

# INDUSTRIAL RELATIONS -

1) Strikes

1-6-81 -

31-7-81

# More GM workers join PE strike

2/1/61  
1520

Argus Bureau

PORT ELIZABETH —

More black workers today joined the 3 000 motor industry employees who have been on strike for more than two weeks at four plants here.

General Motors, the largest of the auto-affiliated companies, reported today that it had 300 absentees — of whom

200 were definitely strikers

However, a spokesman said the company did not know how many of today's absentees are on strike or staying away after the long weekend.

The company had so far not been approaching the strikers with proposals, the union representing the put to Firestone type com-

pany last week, are that Ford and Firestone absorb the 150 former Firestone employees who lost their jobs through strike action early this year.

Experts have said there is little chance of Ford and General Motors agreeing to this.

Because of the 'predicament' of the 150, 1 500 at workers at Ford, 1 500 at

Firestone and 200 at General Motors downed tools two weeks ago

The organizing secretary of the Motor Assembly and Components Workers Union of South Africa, Mr Government Zim, said the union was waiting to hear its Firestone's reaction to its proposals.

A spokesman at Ford said today it had not yet been approached by the

union about the new proposal. Meanwhile, the company would start reactivating the paralysed Cortina plant.

This would be a gradual process, as the remaining workers there would have to be supplemented by workers from other plants. The company would like to have 1 000 people on strike would be taken on, he

(152) (154)

# SAAWU may sue company

*South Africa*

THE South African Allied Workers Union (SAAWU) is considering legal action against an East London company whose victimisation of three workers, it claims, has touched off a strike.

The entire 70-strong workforce of the North Manufacturing Company, makers of toilet preparations, walked off the factory premises and were fired on May 21. They were protesting against the unfair dismissal of a worker and two members of the company's works committee, according to SAAWU branch secretary, Mr Xolani Khota.

The company had asked for three months grace before it considered recognising the union, and had said its Works Committee would remain in force as a channel for workers grievances.

Mr Khota said the workers sat down on the job when management would not discuss the dismissal of a certain, Mr Frank Mavume with the committee. When talks did finally take place, two committee members, Mr T Gqolozo and Mr S Mabusela - were told they had instigated the strike, and were sacked.

This sparked the walkout and subsequent dismissal of the workforce, he said.

Mr Khota said the dismissal of Mr Mavume had not been adequately explained by the company.

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26/81 Argus  
**Union may  
go to court**

Argus Correspondent

JOHANNESBURG — The South African Allied Workers' Union (SAAWU) is considering legal action against an East London company whose victimisation of three workers, it claims, touched off a strike last week

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Mr Khota said the dismissal of Mr Mavume had not been adequately explained by the company.

'We feel he and the committee members have been victimised,' he said, 'and we are considering legal action'

By JIMMY MATYU and  
SHELAGH BLACKMAN

PRODUCTION at Ford's Cortina plant in Struandale was resumed today but the firm's director of industrial relations, Mr Fred Ferreira, was unable to say how long it would take before the plant was fully operational.

The strikes in the city, which have crippled production at Ford and Firestone, have entered their third week with an estimated 3 500 workers still out.

A planned meeting of striking workers to have been held in New Brighton was banned yesterday.

The acting head of the Security Police in the Eastern Cape, Major N J van Hensburg, said today there was no blanket ban on workers' meetings and that each would be assessed on its potential to disrupt law and order.

The organising secretary of the Motor Assembly and Component Workers' Union (Macwusa), Mr Government Zini, said today that he hoped the strikes would be over within a week.

In another development, Mr Ferreira said that non-striking workers at the Cortina plant would be "supplemented" by workers from Ford's two other plants in the city, neither of which has been seriously affected by the strike.

The labour unrest at the giant motor firm began when two assembly-line workers were suspended for refusing to fit Firestone tyres to vehicles. The protest spread later to the Firestone factory and to General Motors.

A spokesman for GM said production was underway today after a week-long closure while an annual inventory was being taken.

He said 300 of the 1 000 hourly-paid workers employed by GM had not returned for work today. Management was not sure if the stayaway was "directly related" to the boy-

# Work at Cortina plant resumed

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cott as today was the first day after the long weekend and this, added to the floods, may have dissuaded some workers from returning, he said.

At a meeting between Firestone management and Macwusa last week, it was proposed by Macwusa officials that each of the three strike-hit firms agree to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year.

Mr Ferreira said Ford had not been approached on this issue by Macwusa and until this happened he was not prepared to comment.

The GM spokesman said he had heard that Macwusa wanted a meeting but as yet his firm had not been contacted.

"When they want to talk to us we will listen and hold discussions with them. We won't turn anyone away," the spokesman said.

Macwusa's executive intends holding separate meetings today with the management of Firestone, Ford and General Motors to consider a proposal to end the strikes.

Mr Zini said an earlier meeting with Firestone "was encouraging and held in a fine

spirit."

Unfortunately Firestone had not approached either Ford or GM to advance the proposals that Macwusa had made.

Macwusa wanted an end to the strikes at the three firms, this week.

Mr Zini said Macwusa would meet Firestone management today to find out how many workers the firm was prepared to re-hire. Thereafter they hoped to meet the two other managements.

"Our membership is worried about the fate of the 160 former Firestone workers and their families," he said.

"These men cannot get employment anywhere because once it is known by prospective employers that they were involved in the Firestone strike they are immediately taken to be potential trouble-makers."

