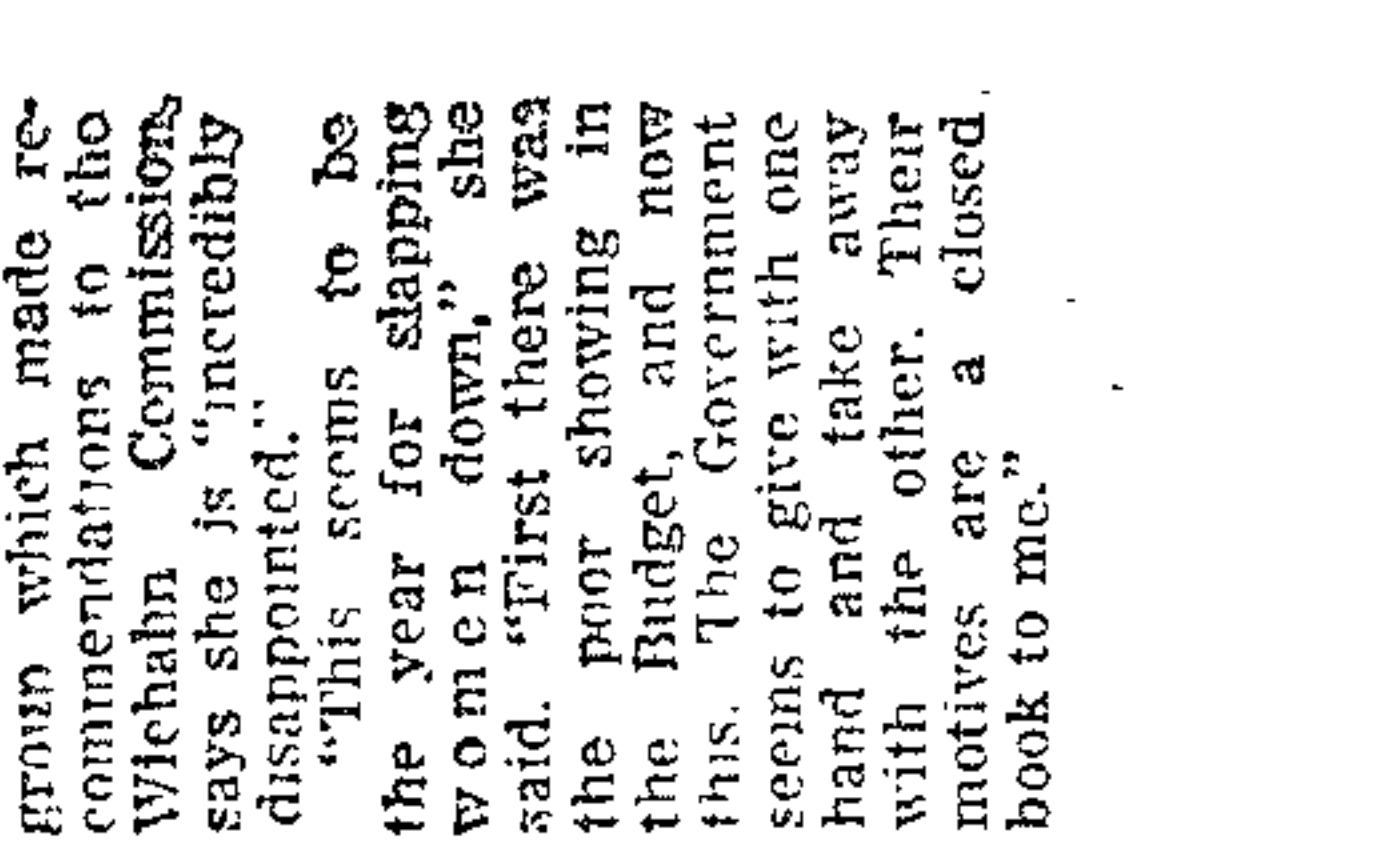
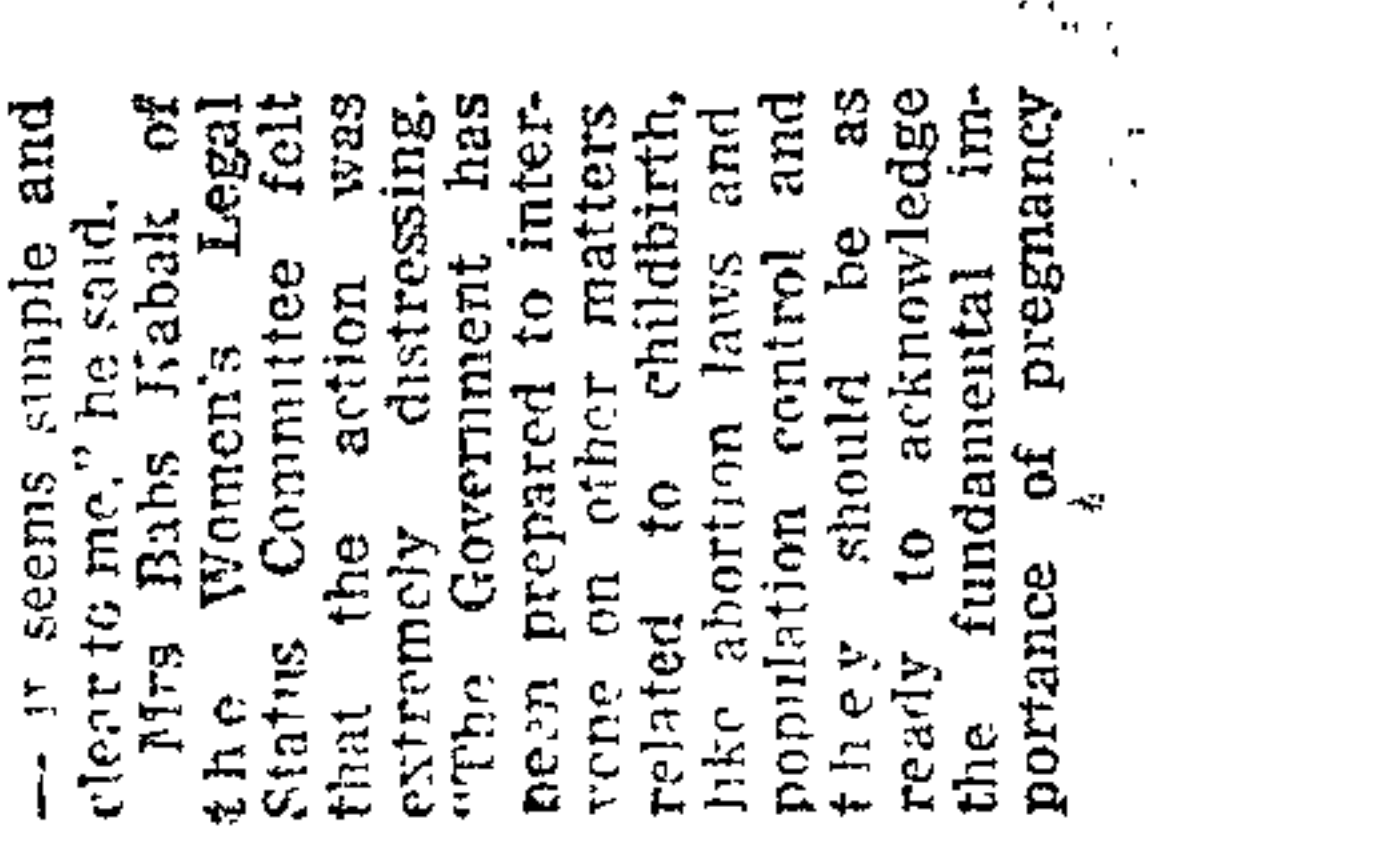
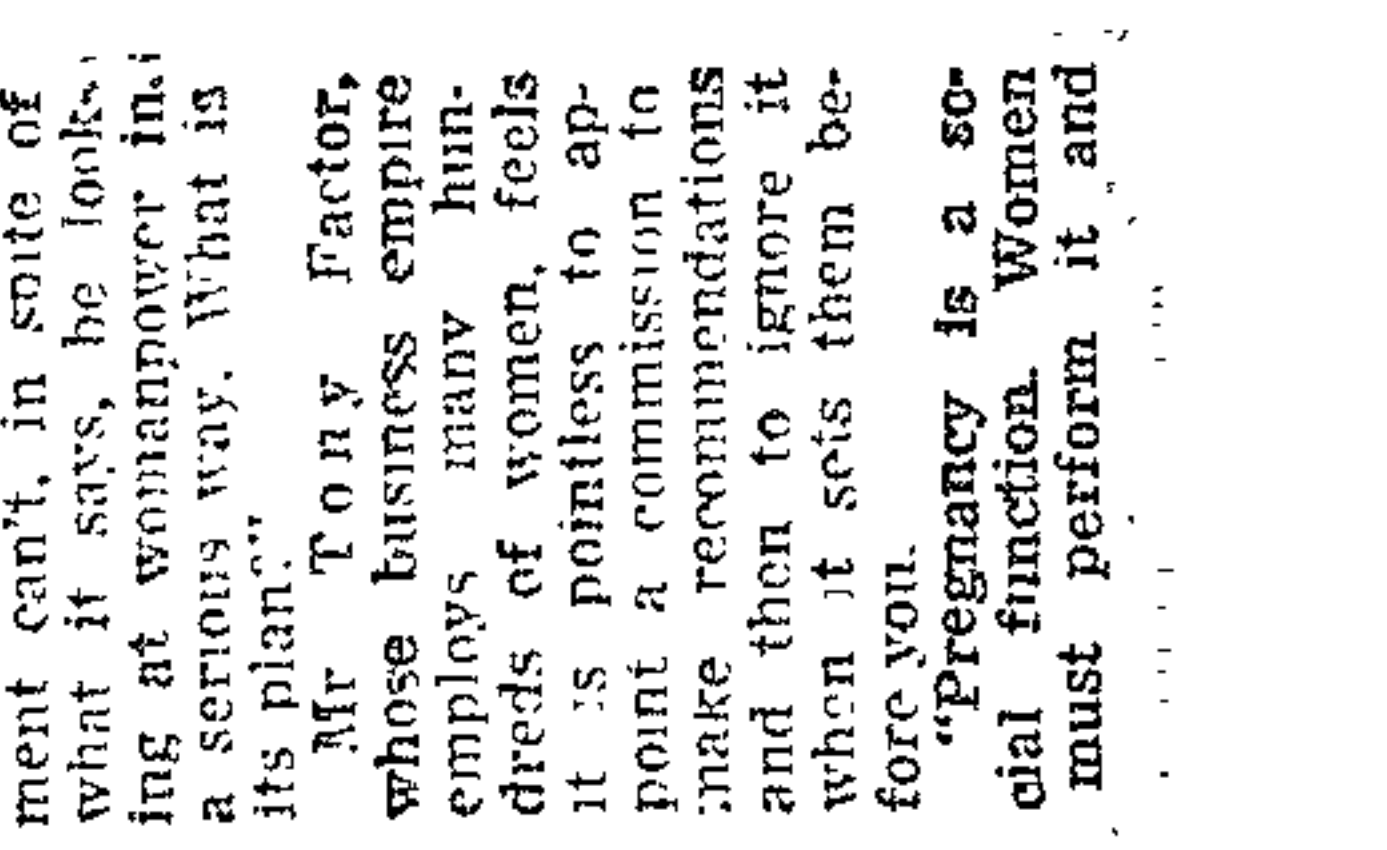