Commenting on the ban on their report-back meeting yesterday, he said the ban was "uncalled for" because Macwusa meetings had been incident-free and conducted in a "spirit of responsibility".

Mr Zini said Macwusa would hold a report-back meeting in the Centenary Great Hall in New Brighton tomorrow at 8 01am, as the ban on the meeting extends to 8am.

**Sit-in  
workers  
get rise  
and are  
re-engaged**

MORTALITY RATES AND PARASITIC DISEASES

**Mercury Reporter**  
All the workers of Fine Foods (Pty) Ltd who were dismissed last week after a sit in demand for higher wages were re-employed yesterday.

Mr J P Bello, the manager of this North Coast Road food processing firm in Durban, said production was back to normal as all the women had started work again.

Except one who did not turn up for reasons unknown to me, he added.

Mr Bello had agreed to re-employ all the workers after their workers' committee had spoken to him last Wednesday.

'I also gave them a 20 percent rise,' he affirmed.

He said he was lucky that the strike had occurred when it did because of the firm being closed over the long weekend. I only lost two days of production.

The 62 women had staged a sit-in after management had refused to listen to their grievances.

They claimed their 180-a-week wages was insufficient for them to support their families or to cover such essentials as rent or transport costs to and from work.

TABLE I

NO.	AGE	M					
		A	B	C	D	E	F
399	0,19						
315	0,15						
198	0,56						
159	0,45						
3792	3,33						
3146	2,69						
3472	1,66						
2593	1,61						

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INFECTION AND PARASITIC DISEASES

# Car makers and union to meet again

The managements of Ford, Firestone and General Motors were due to meet members of the Motor Assembly and Component Workers Union (Macwusa) today in another effort to resolve the strike involving 3 500 workers. It seemed likely that a move to suspend the strike would be made.

A report-back meeting on the talks will be held in the Centenary Great Hall in New Brighton today at 3pm.

At an hour-long meeting in the Centenary Great Hall earlier today, Mr Government Zini, Macwusa's organising secretary, said the union would ask the managements of the three firms to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year.

Mr Zini said the meeting had been postponed until today because Firestone management reported they had a tight schedule and could not attend a meeting yesterday.

A suggestion from the floor that Macwusa should further propose that the union would suspend the strike for three weeks to give the three firms enough time to employ all the 160 workers was greeted with applause.

The speaker suggested that if at the end of those three weeks the workers had not been all re-employed, the strike be resumed.

At the Ford and General Motors plants the position remained unchanged today.

Ford's director of industrial relations, Mr Fred Ferreira, said there were still 1 400 workers on strike.

He confirmed that he had been approached by Macwusa and said discussions would be held in his office later today.

The manager of public affairs at GM, Mr Peter Ray, said the number of workers on strike was the same as yesterday — about 300. He said GM was expecting to meet Macwusa for further discussions today.

Unfortunately, most of the so-called health statistics do not really measure "health" -- they merely give us an indication of trends in ill health. Not only is data quantity of health difficult to obtain but it is also not easy to assess such things as community involvement, or the effects (which may possibly be adverse) of the Abayakel on the micro-politics of their villages.

Having decided on the criteria to use for evaluation, it then becomes necessary to determine a method of evaluation. I believe that the ideal method would be to initially collect data from villages which were not included in the Abayakel project, and to compare these over time with the Abayakel villages. Ideal though this would be, it is both resource-consuming and difficult when one is primarily concerned with a service commitment. It is the sort of evaluator which could be conducted by an academic department of community medicine were such departments available in rural health projects.

As the planning villages in which we feel that the success of the project is, of course, of evaluation, the evaluators are also "the evaluators", since there always an incentive to evaluate ones work positively. I do not believe that this is really a problem, and I think that it depends to a large extent on how the whole concept of evaluation is approached by the people involved in the project.

As I have already said, there are lots of problems associated with evaluation, and it would be most interesting to have other peoples' views on this subject.

## Vehicle workers dispute goes into third week

**Own Correspondent**  
**PORT ELIZABETH** -- The continuing strike by an about 3,000 Ford, Firestone and General Motors workers enters its third week today. In a new development, Ford's Cortina plant in Strandale closed 15 days ago after a walk-out by about 1,000 workers was opened yesterday. The industrial relations director, Mr Fred Ferreira said there were plans to supplement the non-striking workforce at the Cortina plant with workers from Ford's two other plants, which had not been seriously affected.

Mr Government Zim organ- izing secretary of the Motor Assemblers and Component Workers Union, said yesterday union officials would meet with the company after the expiry of the workers, after the expiry of the ban at 8am today, to brief them on the strike's latest developments.

He said the union would meet Firestone's negotiating team at 11am today to hear its reply to the union's recent proposal that the three manufacturing companies each agree to employ a quota of the jobless men.

Firestone, firm on its earlier decision that it would re-employ the dismissed workers as vacancies arose, has according to union officials proposed that striking workers return to their jobs while negotiations continue.

Mr Zim said that after the meeting with Firestone the union would try to meet Ford and General Motors to put the quota proposal to them. A spokesman for General Motors said the plant reopened yesterday after a week-long closure for an inventory check.

to Sango of the his project that I do.

Having mentioned several difficulties which we have encountered, perhaps it would just be worth while mentioning a few things which have not caused us any problems so far.

We have not found any difficulty in explaining our project to the community or in gaining their support and cooperation (several people at the initial meetings wondered why such a scheme had not been started long ago). It has not been a problem either motivating or creating a sense of participation in the Abayakel, they were very quick to become active members in the scheme, and the "researchers" soon realised that they had a great deal to learn from the "target". Finally, we found the other members of the health project very helpful.

At the beginning of this talk, we face enormous problems attempting to provide health care to rural developing communities in South Africa, problems which, I believe, are going to become worse in the foreseeable future. It will take us many years to change the two major problems, namely the inequalities of the rural poor and the orientation of the medical profession, we need to do something NOW.

In order to be successful in our efforts, we just not only use the existing health structure in an optimal way (seeing in which I think we frequently do not do) but we must also do something about altering this structure to bring the community into the health team; a village health workers' society would be a major step towards accomplishing this. Certainly such



4/6/81

# Bara exodus

By WILLIE BOKALA (15)

BARAGWANATH Hospital is in trouble again following a mass walkout of junior radiographers early this week and their subsequent mass resignation from the hospital yesterday

In another move that will obviously worsen the situation at the country's biggest black hospital, over 40 junior radiographers handed in their resignations yesterday after a month-long pay dispute

According to some of the radiographers who resigned the situation at the hospital regarding new Government salary scales has been threatening to blow up for a month now. The radiographer said the new scales are inadequate and far from satisfactory. The scales favour only people who have been in the field for over 10 years.

The hospital had another crisis two months ago when there was an exodus of senior nurses. Most experienced staff were leaving the hospital in groups of between eight and nine a month for better paying jobs at private nursing homes.

The nursing exodus was not the only danger the hospital faced at that time as doctors also threatened to resign because of over-crowding, and there was a shortage of staff that threatened the nursing establishment.

The superintendent of the hospital, Dr Chris van der Heever, declined to comment.

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# Jubilation as strike is called off at Firestone

**Own Correspondent**  
**PORT ELIZABETH** —  
The labour dispute which caused a strike of about 3500 workers took a dramatic turn yesterday when, after three months of union-management negotiations at Firestone, a breakthrough was made and the strike called off.

After a crucial meeting with Firestone yesterday, the union still tried in vain to gain ground at the other two strike-affected companies, General Motors and Ford.

But when it put Firestone's new proposal to workers at a mass report back meeting in New Brighton, the workers were satisfied and unanimously agreed to go back to work from Monday.

## SINGING

Outside, traffic slowed for about 15 minutes in the road outside Centenary Hall as hundreds of jubilant workers streamed out of the hall chanting and singing.

The protracted dispute centred on the union's demand that Firestone reinstate 150 workers who lost their jobs during a strike in January.

Firestone agreed yesterday to reinstate immediately 21.

The rest will be taken on as vacancies arise at a rate of between 7 to 15 a month.

"This could mean all will be employed again by November," said the organising secretary of the Motor Assembly and Component Workers' Union of South Africa, Mr Government Zini.

# Restraint placed on dismissals

Court Reporter

A Rand Supreme Court judge confirmed an interdict yesterday preventing an employer from dismissing any workers because they were members of a trade union or because of the union's activities.

An application for an interdict was brought two months ago by 23 workers of Auto Industrial (Pty) Limited — all of whom were members of the Metal and Allied Workers Union of South Africa — who feared victimisation.

At the first hearing the court granted the men an interdict after they had claimed that they had feared dismissal because of their membership of the union.

Mr Justice F S Steyn confirmed the order yesterday after a document filed by Mr D Fragale, managing director of the firm, was handed to the court. Mr Fragale stated he did not intend opposing the order.

He said that he disputed allegations against his firm, particularly that any employee was in danger of dismissal because he was a member of a trade union.

In papers filed previously the judge was told that the application resulted from the dismissal of two workers, who were members of the union.

Mr John Marcus Sibuya, a union organiser and one of the applicants, said the application was made as a result of the attitude of the firm towards the union.

(152) News 4/6/68

# Agreement ends PE strike

Argus Bureau

PORT ELIZABETH — The three-week strike of about 3 500 motor industry workers was called off yesterday when their union and the management of Firestone reached agreement.

When Firestone's new proposals were put to

workers at a report back meeting in New Brighton yesterday afternoon they agreed unanimously to go back to work on Monday.

The dispute centred around the union's demand that Firestone reinstate 150 workers who lost their jobs during a strike in January.

Firestone agreed yester-

day to reinstate immediately 21 of the dismissed workers in the 50-year age group as they had difficulty in finding jobs elsewhere.

The remainder — 106 workers, according to the records — will be taken on as vacancies arise at a rate of between seven to 15 a month.

NOTE NOTES ON

THE DISTRIBUTION OF DOCTORS

IN SOUTH AFRICA 1975

G.R. BEATON

Division of Continuing Medical Education  
University of the Witwatersrand

D.E. BOURNE

Dept. of Comprehensive and Community Medicine  
University of Cape Town

A detailed analysis of the geographical distribution of doctors as in the 1975 Medical Register is currently in progress and will be fully elsewhere. In order to provide some statistics for this and preliminary data, supplemented by some information from a recent census<sup>2</sup> is presented in a series of figures.

The 1975 register was the first to include the postcode in the address of the practitioners. This together with the registration number, year of registration in South Africa, university and year of graduation and speciality were encoded onto magnetic tape for every doctor (and de in the register.

We are reluctant to express the distribution of doctors as a rate of many doctors per thousand population as the "catchment area" of each is unknown. The use of administrative areas such as managerial district is also arbitrary. We have thus mainly used the concept of an urban area developed for South Africa by Davies<sup>3</sup>.