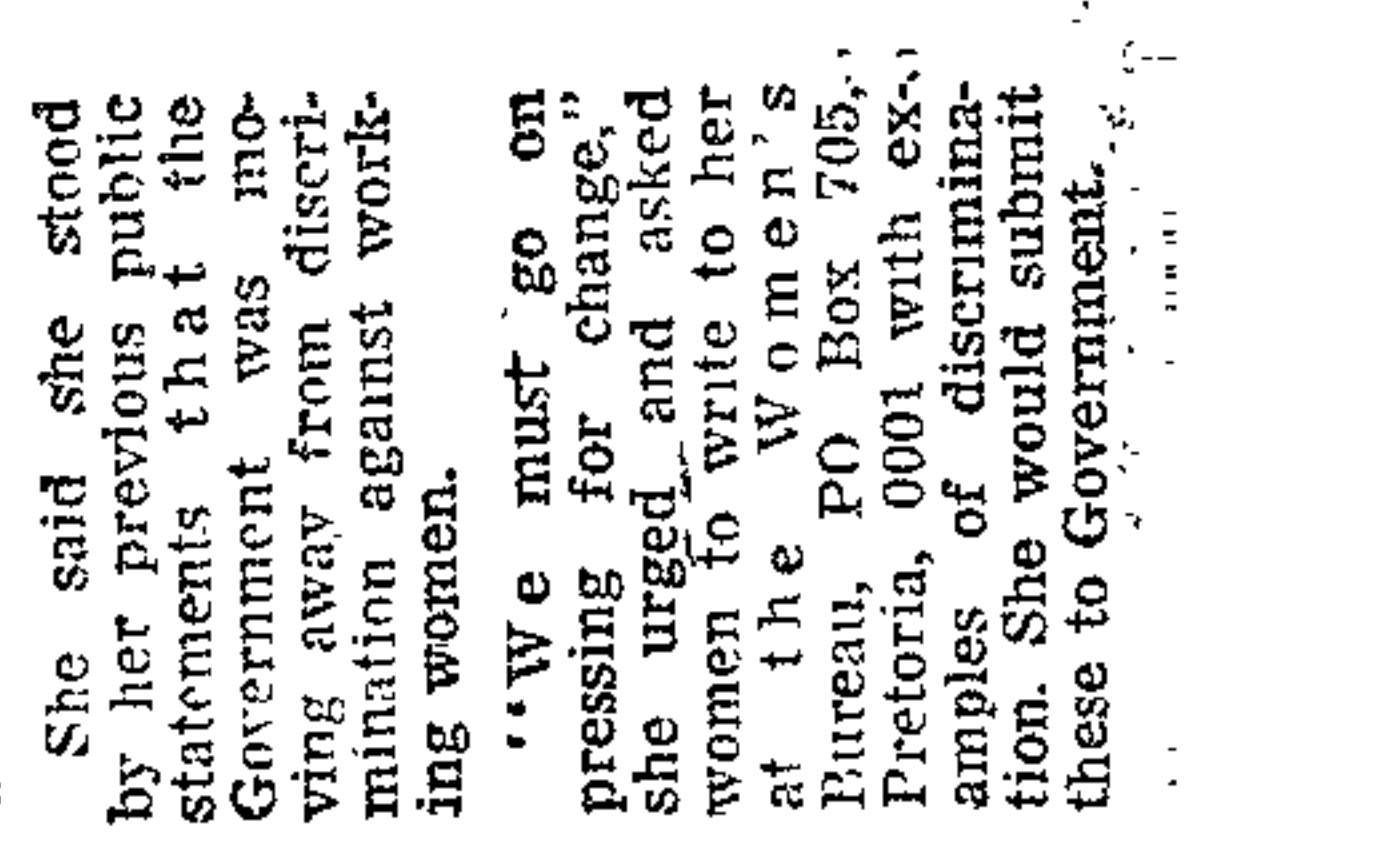
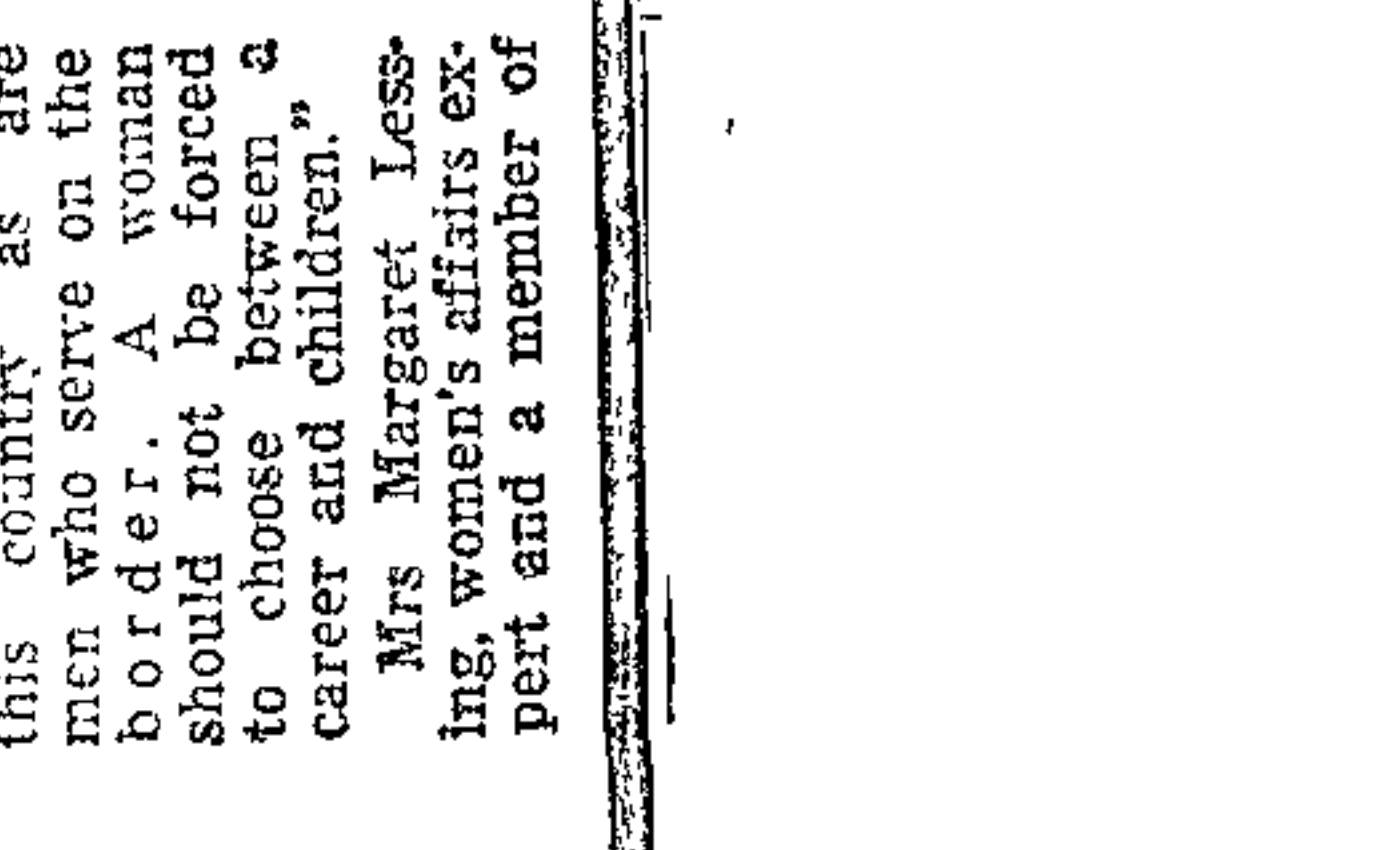
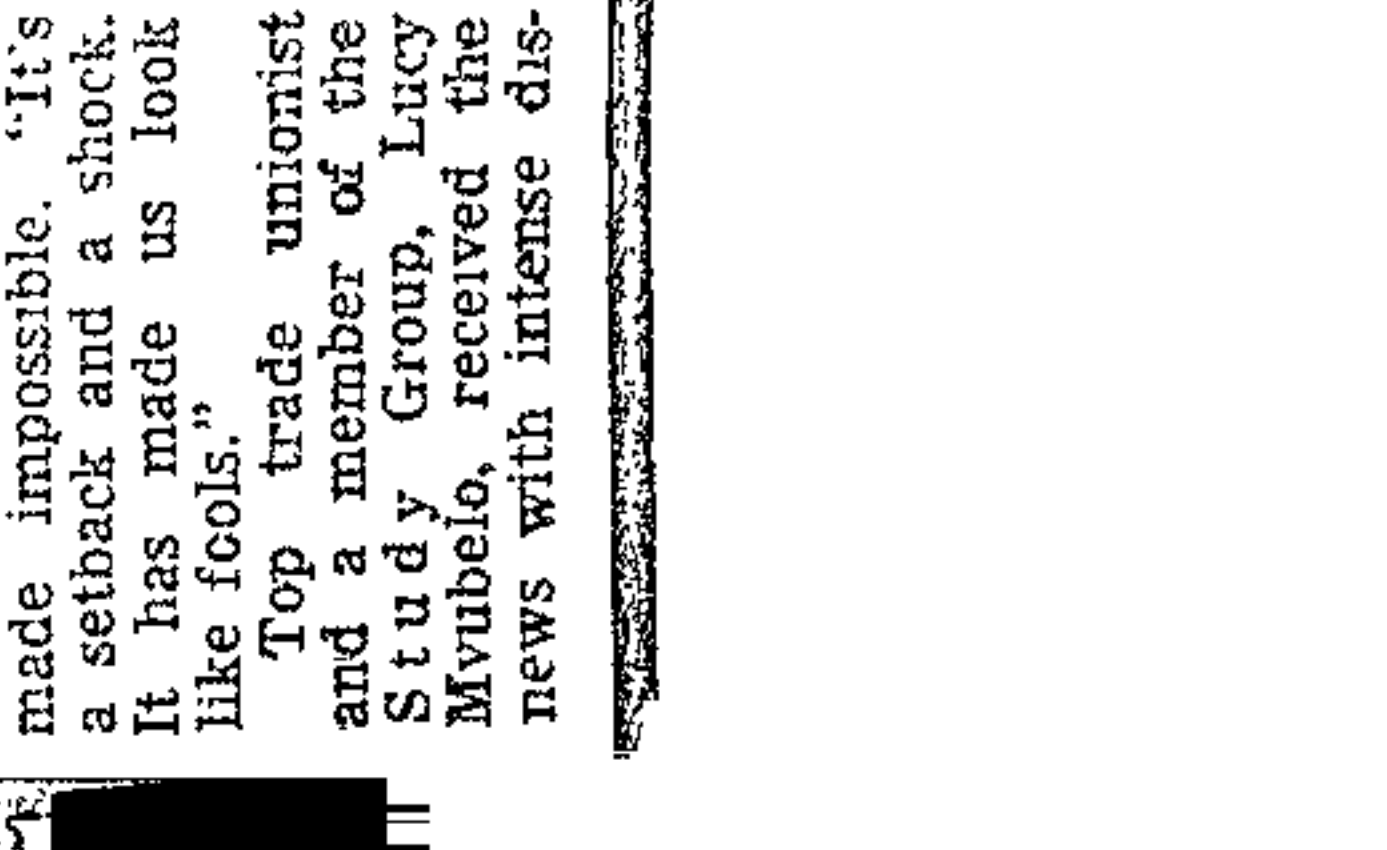