# Rehiring offer ends motor men's strike

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152

By STEVEN FRIEDMAN  
Labour Reporter

THE two-week-old strike by about 3 000 Port Elizabeth motor workers was called off last night and workers will return to Ford, Firestone and General Motors on Monday

A Rand Daily Mail Port Elizabeth correspondent reported that workers decided at a mass meeting last night to accept an offer from Firestone which will allow 160 workers fired after a January strike at the company to be re-employed over a set period

Union officials said at the meeting that Firestone would take back 21 of the workers immediately and 15 a month thereafter until all are re-employed

The 21 have been given priority because they are over 50 years old

Observers believe the settlement is likely to strengthen the position of the Motor Assembly

and Components Workers Union (Macwusa) one of the new breed of "militant" unions

The strikes began when parts of the workforce at Ford and General Motors refused to handle Firestone tyres in sympathy with workers not rehired after the January strike

The sympathy strike - one of the first in South Africa - later spread to Firestone

The worker decision to accept Firestone's proposal follows talks between Macwusa and all three companies at which various proposals to end the strike were mooted

At one stage it had been proposed that all three firms agree to share the burden of taking on the dismissed strikers

This had been proposed because Firestone had said it had rehired the workers and could not fire others in order to employ them nor could it af-

ford to enlarge its workforce by re-employing the strikers

At the meeting Macwusa officials described the settlement as a "victory". Management comment could not be obtained

Observers point out the strike was not a total victory for the union which had initially demanded all the dismissed workers be reinstated immediately

However they argue that the compromise settlement reached could well enhance Macwusa's prestige among East Cape motor workers because many would argue that the strike had achieved concrete results for workers by winning reinstatement albeit over a protracted period

The fact that workers involved in the "sympathy" strike were not fired is also seen as a significant pointer to employer labour practices in the Port Elizabeth motor industry

# E Cape strikers accept agreement

Own Correspondent

PORT ELIZABETH — The 17-day strike by an estimated 3 500 Ford, General Motors and Firestone workers in Port Elizabeth was suspended yesterday after workers unanimously accepted a new proposal by Firestone management

The men have agreed to return to work on Monday

According to officials of the Motor Assemblers' and Component Workers' Union, Firestone has agreed to reinstate immediately 21 of the 150 dismissed workers who are in the 50-year age-group

The rest will be taken back as vacancies arise — which is at a rate of about 15 a month depending on the demand for

supplies by motor manufacturers

Yesterday's end to the protracted dispute, which centred on a demand by Macwusa that Firestone reinstate 150 workers who lost their jobs after a pension strike in January, was reached after five hasty meetings — two by union members and three between a union delegation and managements of the three strike-hit companies

About 5 000 people attended a report-back meeting at the Centenary Hall, New Brighton, at which union members decided to accept Firestone's offer

Workers meet again this morning for a post-strike briefing

(continued from page 1)

# MANAGEMENT DESPERATE

*M News 5/14/81*  
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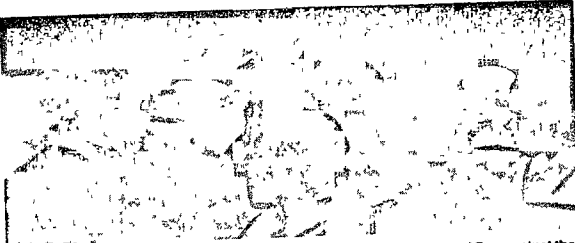
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Part of the massive group of Leyland strikers who have pledged to stand firm against the intransigent stance taken by management. This is merely part of the large group of strikers at yesterday's meeting which somewhat nullifies the impression that Leyland wants to create that most workers are back at work.

have embarked on a massive drive to recruit scab labour by pamphleteering in the areas where workers live. Management has also sent cars to the homes of the workers to fetch them to return to work.

### SUPPORT

The Union has received telegrams of support from various trade unions around the country as well as overseas ones expressing solidarity with the striking workers. A telegram from the Transport and General Workers Union in Britain sent the following telegram: "We express total support for wage demands and unconditional reinstatement of every striking fellow worker at Leyland and will fight for maximum possible backing and strike solidarity action".

The workers at Leyland are now embarking on a campaign to muster community support. They are appealing to the community to:

- assist the workers with whatever material assistance they are able to give and
- educating the community not to become scabs and thereby ruin the strike after so much sacrifice has already been made.

In a pamphlet issued by the Union, a call is being made to the community "not to let the workers starve".

The Union has always been prepared to negotiate with management who have thus far been unwilling to do so.

### BACKGROUND

What follows is an appraisal of the strike-situation at Leyland since it started.

meeting between Union representatives and Management held on the May 14, they confirmed their decision. The Union representatives then relayed this information to the workers at a lunchtime meeting. The workers then decided to go on strike. Management then suspended the workers and gave them till Wednesday May 20 to return to work. The Management ultimatum was rejected by the workers who decided not to return to work unless they received an increase in wages. They are presently still out and determined to stay out.