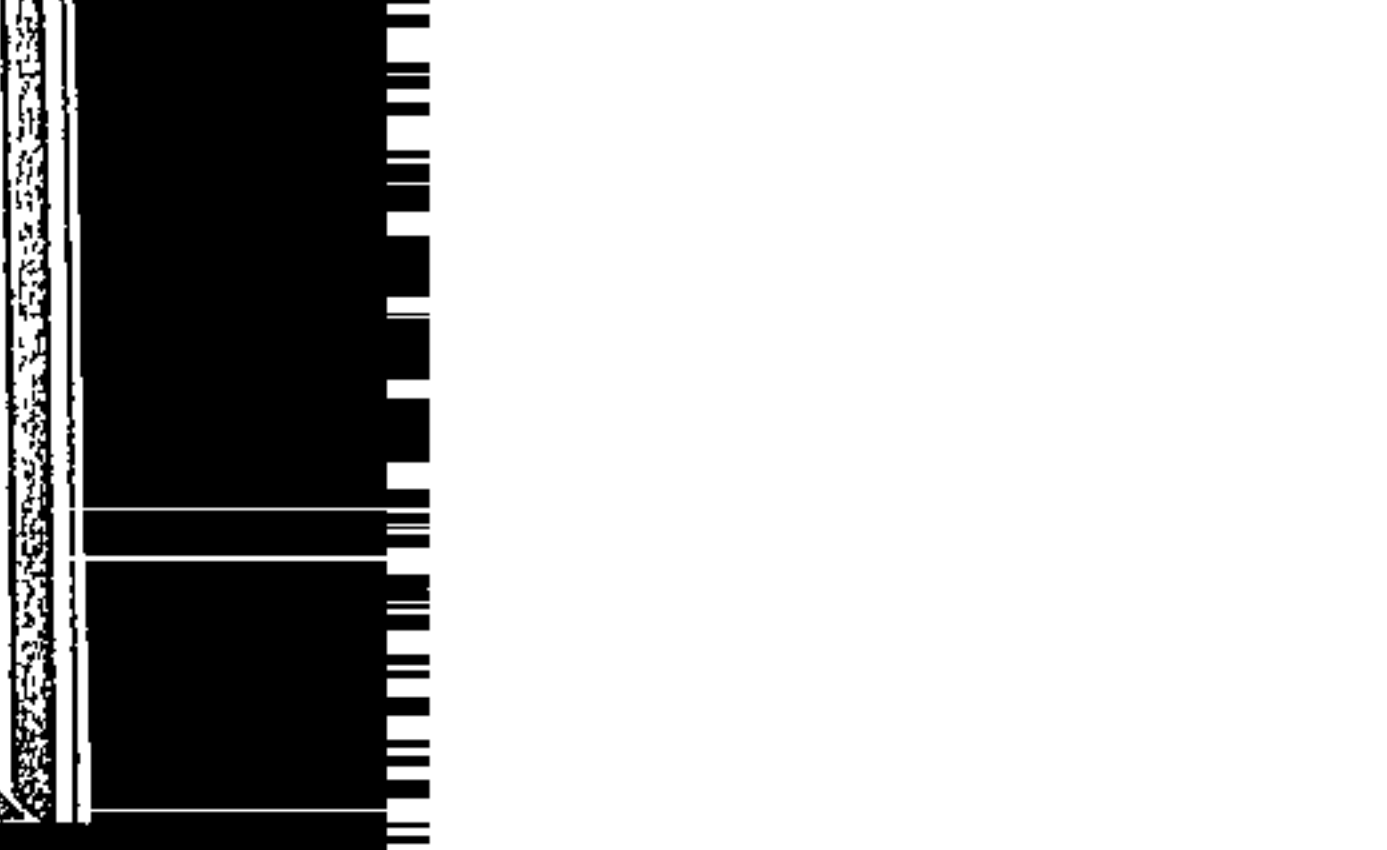
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Study group findings