### to doeltreffender funksioneer in die algehele ekonomie

On the May 7, 1981 Union representatives advised the Leyland Management that the members were dissatisfied with the wages they were earning, and requested that consideration be given to granting an increase to the workers. Management asked that they be given a week to consider the matter. They, however, advised the Shop Stewards the following Wednesday, that they were not prepared to grant any further increases over that to which they were already committed in terms of the agreement between the Union and themselves. They simultaneously informed the workers of this decision by way of a circular. At a

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# Leyland Management Desperate

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5/6/81

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The strike by workers at the Leyland plant is still very much on but the management appears to have the support of the local media in playing the matter down. Leyland management has, in the meantime, been resorting to all types of devious methods in order to play the strike down and in an endeavour to get the workers — especially those with long-standing service — back to work

The union supporting the workers the National Union of Motor Assembly and Rubber Workers of SA (NUMARWSA), claims that there are still about 1600 workers on strike and only a very small percentage of the workers have resumed their jobs

Meanwhile, Leyland has been desperate in getting workers to return in a telegram aimed at enticing the workers back Leyland says. 'You have a good record with the company and you are about to lose your past service and pension benefits if you do not re-apply for your job by Tuesday 2nd June 1981. Leyland has already employed 1491 people including over 400 new employees, which means that those jobs have been lost to the people who originally filled them. At present rate of recruitment we can only keep your job open till Tuesday June 2nd 1981 at the latest but after that you lose all past benefits and your job. For the future security of you and your family it is in your interest to carefully reconsider your present position'. The telegram is signed by A.J. Haylett, Group Personnel Manager for Leyland South Africa

## DESPERATION

The Union supporting the workers said this telegram, sent out to recruit labour, was an act of desperation, and also a means by management to sow disunity amongst the workers by blatantly distorting the facts

All indications show that the figure, 1491, quoted by management, is misleading. The plant is not operating at full capacity. One Rover is being produced per day, while the normal production rate is 16 per day. Management has also resorted to other equally desperate methods to get the workers back to work. They

(continued on page 4)

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DEADLOCKED FM 5/1/61  
Talks continue between tire manufacturer Firestone's management and trade union officials as the strike by 1500 Ford General Motors and Firestone motor workers enters its second week

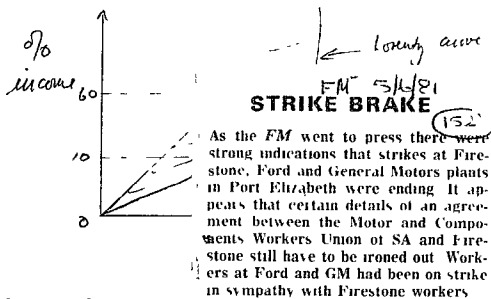
(152)

4 (a) Income distribution is measured by the Gini coefficient which is equal to

$$= \frac{A}{\Delta O \times B}$$

if one person had all the income it would look like this

$$A = \Delta O \times B$$



The more the curve is away from the straight line, the more unevenly is the income distributed. If income was to be distributed evenly a straight line drawn through the origin would give us equal and even income distribution.

There have been a few theories on why income is unevenly distributed.

(1) Random Theory

This is based on luck and isn't very accepted at all. For example if you marry rich or your father is wealthy.

(2) Marginal Physical Product Theory:

7

# Some Firestone workers not re-employed

By STEVEN FRIEDMAN  
Labour Reporter

THE settlement of the motor industry strikes in Port Elizabeth this week does not mean all dismissed Firestone strikers will be re-employed by the company.

Firestone's managing director, Mr Peter Morum, yesterday

confirmed that Firestone had agreed to immediately take back 21 of the strikers but added that other workers would be given priority as and when vacancies arose.

It was originally thought that Firestone had agreed to take back strikers each month and that all dismissed workers would be re-employed.

However dismissed strikers will only be taken back when vacancies arise — the offer Firestone made before the strike began.

In addition workers with unhappy work records will not be re-employed.

The difference between the offer Firestone made before

the strike and the settlement finally agreed upon is, therefore, the company's agreement that 21 workers who are over the age of 50 will be re-employed immediately.

Mr Morum said that negotiations with the Motor Assembly and Components Workers' Union of SA would continue.

Union officials could not be

contacted last night, but they have said they are confident that dismissed strikers could be back at Firestone by December.

Despite indications that settlement is not as favourable to workers as was originally thought, striking workers reportedly greeted it with jubilation.



# Cape motor strike is over

THE 17-DAY strike by an estimated 3 500 Ford, General Motors and Firestone workers in Port Elizabeth was suspended yesterday after workers unanimously accepted a new proposal by the Firestone management.

The men have agreed to return to work on Monday.

According to officials of the Motor Assemblers and Component Workers' Union, Firestone has agreed to reinstate immediately 21 of the 150 dismissed workers who are in the 50-year age group.

The rest will be taken back as vacancies arise - which is at a rate of about 15 a month depending on the demand for supplies by motor manufacturers.

Yesterday's end to the protracted dispute, which centred on a demand by Macwusa that Firestone reinstate 150 workers who lost their jobs after a pension strike in January, was reached after five hasty meetings - two by union members and three between a union delegation and managements of the three strike-hit companies.

About 5 000 people attended a report-back meeting in New Brighton this afternoon at which union members decided unanimously to accept Firestone's offer.

In New Brighton's Ntshokisa Road, traffic was slowed down for about 15 minutes as hundreds of jubilant workers, pouring out of the hall, chanted peacefully in the street.

The union had initially demanded that Firestone reinstate the 150 workers en masse in a specified period of time. When Firestone pointed out that this would mean laying off 150 people, the union proposed that each of the three strike-hit companies agree to employ a quota of the jobless men.

Addressing the report back meeting, Mf Government Zini, organising secretary of Macwusa, said Ford and General Motors would not be drawn into the dispute because it was a

Firestone domestic matter.

He said the managements of the two companies assured the union delegation at two separate meetings yesterday that if the jobless men sought employment at their plants, they would not be prejudiced by their involvement in the Firestone strike, but at the same time they would not be given preferential treatment.

They undertook to see to their welfare until Firestone had taken them all back.

It was also decided that the situation would be reviewed in due course and further action would be taken if the reinstatement of the men did not go as promised.

Workers meet again this morning for a post-strike briefing.

Argus Bureau

PORT ELIZABETH — Leaders of the trade union involved in a strike in Port Elizabeth's motor industry have threatened to 'take action' unless four of their detained leaders are charged or released within a week.

Members of the Motor Assembly and Component Workers Union of South Africa (Macwusa) decided at a meeting yesterday to meet at the end of

# 'Action threat' by motor strikers

next week to decide on a line of action.

The union led about 3 500 workers in strikes at five plants here and has negotiated their return to work on Monday.

Those detained are the leader, Mr Dumile Makanda, the leader of the

union's General Motors branch, Mr Maxwell Madlingozi, and two other members, Mr Mxolisi Didiga and Mr Zanile Matuza.

The Acting Commander of Security Police in the Eastern Cape Major N J van Rensburg, said today

that the four men were found last week in Transkei without valid travel documents by Transkei Police. They were handed over to the South African Police on Wednesday.

Their detention had no connection with the strikes, and police were still investigating their

'mysterious' presence in Transkei without valid documents, as it was clear that they were not fleeing the country.

They were being held under Section 22 of the General Law Amendment Act, and could be released within about three days.

# Some returning workers may have to wait to start jobs

152  
E.P. (Weekend)  
6/6/81

By SHELAGH BLACKMAN

MANY black workers returning to Ford on Monday after their three-week stoppage may have to be temporarily turned away again by the management

Ford's public affairs director, Mr Dunbar Bucknall, said today that when the secretary-general of Macwusa (Motor Assembly and Components Workers' Union), Mr Dennis Neer, informed Ford's labour relations manager, Mr R A Seiler, on Thursday afternoon that the strike had been called off, he was told a management meeting would be held early the next day to arrange a phased return to work

But Macwusa held a meeting with its members at the same time on Friday and so these details of the regulated return to work could not be communicated to the men. The workers left the meeting with the impression that they would all be back at work on Monday

The organising secretary of Macwusa, Mr Government Zini, claimed today that Ford had promised on Thursday afternoon that it would "come back" to the union straight away. If it had done so, he said, the workers would have been told of the phased return to work at the Friday morning meeting

Now the union expects problems at the factory gates on Monday morning if workers are turned away

Ford made it clear today that though the engine plant could start operating straight away, the Cortina plant could not be opened up again until Thursday, and the Neave plant could not take back its workers until a week on Monday - June 15

Mr Zini told Weekend Post "There will be men returning for work at the Cortina and Neave plants on Monday, and I am interested to see how Ford will sort this out

"After the strike was resolved on Thursday

afternoon we informed all the companies concerned that the boycott was suspended and the workers would be returning to work

"Mr Seiler was informed by our general secretary, Mr Neer, that the strike was over and he was told Ford would come back to us immediately. In fact they didn't come back until after the Macwusa meeting with the workers on Friday morning, so there was no chance to inform the men of the work situation"

Mr Bucknall said today "Mr Neer phoned us on Thursday afternoon to advise us the strike was over, and he then requested a meeting with management as to how the workers were to come back

"We advised Mr Neer that we still had to finalise our production planning and for that purpose had scheduled an early meeting on Friday morning with our manufacturing management. We said the schedule for the return to work would be hammered out at this meeting

"We then proposed that immediately following this meeting we would meet with Macwusa and advise them of the arrangements. Mr Neer accepted this, saying that it would suit Macwusa as they had scheduled a mass meeting with Ford workers for Saturday morning

"There was no question of our having been told that they had a meeting before Saturday morning"

When asked by Weekend Post today what action Ford would take if the men arrived at the gates of the Cortina and Neave plants on Monday, Mr Fred Ferreira, director of industrial relations, said "The simple fact is that you cannot manufacture cars without engines

"If anybody turns up at these plants on Monday there will be no work for them"





15  
17  
18

# Ford workers back on the job

FORD South Africa has told the Motor Assembly and Components Workers Union (Macwusa) that it cannot take back all the Ford workers who went on strike immediately when they return to their jobs on Monday.

Ford Industrial Relations director Mr Fred Ferreira confirmed yesterday that the company management had met the Macwusa executive at the request of the union.

Mr Ferreira said the company was advised that the strike had been called off and that the workers would return to work on Monday.

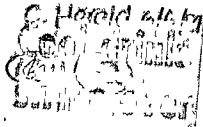
The company responded by advising that additional time would be required to phase the work force into the normal production patterns. It is a fact that our engine plant output determines the level of production of our assembly plants.

Because engine plant output had been curtailed we will require from three to five days' lead time to reach maximum output at both the Struandale and Neave assembly plants, Mr Ferreira said.

He said that while the Neave assembly plant had remained fully operational during the work stoppage the labour disruption reduced the rate of production at the plant.

Therefore to enable us to produce engines in sufficient numbers to support scheduled Struandale plant volumes and to escalate Neave assembly plant production the former will be re-open for full capacity on Thursday June 11 with Neave following on Monday, June 15.