TYPICAL EXAMPLES OF DISCRIMINATORY EMPLOYMENT PRACTICES:

- ① Pension schemes differentiated between women and men, often to the disadvantage of women.
- ① Medical aid schemes laid down conditions of membership which sometimes discriminated against women employees and their families.
- ① Housing loans available to male employees were frequently denied to female employees even when they were sole supporters of families.
- ① Unemployment insurance was available to widows but not widowers of contributors unless they were invalids.
- ① Male teachers were paid more than female teachers and promotional opportunities for women were few.
- ① At certain universities, married women could be appointed only to the temporary staff, and had to work twice as long as permanent employees to earn the same leave.
- ① Many employment agencies deterred women from applying for higher level positions.
- ① Generally speaking, senior posts were not open to women.
- ① When promotion was due, women were often moved obliquely or laterally and instead of being given the same status and benefits as male employees, new titles were invented with lower status, but required the same duties.

Suzman regrets CT 27/8/81 govt decision on women

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Own Correspondent

JOHANNESBURG. — Mrs Helen Suzman, PFP MP for Houghton and veteran campaigner for women's rights, this week expressed regret that the government had rejected numerous recommendations by the Wiehahn Commission which would have improved conditions for working women.

This included recommendations that the Industrial Conciliation Act be extended to cover domestic and farm workers, the "least protected and perhaps most exploited people in the labour market", she said.

Mrs Suzman also expressed regret that the government had not seen its way clear to accept recommendations improving maternity benefits for working women.

In its White Paper tabled with the fifth Wiehahn Commission report, the government rejected several far-reaching recommendations affecting working women — including one that employers be banned from terminating women's services because of pregnancy.

The commission recommended that the Shops and Offices and Factories Acts be amended to:

○Raise pre-confinement leave from four to six weeks;

○Raise pay during approved pregnancy leave to 60 percent of normal earnings;

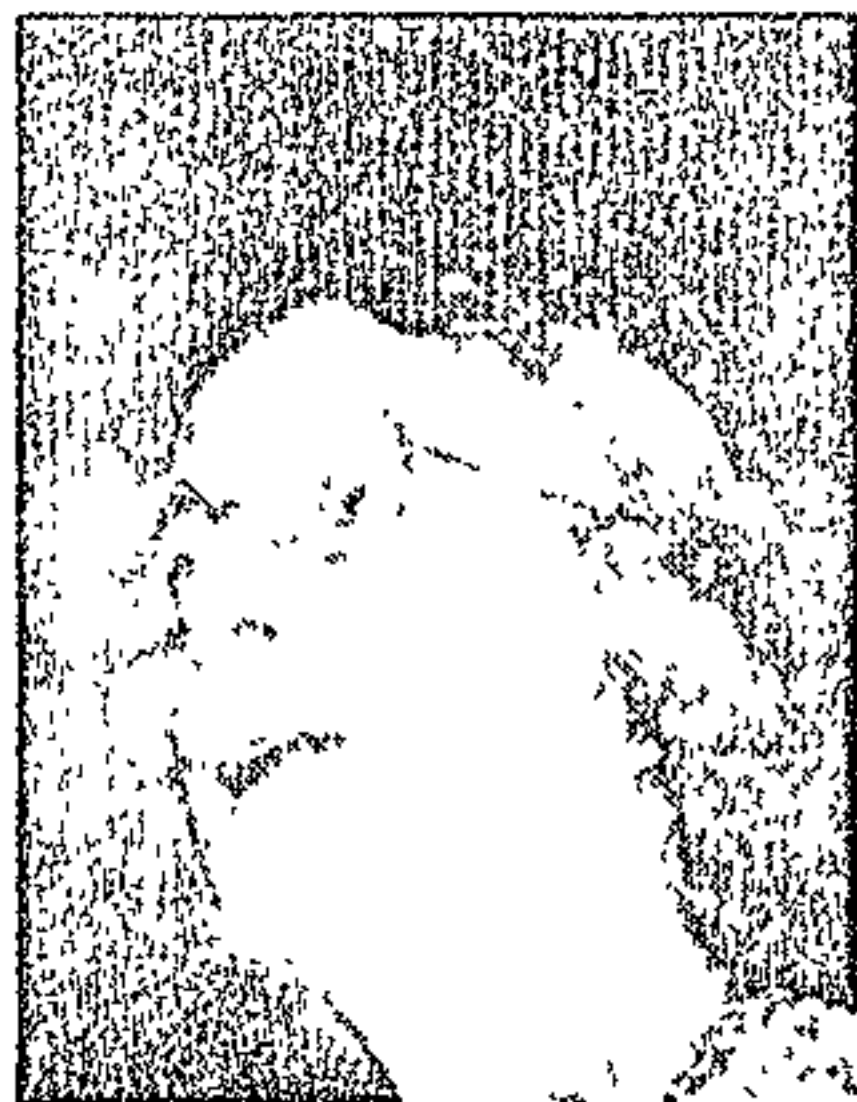
○That dismissal of women due to pregnancy be prohibited and that employers be required to reinstate women employees at the end of their approved absence from work.

In its White Paper, the government said that while a possible increase in the benefits payable in terms of the Unemployment Insurance Act would be examined by the Unemployment Insurance Board, it could not agree to the other two recommendations.

"The prescribed four weeks' pre-confinement leave has, to the government's knowledge, not created any undue hardship and, in the absence of any sound reason why the period of leave should be increased to six weeks, the commission's recommendation in this regard cannot be supported."

Neither could the government support the recommendation that dismissing of pregnant female workers be prohibited or that employers be required to reinstate them.

This would result in "serious complications for employers, especially for the small employer who has to employ substitute labour when an employee takes maternity leave and who cannot afford to increase his labour complement by reinstating the



Mrs Helen Suzman

employee concerned.

"The government would nevertheless urge employers to give cases of this nature their most sympathetic consideration and where possible to act in the spirit of the recommendation," it said.

The White Paper also rejected a proposal that "all applicable legislative measures be such as to require an employer to assign light duties to pregnant women where questions of health and safety are relevant".

In its report, the commission said many instances of discrimination against women in employment were recorded in evidence to it.

According to evidence, domestic workers in the urban areas were in many cases the sole supporters of children in the rural areas and loss of earnings during pregnancy was an extreme deprivation.

Mrs Suzman said last night there were difficulties attached to extending legal protection to domestics and farm workers.

"However, some sort of minimum wage with regional differences and provisions for vacation leave, maternity benefits and overtime pay could have been laid down.

"I know this will be difficult to monitor but nevertheless the very fact that something is on the statute book is educative, and most people are law-abiding."

Dealing with the other recommendations, she said: "I don't know how the government knows that four weeks' maternity leave is no undue hardship."

She added she believed that six weeks' leave was the norm in Western countries.

Mrs Joyce Harris, president of the Black Sash, sharply criticized the government's decision against extending legal protection to farm and domestic workers.

The government was turning down recommendations of its own commissions with "remarkable frequency".

"One wonders whether they were appointed to seek solutions or merely to buy time."

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Call for use of skilled women

HOUSE OF ASSEMBLY

Too many highly trained women were sitting unproductively at home, Mr J H W Mentz (NP Vryheid) said here yesterday.

He appealed in the Manpower Vote debate for the further removal of discouraging measures which blocked the return of women to the labour market.

Married women especially must be utilized more effectively but then we need a change of attitude among employers and further examination of inhibitive tax structures," he said.

For many women, joint taxation with their husbands was discouraging and the Minister of Manpower, Mr Fanie Botha, and his department should see what they could do to improve this situation.

Progress

Employers too could take a look at ways and means to make it easier for women with families to contribute skilled labour, perhaps even on a half-day basis.

Legal obstacles of discrimination affecting promotion and wages had already been removed and in this sphere, progress had been made, Mr Visagie said.

However, only 10 percent of management positions were filled by women and this showed that far too many trained women sat unproductively at home.

Of South Africa's labour force, 15 percent were suitable for managerial positions and half of these should be women, he said. The department should also investigate the feasibility of drawing women who left school after Std 8 into a call-up system for further training. — Sapa

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Call for govt rethink on working women

Political Staff

HOUSE OF ASSEMBLY. — Mrs Helen Suzman, opposition spokesman on women's affairs, yesterday called on the government to reconsider its rejection of key recommendations in the Wiehahn Commission to improve conditions for working women.

Speaking during the debate on the manpower vote, she praised the commission's recommendations and criticized the government for "rejecting some and stalling on others".

Mrs Suzman called on the minister, Mr Fanie Botha, to

agree to the proposals that:
 • Domestic and farm workers be included in the provisions of the Industrial Conciliation Act.

• Employers be banned from firing pregnant women and that they be required by law to reinstate women when they returned from having children.

• Maternity leave provided for in law be extended from four to six weeks. In its reaction to this recommendation, the government's White Paper said the government had found that no undue hardship had been caused by a four-week period of leave.

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Chief cop shuts up

By Nkopane Makobane
THE CONTROVERSY
over black traffic
officers' salaries is still
on, but Johannesburg's
chief traffic officer, Mr
John Pearce, is not
going to allow himself
to be dragged into
discussing it through
the Press any more.

He made this clear to
SOWETAN yesterday
when asked to reply to a
group of officers whose
letter appeared in this
newspaper's issue of
August 25, in response to
Mr Pearce's earlier
comments on their salaries.

The officers claim that
there is salary discrimina-
tion in the traffic depart-
ment and blacks are
earnings far less than what
Mr Pearce says.

Mr Pearce had earlier
been reported as saying his
department was the only
one in South Africa which paid
equal salaries for equal
work. He added that there
were blacks in his
department who earned up
to R12 000 per annum.

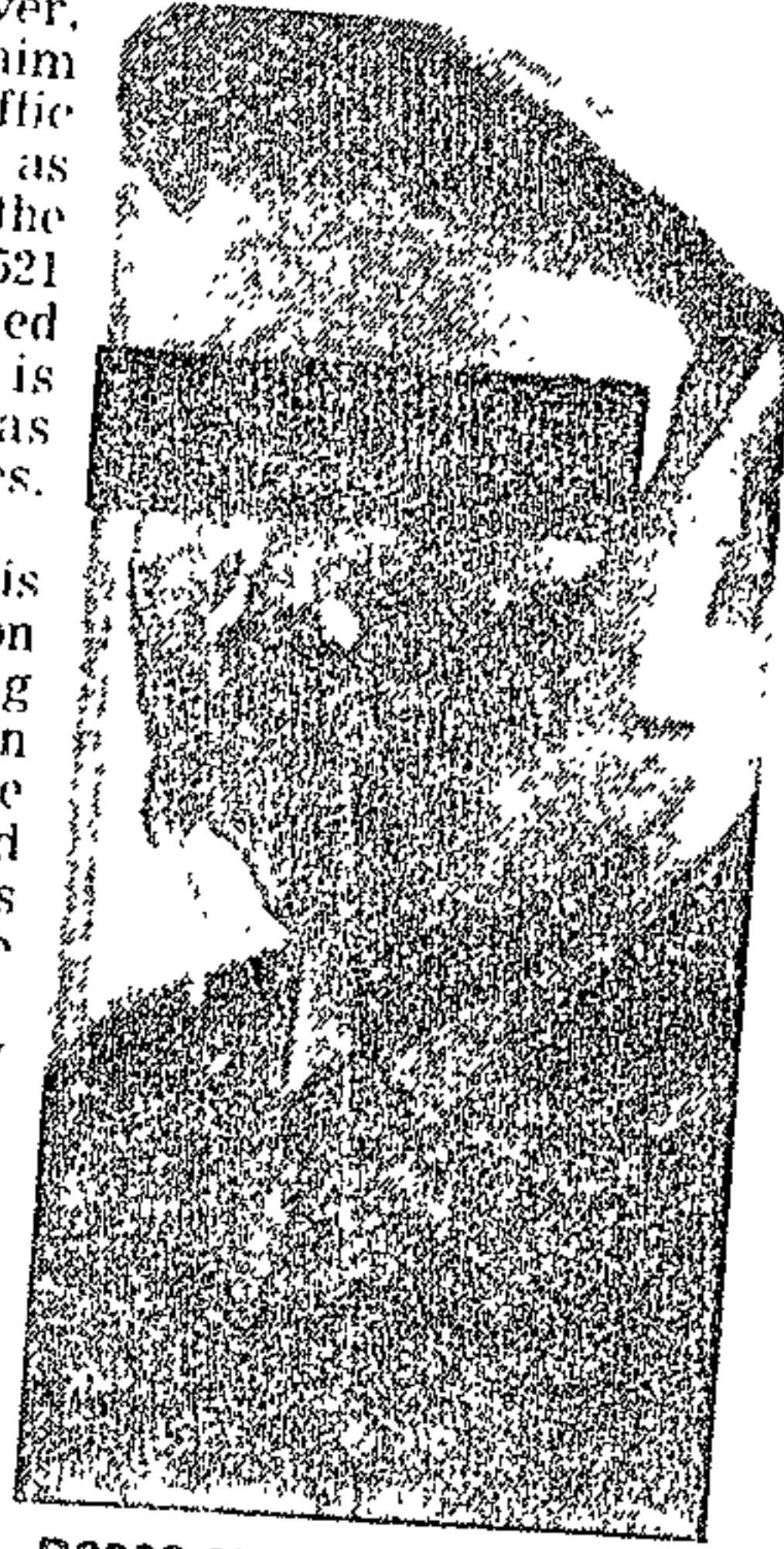
Black officers, however,
refute Mr Pearce's claim
and say that no black traffic
officer earns as much as
R600. They say that the
starting salary of R521
which a newly-appointed
officer of any race is
supposed to earn was
applicable only to whites,
coloured and Indians.

Thus, the officers say, is
despite a recommendation
by the Johannesburg
management committee in
March that there should be
salary parity after it found
that officers of all races
were doing basically the
same job.

The officers further say
blacks are still started at
R360 per month and some of
them who are experienced
and have been with the
department for years still
earn less than R360.

They also say they are not
allowed departmental
meetings whereby they
could discuss grievances
and vent their dissatisfac-
tion. They add that they are
not even allowed group
discussions to exchange
views on their work.

Asked to comment on the
allegations, Mr Pearce said
he was totally against
negotiating either working
conditions or salary
adjustments through the



**R600? No black cop earns
that much, they say.**

medium of the Press.

"I have made it very
clear to every single,
solitary employee of my
department that salaries
are a personal matter
between me and the person
concerned.

"If any person is not
happy in whatever aspect of
his job, he is quite welcome
to go through proper
channels to see me because
I am approachable.

"I have nothing further-
more to say and from now
onwards I am not going to
say anything through the
Press and on this matter,"
Mr Pearce said.

By Ingrid Stewart

A BUREAUCRATIC tangle appears to be delaying the correction of "an anomaly" which a group of Natal doctors say is widening the salary gap between black and white medical officers employed by the State.

Following last week's Sunday Tribune report which disclosed that racial discrimination still existed between some doctors employed in provincial service — through a system of double-notch increments for white medical officers only — the Department of Health and the Commission for Administration are at odds with each other as to who is sorting the problem out.

Last week Dr James Gilliland, deputy director-general of the Department of Health, told the Sunday Tribune that the matter had been handed over to the Commission for Administration.

S. Tribune 6/9/81

BUREAUCRATIC TANGLE

DELAYS EQUAL PAY DEAL

But, on Thursday, the secretary of the Commission, Mr Gerrie van Zyl, said his department had not been officially informed and could do nothing about it until they had been notified through official channels.

He said the matter had mentioned "in passing" to one of the officials in his department.

In response to this Dr Gilliland said Mr van Zyl was "way on top" in the Commission and was probably not aware of what was happening below him.

However, Mr van Zyl said he had spoken to the person directly concerned with salary adjustments. He had told Mr van Zyl

that there had been no official input from the Department of Health on the matter.

Meanwhile, the Natal doctors are concerned that the "anomaly" has already widened the gap between white and black medical officers and will continue to do so as long as it remains in force. They claim to have salary advice notes which indicate that white medical officers are already ahead of their black colleagues who have the same experience.

Dr Gilliland, however, says doctors will not be "materially effected".

"Very few people go through all the notches. Some of them may be

promoted to senior positions," he said.

Whenever there were salary adjustments, there were anomalies, he said, "and then we make inputs to rectify them".

"We have taken a policy decision that there will be no racial discrimination and I can assure you the matter is receiving attention," he said.

The doctors reacted to Dr Gilliland's statement by saying that he seemed to be side-stepping the real issue — that parity does not exist between white and black doctors in the ranks of medical officers.

They also do not accept that the "anomaly" was an oversight.

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Men get brush-off in race for street-cleaning jobs

Star 17/9/81

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Own Correspondent

DURBAN — Another traditional male domain is being invaded by women, who are sweeping aside men in the scramble for street-cleaning jobs.

The revolution has hit Natal with women already in action in Umlazi and being considered for posts in Pietermaritzburg. And "there is nothing to stop them being employed in Durban," according to the city engineer, Mr Don Macleod.

He said "It is city council policy to have no discrimination for any post on the basis of race or sex.

They had proved to be more efficient, conscientious and reliable than men, the Natal organiser of Dwep (Domestic Workers and Employers Project), Mrs Audrey Cobden said.

"Women are welcome to apply for street sweeping jobs but this type of work is physically strenuous, and those who apply will have to be pretty tough ladies."

When told that King William's Town women sweepers were reported to have improved the standard of cleanliness and in East London and Benoni

they had proved to be more efficient, conscientious and reliable than men, the Natal organiser of Dwep (Domestic Workers and Employers Project), Mrs Audrey Cobden said.