"This production plan assumes the resumption of normal output at the engine plant from Monday June 8 for which we will require the full complement of engine plant workers," he said — Sapa



MOST of the about 70 delivery workers at Pepsi Cola in Epping were back at work on Wednesday according to management.

The delivery workers struck on Tuesday.

'Ninety percent of them are back at work,' said managing director Mr R. Vote on Wednesday morning.

The reasons for the strike are still unclear. However, it seems that there was no union involved and that the workers decided on their own to stop work.

A number of reasons for the action have been put forward but we're in the process of trying to clear everything up,' Mr. Vote said.

'We will be meeting with a couple of worker representatives today.'

**Strikers**  
~~197~~ ~~152~~  
**no decision**  
~~127~~ ~~148~~ ~~152~~  
**on support**

*Argus 7/16/81*  
THE National Union of Commercial, Catering and Allied Workers, and the Commercial, Catering and Allied Workers' Union of South Africa have still to take a decision about whether they will express formal support for the Leyland workers who are striking for increased wages according to the general secretary of the NUCCAW, Miss Dulcie Harwell

A report in The Argus yesterday said that the unions had already decided to do this.

Workers  
accept  
conditions

WORKERS at Ford's Cortina and Neave plants decided today to accept management conditions for a return to work on Thursday and next Monday. Workers who decided last week to end their 17-day strike had hoped to start work today, but the plants were not ready to resume operations.

Workers who were turned away today later attended a meeting in Kwazakele where they decided to accept Ford's conditions.

Ford's director of industrial relations, Mr Fred Ferreira, said the engine plant opened today and was operating normally.

Workers who arrived at the Cortina plant were told to return on Thursday, and those at the Neave plant to return on Monday.

Meanwhile, a meeting will be held at the weekend to decide on a course of action in the light of the detention of several top Macwusa officials, including its chairman, Mr Dumile Makanda. They are reported to have been held in Transkei without valid travel documents.

Philosophy  
1976

1/2/76

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The papers at the Ce

Kyan's material and the discussion was often illuminating. Some of the problems it raises. There was a good response to psychology, and I gained personally from talking and replying to discussions around the theme of social explanation and philosophical human behaviour. It set the tone for a series of good papers and "dramatising", explored a number of alternative models for explaining Kyan's paper, on the subject "Maximising, Normalising and read a reply to a paper by Alan Kyan, a visiting Oxford philosopher. My thanks to senate and Council for a grant enabling me to attend this important Colloquium, where I had been invited to

report on the "Third Spring Philosophy Colloquium, held at the University of the Witwatersrand from 2 - 4 September

"THERE'S an 'old Chinese curse which says, 'May you live in interesting times'. Well, I'm thinking of taking out Chinese citizenship," a Port Elizabeth motor employer said last week.

For the third time in less than two years, the Eastern Cape motor industry has been hit by a strike with wide-ranging significance for workers and employers throughout the country.

And, while there is relief that the two-week sympathy strike at Ford, General Motors and Firestone is over, the trends it highlighted will remain. There is already talk of yet another strike.

Besides being the biggest "sympathy" strike in recent labour history, the PE stoppage highlighted several key trends in labour relations.

In many ways, it was the first key test of the new "militant", community-linked trade unionism which has begun to emerge among black workers. It also confirmed suggestions that the days in which black worker action was limited to disputes about purely factory issues with one employer are over.

The bare facts of the dispute are worth repeating. In January, an estimated 1 500 black workers at the Firestone tyre company struck over a hitherto unheard-of issue.

Alarmed at reports that the Government was planning legislation to "freeze" workers' pension fund contributions until they retired, they, in common with many other black workers, demanded that contributions back so that they could avoid the effect of the new law.

This led to a strike after which an estimated 160 workers were fired.

The dismissed workers approached the recently formed Motor Assembly and Components Workers' Union of South Africa (Macwusa) for support. Macwusa approached Firestone which promised, after negotiations, to give the fired strikers priority when vacancies arose.

The union rejected this campaign and decided to broaden its campaign.

A worker meeting mandated the union to approach Ford and GM to say that workers would not handle Firestone tyres until the workers were reinstated.

Two workers who began the boycott at Ford were suspended and before long about 2 000 workers at Ford, GM and Firestone were on strike.

Ford and GM insisted that the dispute concerned Firestone only and should be settled between Macwusa and Firestone.

After two weeks of bargaining either involving all three companies or Firestone alone a worker meeting last week agreed to accept an offer by Firestone, ending the strike.

The strike had a significance beyond the confines of the three companies.

Firstly, both the original Firestone strike and the sympathy strike involved issues which went beyond an individual factory floor.

The January Firestone strike illustrated a point which labour

observers have been stressing of late — that because black workers have the right to organise and bargain in industry but have no similar political rights, they will use their industrial organising power to make "political" demands.

Fearing legislation which affected them directly, black workers had no avenues to exert influence on the authorities. They therefore used the only avenue they had — the power they could bring to bear on their employers.

The "sympathy" strike was, of course, clearly a case in which Ford and GM were asked to react to a situation not directly of their own making.

It was also the first major strike by Macwusa members and thus a test for its brand of unionism.

The union originated in the 1979 Ford strike, when workers at the company's Cortina plant became disenchanted with the Posatu-affiliated National Union of Motor Assembly and Rubber Workers recognised by Ford.

They claimed that union officials had been too "pro-management" and eventually broke away to form Macwusa.