"I can certainly believe it. New brooms sweep clean.

"If they were ex-domestic workers they would be used to cleaning thoroughly and doing a good job on the streets before getting into bad habits and male chauvinistic ways."

at 32.4% at the 5% level of significance. (This argument should be regarded as order of magnitude, since the CPS uses a stratified sample, not a simple random sample and the standard error of an estimate of a proportion will be different from that calculated here.)

If the 'statistical illusion' and constant activity rate view is accepted, then it is clear that the economy has been very far from absorbing the increase in the African labour force over the period February 1978 to November 1979, a period of low but increasing growth. What the effect of expected higher growth in 1980 and 1981 will be, remains to be seen.

IS SOUTH AFRICAN UNEMPLOYMENT 'TECHNOLOGICAL' OR 'POLITICAL' ?

Two competing theories of South African unemployment can now be stated:

I. Capital intensification proceeds autonomously in South Africa as it does in many other peripheral countries. In other words, techniques of production do not depend on the relative

23/9/81

Pay for hostesses: Schoeman explains

Political Staff 57

HOUSE OF ASSEMBLY.

Black air hostesses are to be paid the same as whites when they have the same experience, the Minister of Transport, Mr Hendrik Schoeman, said yesterday.

He was replying to Mr Ray Swart, the Opposition's chief spokesman on transport, who asked during the Railways debate why black hostesses would be paid less than whites.

"They will have the same training, do the same work and deal with the same public," said Mr Swart.

"It is invidious for people doing the same work to have differentiated salaries.

"Why start a new service with a wage gap? Why is it not possible for these young women to start with the same salaries? Here is a golden opportunity for rate for the job and pay on merit."

Mr Schoeman replied and said that it was not possible to close the wage gap overnight.

"It is a different post," he said.

Many of the white hostesses had years of service and it could not be expected that new hostesses should be paid the same as they were.

"If she has gone through the process she will get the say pay," he said.

This was what the airways were striving for and the gap would be eliminated as soon as possible.

Working for the future

re-entering
the job
market



Over recent months, FOCUS has highlighted the problems encountered by the older women wishing to return to the job market after an absence of several years.

We've featured a number of stories on the subject, from the fears and disappointments of the women over 40 who've lost confidence in their abilities, the attitudes of employers and employment agencies, to the positive approach by an insurance company that offered facilities for women to brush up their rusty skills and self-confidence before looking for a job.

THE RESPONSE was enormous — phone calls and letters from women confirming their frustrations, offers of jobs and advice on re-training from employers and it became clear that far from being unwanted, the older woman with marketable skills was a very valuable and necessary person to the growth of South Africa and its economy.

Employment specialists point out that women who have been absent from the labour force during the years in which they were rearing children are hampered by a number of fears.

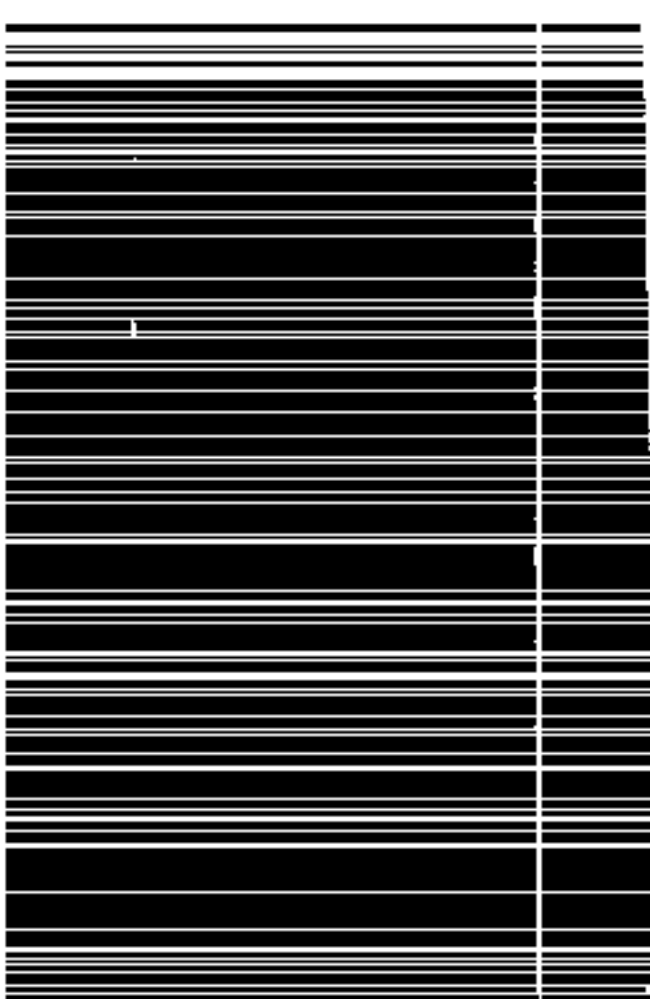
One of the principal problems, it appears, is that women who have spent years in the labour limbo lose confidence in their ability. Another problem is that major technological advances have brought

about a revolution in the standard office machinery. Manual typewriters have been replaced by electric models and word processors, computerised accounting has replaced mechanical systems and many women fear that they will not be able to master the techniques for operating these new machines.

The final, most positive response of all, was the offer from a national employment agency, Kelly Girl, to organize a one-day seminar for women in this position where the problems could be tackled and the solutions and options made clear.

The Working for the Future Seminar will be held on October 14 from 9am to noon at the Mount Nelson Hotel, Cape Town. The programme, which will be introduced by the managing director of Kelly Personnel, Mr Neville MacKay, includes discussion on:

- "The Modern Alternative", by Mr N MacKay. This will cover the pros and cons of temporary, permanent and part-time employment as well as the issue of tax.
 - "The Do's and Don'ts of Job Hunting", by Margaret Harris.
 - "The Attitudes of Working Women", by Mr J Dawkins.
- The seminar will be rounded off by a general question time. Women of all races are invited to attend the seminar free of charge. Applications should be made to Dawn Gee at Kelly Girl, 621 7080 as soon as possible. As there will be room for only 200 guests, the applications will be handled on a first-come, first-serve basis.



Working women and child-care

By Maggie Rowley
In New York

Inadequate child-care facilities are keeping women out of the job market and hindering their careers, a new Wellesley College report claims.

"Social scientists have been far more concerned with the effects of maternal employment and day care on children than they have been with the effects of the lack of child care, or of inadequate child care, on parents' lives," research team leader, Mr James A Levine said.

Compiled by the Wellesley's centre for research on women, the report is the first examination of the relationship between the Federal government's

child care policy and equal opportunity.

It states that the lack of day-care facilities is not allowing the federal goal of equal job opportunity and education for women to be met.

Researchers found that inadequacies within federal child care support programmes removed women's incentives for progress at work by cutting off child care subsidies when families reach marginal income levels.

Mr Levine said that the federal child care programmes and child care provisions in employment and training programmes, favour the employment of male family heads and discourage the employment of women.

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National women's group launched

SOWETAN REPORTER

AN ORGANISATION aimed at promoting the education, status and welfare of all women in southern Africa was launched in Johannesburg this week.

The Southern African Women's Foundation was launched at a function attended by more than 80 black and white people on Wednesday night.

The foundation has pledged that its "immediate objective" would be to encourage women to become "economically active in order to improve the quality of their lives and that of their community."

Manual labour gets new meaning

C.T. 14/10/81
AAW 57
Municipal Reporter

THE chauvinists who have believed up till now that manual labour for the Municipality of Cape Town is the preserve of the male of the species are in for a shock.

Nearly 200 women have already been employed by the city council to do work formerly done exclusively by men.

With the shortage of manpower a chronic problem, the City's Parks and Forests Department came up with the brilliant alternative of turning to "womanpower" and four months ago the city council started putting its first feminine touches to public and roadside lawns and gardens.

Mr F. A. Roelofse, the director of Parks and Forests, was in raptures yesterday when asked about the council's non-sexist approach to the perpetual headache of finding enough people to keep the City going and beautiful.

The women were doing excellent work, he said, and he regretted the fact that women-with-spades were not thought of in earlier years.

Mr Roelofse pointed out that women labourers received the same pay and benefits, including medical aid and leave bonuses, as their male counterparts "because, as far as the city council is concerned, there is no discrimination with regard to sex, colour or creed". They work a five-day week.

Yesterday a Cape Times team visited the city council parks depot in Newlands where most of the women are based. The place was teeming with people clad in the well-known brown-and-orange overalls of the municipality's labourer force.

Only distinctive anatomical features made it possible to distinguish whether the persons were male or otherwise.

This has caused some tricky questions from the public for council officials, such as "must you employ labourers who are built so small?" or "can't your labourers afford to have their hair cut?"



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Working women still not getting a fair deal

27/10/81 57

By Moira Levy

The Government has taken a step towards improving the situation of working women but it still has a long way to go according to Roberta Johnston, co-convenor of the Women's Legal Status Committee.

When the Government published a White Paper earlier this year rejecting most of the key proposals of the Wiehahn Commission's report on working women it was greeted with anger and dismay by leading women in the field of labour.

The Study Group on Women in Employment, formed under the auspices of the Women's Legal Status Committee, made over 70 proposals to the Wiehahn Commission for improved working conditions for women.

They recommended among other things that:

- The period of pre-confinement leave be raised from four to six weeks.
- Remuneration during approved maternity leave be increased to 60 percent of the employees normal earnings.
- The law prohibit employers terminating the jobs of pregnant women.
- Employers be required to reinstate female employees at the end of their pregnancy leave.
- Domestic and agricultural workers be included in the Unemployment Insurance Act so that they may receive maternity benefits.
- The Unemployment Insurance Act be applied equally to widows and widowers.
- Two new bodies be established; a women's bureau, to adjudicate on matters of salary, promotion, em-

ployment practises and a permanent "monitoring" board to monitor and review the position of women in the economy.

It is now a month since the Government agreed in its White Paper to look at some of these proposals, but working women are in much the same position as before.

The Government issued a categorical refusal to the Study Group's request that employers be required by law to protect the employment, seniority and benefits of women employees temporarily on maternity leave.

And the period of pre-confinement leave will not be increased to six weeks as requested.

The Government has only agreed to consider increasing Unemployment Insurance maternity benefits.

"We are terribly disappointed that the Government will not legislate for women to be reinstated after maternity leave. We are only asking for jobs to be guaranteed for a limited time. We feel that is a reasonable request and in turning it down the government is being anti-women," said Mrs Babette Kabak of the Women's Legal Status Committee.

The Study Group had requested that legislation be passed similar to that protecting the jobs of national servicemen.

So far the Government has agreed only to consider other recommendations proposed by the Study Group.

Appeals have been made to the Government to promote the employment of women on a part-time basis; to extend training facilities for young girls and older women entering or re-entering the labour market; for legislation to protect domestic and agricultural women workers, and for the formation of women's bureaux.

The Government has

taken positive action to remove discrimination against working women by amending the Factories, Machinery and Building Works Act to allow for equal restrictions on overtime for men and women.

"Women used to be allowed to work far less overtime than men. This presented enormous difficulties for mothers of single-parent families who depend on overtime pay to supplement their families' incomes," said Roberta Johnston.

The Government has also agreed to phase out sexual discrimination in minimum wages by amending the Industrial Conciliation Act and Wages Act.

Future wage agreements cannot discriminate against employees on the grounds of sex or marital status. And existing wage disparities have to be phased out within three years.

However, this affects only blue collar working women, and legal experts warn that sexual discrimination in wages may continue.

"The law has not legislated against discrimination, it has simply cut it out at the level of minimum wages," said Mrs Johnston.

And lawyer Paul Benjamin of the Centre for Applied Legal Studies, at the University of the Witwatersrand points out:

"As long as the employer pays his employees above the agreed minimum wage he can continue to pay women workers less than the men.

"The only way women can be properly protected is by union activity at individual factories," he said.

"The Government has agreed with the principle of fair employment practices, but this is not enough," said Roberta Johnston.

"We cannot expect employers to ensure equal employment practices — that is the role of the law," she said.

focus

Improving women's economic status

CT 28/10/81 (57)

The recently formed Southern African Women's Foundation's major aim is "the promotion of the education, status and welfare of all Southern African women". In this way it feels it will be "serving all the races, nations and states of Southern Africa". ROBYN RAFEL reports.

the various categories.

Major General Neil Webster, a member of the President's Council, is the foundation's first founder honorary member.

In addition to its major aim of promoting the education, status and welfare of all Southern African women the foundation also aims at:

- Awarding educational and training bursaries to individual and honorary members. They hope to obtain the money for this from the companies and organizations which become affiliated members of the foundation.

- Providing eligible individual members with life assurance cover to the value of R3 000. This benefit is part of a deal the foundation has concluded with the Southern Life Association.

- Providing an advisory service for career-choice planning, professional difficulties, estate planning and related matters for individual and honorary members.

- Establishing a career liaison network between the educational, commercial, industrial, agricultural and employment sectors throughout Southern Africa for all members.

year to arrange loans at as low rates of interest as possible," said Mrs Van Der Spuy.

Questioned about other controversial women's issues in Southern Africa today — such as the legal status of black women, a trade union organization for domestic workers, abortion and rape — Mrs Van Der Spuy said the foundation had not yet formulated policies on these matters.

"As a start we can only tackle that with which we are familiar, such as the marriage laws. These have been given priority status.

"But the fact that Lucy Mvubelo, who has as a trade unionist fought for and won so many things for black women, is on our board of trustees and that we have the support of Dr Anna Scheepers, general secretary of the Garment Workers Union, should speak for itself.

She said the foundation would be willing to consider other issues if groups approached them.

"WOMEN are vital to the South African economy," says Adele van der Spuy, president of the Southern African Women's Foundation.

"We are involved with women in the market place and encouraging them to improve their economic status. The foundation hopes to be able to speak out in a strong voice and make a contribution towards a fairer economic position for the women of the country which will be good for the community at large. The only way to do this is by working towards an improved educational, legal and economic position for women."

And Mrs Van Der Spuy was quick to point out that, despite its title, the Southern African Women's Foundation is not an exclusively women's organization.

"Membership is open to both men and women," she said. "Women are part of the community and we don't see that women on their own can accomplish as much as

men and women working together."

Basing its philosophy and aims on this premise, the foundation was formally constituted as a non-profit association in



● Gwyneth Verster, trustee

Johannesburg on March 14, but was only officially launched this month. It hopes to be organized throughout the country by the end of 1982.

Mr Trevor Baskin, chairman of the Transvaal Law Society's Committee for Matrimonial Reform, is the foundation's vice-president.

Other members of its board of trustees are Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers and deputy vice-president of the Trade Union



● Lucy Mvubelo, trustee

Council of South Africa; Mrs Gwyneth Verster, a Cape Town businesswoman, and Mr Willem Prinsloo, managing director of the Southern Life Association.

The *Foundation Digest* is the organization's official publication and it has adopted the ankh symbol as its logo.

The foundation has three different membership categories — individual membership open to women aged between 14 and 49; affiliated membership open to companies and organizations; and honorary membership for women aged 50 and over and men aged 21 and over. Different subscription rates apply to

"A major issue we will lobby for is an improvement to the Maintenance Act which has certain loopholes. These often work to the detriment of the woman.

"We will also make continual representations for a marriage law where husbands and wives have the same majority status.

Mrs Van Der Spuy said the foundation would like to see the complete elimination of marriages in community of property.

On the economic side, this issue was related to the system of joint taxation which, she said, grew out of community of property marriages.

"Joint taxation relegates women to an inferior economic status and the foundation will work for its elimination," she said. "As president of the foundation I am currently involved in negotiations on this issue with the Prime Minister, Mr P. W. Botha, and Dr Joep de Loor, Director General of Finance."

Another policy change the foundation would like to see implemented is the introduction of one scale of pay for male and female teachers from all South Africa's population groups.

The foundation also aims at stimulating women to get involved in their own businesses. "We hope to be working with the Small Business Development Corporation next

- Acting as a coordinating body for all members, especially the affiliated women's member organizations. By this the foundation hopes to act as a forum for the advancement of women's status which will contribute towards the strategic social planning of governmental, parliamentary, organizational and public policies.

- Introducing all members to a new women's forum which will promote the potential of women through their full participation in all the benefits of the free enterprise business system in Southern Africa.

How will the foundation implement these aims?

"In 1982 we will make representation to the government on a number of issues," said Mrs Van Der Spuy.



● Adele van der Spuy, President



● Trevor Baskin, Vice-President

'Equal pay for equal work'

29/10/71

A NEW "colour blind" labour agreement is being negotiated for the building industry on the basis of "equal pay for equal skills."

This was disclosed yesterday by the new president of the Building Industry's Federation of South Africa, Mr Leon Glaser.

He said the new agreement would link wages to productivity, as equal pay for equal work had not always applied.

The agreement would be completely colour-blind and would apply from the highest to the lowest in the building industry.

At present there was an apprenticeship system based on a standard of education. This kept out many people and a new learnership system would be introduced.

Textile workers Star 30/10/87 57 air grievances

By Gilroy Dlukula

Workers at Troye Textile Mills, Benoni, have accused the company's management of discriminating against women and of dismissing employees without reason.

Some of the workers who were interviewed yesterday declined to be named because they feared victimisation. They alleged that they worked in fear of being dismissed because of the company's unstable work force.

They complained that women were paid the minimum wage of R16 a week and men were paid R21.

These and several other allegations were neither confirmed or denied by Troye Textile Mills' general manager, Mr David McEwen.

The workers allege that:

● The company has no canteen facilities and that only men are allowed to

leave the premises at lunchtime to buy food.

● There are no canteens or lockers at the factory. Workers have to ensure that their food and clothes are not stolen.

● The company has no medical aid scheme.

● The company does not provide workers with overalls

● There is no pension fund scheme.

● Workers are pressured into joining the Textile Workers' Industrial Union.

● There is no first aid centre on the premises.

Mr McEwen would not comment and referred The Star to the trade union.

A spokesman for the Textile Workers' Trade Union, Mrs E Flusk, said she was not aware of the grievances and that no worker in the company had ever been forced to join the union.

The company had a work force of fewer than 120 and all were members of the union, she said.

Married women teachers hit at 'exploitation'

Argus 10/11/81

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Education Reporter

EVERY unmarried woman teacher is potentially a married teacher and her status is by implication under attack in terms of the rules of the Cape Education Department.

This observation was made by a member of the audience at a meeting last night called by the South African Teachers' Association (Sata) for married women teachers to thrash out their grievances.

It was up to all women in the teaching profession to fight for better working conditions, the member said.

About 200 people atten-

ded the meeting in the Rustenburg Primary School hall. There was concern that more teachers had not attended.

'There should have been at least a 1000 women here,' one speaker said from the floor.

'I can only put their absence down to the low self-esteem in which married women teachers hold themselves,' she said.

In his opening address Mr Roger Cope, the general secretary of Sata, said the current policy of the Education Department with regard to married women teachers was undermining the efforts of

teachers to build up the profession.

Once a married woman teacher had worked for five years her post was automatically advertised and could possibly be filled by someone who was less qualified to teach, but who had the 'qualification' of being single.

'What public respect can we command when it is acknowledged that appointment is based not on merit but on educationally irrelevant grounds. This is unprofessional.'

He was convinced that the policy of allowing only

(Continued on Page 3, col 1)

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15 percent of permanent teaching posts to be held by married women undermined the development of a positive, committed attitude among married women teachers.

He also suggested that some principals exploited the system by holding married women to account

Teachers

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more stringently than unmarried women.

Defending Sata's inability to bring about significant changes he pointed out that the association's stronger sister body, the Suid Afrikaanse Onderwy-

sersunie, directly opposed Sata's policy on married women teachers.

The department was antipathetic to the association's views and the issue did not appear to be one that could arouse public anger.

It was, however, a matter which should concern everyone.

'The policy artificially stimulates a high staff turnover and this is not in the interests of the running of schools or the education of our children.'

At the meeting teachers agreed to form a body affiliated to Sata to represent married women teachers.

OVER-SKILLED?

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THE call has gone out repeatedly in the past year or so for women to enter the labour market to alleviate the shortage this country is experiencing in skilled manpower. But the call has been directed at white women. Black women, particularly in the Western Cape, should not, it seems, set their sights much higher than domestic work.

This is the story of the struggle of a woman who did set her sights higher.

Lulu Jamda is 36, mother of two girls, Sybil, 14, and Esme, 9. She is well-groomed, extremely poised and self-composed and has an excellent command of the English language.

Lulu was born in Athlone and grew up there at a time when the Group Areas Act had not designated it exclusively for whites. Her father died while she was still very

young and Lulu was forced to leave school in Standard 8 to help her mother, a nursing assistant, support the family.

She met and married her husband, a clerk in the city, in her early 20s, had her two children and when they were old enough, went to work in a nursery school in Guguletu, where she now lived.

The nursery school was a private concern for the children of working mothers. It received no subsidy and relied solely

on fees for the running of the school and for the teachers' salaries. As such Lulu's salary was small, but since her husband was the main breadwinner it didn't really matter.

Lulu enjoyed the work and at the same time, in a spirit of friendly competition, she and her husband signed up at the St Francis Adult Education Centre at Langa, where they obtained their matriculation certificates.

Then two years ago fate struck a cruel blow. Lulu's husband died, leaving her to care for her two young girls on a hopelessly inadequate salary. It was a tragic loss for this closely-knit family and after Lulu had recovered from her grief, she sat down to reassess her situation.

She could no longer carry on teaching at the nursery school, but with only a matric certificate, her employment possibilities were limited. Fortunately for her, two white women who had been involved in the nursery school on a voluntary basis came to her aid.

Recognising Lulu's potential, they collected funds from various sources, and lending the remainder from their own pockets, enabled Lulu to enrol at a secretarial school in Kenilworth.

For the next seven months, at a cost of R285 a term, Lulu learnt typing, dictaphone typing and how to work a switchboard and a telex machine. The year before she had registered with the University of South Africa for a degree in social work and had written and passed Social Work I. While doing the typing course she was busy with two more Unisa courses — Psychology I and Sociology I.

In July this year Lulu completed her typing course. Armed with her certificate and all the eagerness and enthusiasm

determined not to give in, Lulu borrowed more money to keep her family going and continued her search. An ad she put in the paper had two re-

sponses, neither of which came to anything. In desperation she contacted the PPP, the Black Sash and the Institute of Race Relations. No-one could help.

It should have been a simple matter. Secretaries are always in demand. But Lulu was black and for almost 60 days she trudged the streets of Cape Town, scoured the daily newspapers, searched through the Yellow Pages and visited every employment agency she came across.

Most refused to even put her on their books. The Western Cape was a coloured preferential area, they said, and as such they could not find employment for an African. At one agency a young girl went through the motions of an interview but did not bother to take notes.

Six employment agencies did register her. Lulu telephoned them daily — sometimes twice a day, and from the six, two jobs were offered. One was willing to pay her R180 a month, the other, a firm of lawyers, R200.

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LULU JAMDA: 'The whole thing is like a bad dream. I was starting to think that there was no point in trying to educate yourself if you were black in the Western Cape. . . .'

It was finally through her sister, a tea lady and cleaner with a computer firm, that Lulu found a job. Her sister approached the boss and he agreed to give her a chance.

Which was all she needed.

'The whole thing now is like a bad dream. I was starting to think that there was no point in trying to educate yourself if you were black in the Western Cape.'

'The first few days that I started work I was so relieved that every time I was alone I gave God thanks,' Lulu said.

'I am so happy' here. There is no discrimination and I don't feel I am any different from the people with whom I work.'

'There are other women like me. But many give up and go and work in restaurants or as chars.'

'Maybe this will give them hope. . . .'

DERRYN DEAVIN

TERRY CURRAN

Looking at labour

face to face

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FM 27/11/81



Terry Curran is first secretary and labour attache at the British Embassy. Prior to his SA appointment a year ago, he served in Peking, Dakar, Senegal, Edmonton and London.

FM: How do you see your role as labour attache?

Curran: My function is to keep abreast of current labour developments which clearly have consequences in the economic, social and political fields; to attempt to assess their significance; to keep in touch with people who are involved in the industrial relations process in the SA government — on both sides of industry and elsewhere — in order to keep their counterparts in Britain properly informed. I also have a particular interest in encouraging British companies to observe the principles of the European Code of Conduct.

What function are the codes playing in improving industrial relations in SA?

The codes, which are voluntary, have helped focus attention on certain internationally accepted industrial relations principles. The Wiehahn report acknowledged the impact of the codes on labour relations. Now individual organisations and companies are promoting their own codes of conduct. This is evidence that the original codes have had a positive and beneficial effect.

They require a strong commitment to ending discriminatory practices in the workplace. On more specific questions, such as trade union recognition or the improvement of wages, they have limited applicability. But together with other factors, such as the skills shortage they have helped to stimulate critical analysis of employment practices in SA and to create a momentum towards better labour relations. They should continue to assist in this process.

To what extent are companies adhering to the codes?

I can only speak for British companies and the EEC code. Publicity has tended to focus on minimum rates of pay and our last analysis showed that 86% of those employed by the reporting companies were being paid above the supplemented living levels considered necessary to maintain an acceptable standard of living. There is still room for improvement, but wage levels are improving, there is no doubt about that.

What is your attitude towards investment by British companies in SA, particularly in the homelands, or "independent" black states?

For historical and other reasons there has always been a high level of British investment in SA. However, the British government doesn't seek to advise companies; we leave this to the commercial judgment of the private sector.

The British government doesn't recognise the "independent" national states.

But our attitude to investment remains the same: companies must decide for themselves.

How is the current labour unrest affecting potential investment by British companies?

Very little, I would guess. If there has been some slight decline in the level of British investment it is probably because of economic factors in the UK and elsewhere, rather than political or other considerations in SA.

With regard to labour what is the relation between the embassy and British companies operating in SA?

We have no direct role to play. For instance, we can't intervene in an industrial dispute involving a British company. However, British companies with major holdings in SA subsidiaries are expected to observe the principles of the European code and to report annually on their progress, so the embassy takes a close interest in their industrial relations practices.

To what extent have the multinationals influenced change in SA? Can they influence change?

The multinationals have contributed significantly to the development of the SA economy, and the recent history of industrial relations in SA shows that some of them have played a leading part in changing attitudes. Together with the major SA companies, they can help to set standards which smaller companies can follow.