Macwusa rejects registration. Unlike the black unions formed in the early 1970's, it also believes union involvement does not stop on the factory-floor.

Its officials argue that the union movement must also be involved in broader community issues which affect their members outside the factory. Macwusa's entire executive belongs to the PE Black Civic Organisation which is firmly rooted in the Eastern Cape's tradition of black protest.

It was not surprising, therefore, that Macwusa insisted throughout the strike that it was forced to involve Ford and GM in the dispute because it was a "community issue" and workers at these plants had a duty to stand by other members of the community.

They insisted they were not seeking confrontation with Ford and GM and that the two companies could have accommodated the trend towards community-based unionism by simply offering their tyres from another company.

Employers accept that there is a real community base to Macwusa's activity. But Ford and GM insist that they could never have agreed to the demands because that would have meant intervening in an internal dispute in another company.

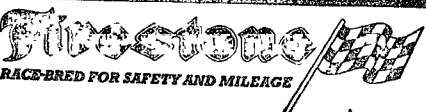
Management sources also suggest strongly that there was another important aspect to the strike — growing inter-union rivalry.

They argue that Macwusa wanted to demonstrate that its brand of unionism could offer workers something the more orthodox Posatu union could not.

The strike was as much an attempt to win support from the rival union as it was an attempt to demonstrate community solidarity, they argue.

Certainly the intense inter-union rivalry which the growth of black unionism has brought

# Wheels within wheels



## The real message of Firestone's big strike

THE two-week strike in the Port Elizabeth motor industry ends today as workers begin returning to their jobs. The strike has been seen as a test for the new, community-linked, brand of black unionism which has emerged recently. Labour Reporter STEVEN FRIEDMAN reports.



in its wake is an important source of factory conflict.

But it would be unwise to underplay worker support in the Eastern Cape for community-oriented sympathy actions.

In Uitenhage NUMARW shop stewards have been telling employers that workers are unhappy because a components company Hella is the only one which refuses to deal with the union and have been asking them to help bring it into line. Interestingly the NUMARW has close links with Ubeo Uitenhage's equivalent of Pebco.

Johannesburg labour experts say that, while the "sympathy" action may remain an Eastern

Cape trend for a while, unions in other parts of the country are watching developments and are increasingly interested in similar action.

There is little doubt then, that the strike was something of a watershed. What are its effects likely to be? That depends largely on whether workers see it as a victory which shows that action of this sort can work.

Macwusa certainly sees the settlement as a victory and workers reacted to it with jubilation. But some management sources insist the settlement was a relative defeat for the union.

The problem about assessing

these claims is that there was no written settlement and the two sides have different accounts of what was agreed.

Macwusa says — and has told workers — that all the dismissed workers will be rehired, probably by the end of the year.

It says Firestone agreed to take back 21 of the older workers immediately (Macwusa had insisted that middle-aged workers get first priority) and that at least 15 workers a month will be rehired.

It says it is making arrangements to support workers who have to wait to get their jobs back.

This would be a substantial advance on the company's original offer because Firestone had insisted that not all workers would be taken back. It had also been unwilling to give undertakings about the number who would be rehired each month because it said it could not predict the number of vacancies.

According to Firestone, however, not all workers will be taken back and there is no set quota for how many will be taken back each month.

This would mean that Firestone had succeeded in sticking to its original pre-strike position — with the exception of the 21 workers, whose employment would then be the strike's only concrete gain.

If Firestone is right, sometime later this year an unspecified number of workers are going to find out they are under an illusion.

Some management sources suggest they will then be very angry with Macwusa and that there is already tension in the union because it is seen as having failed. They predict an attempt to unseat the union's existing leadership — or even get another break-away.

Macwusa officials and black sources in PE insist worker support for Macwusa is at an all-time high and say several of the worker speakers at the meeting which accepted the settlement last week described it as a union victory.

That could change, however, if the settlement turns out to be not as favourable as it appears now.

The truth will only be known in a few months time.

If not all workers are taken back, workers may well be angry with Macwusa. But they may well be even more angry with Firestone — rightly or wrongly — and employer sources are not prepared to rule out another strike as a result.

Then, even if tensions do emerge in Macwusa there is no guarantee for employers that the relationship will shift towards less militant unionism.

Says one employer source: "Workers could decide to go back to more conventional unionism. But they are more likely to move the other way to yet another, more militant organisation."

So Macwusa could either emerge from the strike strengthened — and it did show surprising areas of support in the early days of the unrest —

or give way to something more militant.

Besides which, the Firestone settlement was at most a relative worker setback.

Firestone may have offered to rehire the 21 as a 'sop' to the union to help it not to lose face. But workers might ask whether, a short time ago, employment would have even considered offering a 'sop' in a similar situation.

So, the more militant brand of unionism is here to stay. How will employers respond?

The three companies made a start by not firing any of the strikers.

Unlike Levland in Cape Town — and Firestone the first time around — they took the view of West European and American employers that strikes are a test of power in which the company loses production but workers lose money.

The settlement is dictated by, among other things, which side thinks it is losing more and firing workers creates more problems than it solves.

Whether the companies could have fired skilled workers and replaced them is unclear. The fact that they haven't will help future shopfloor relations.

Some sources suggest employers might be less willing to recognise Macwusa now, because they are angered at its "confrontationist" tactics and inexperience in handling conflict.

The union is obviously experienced. One of the ironies of labour in the Eastern Cape is that unions like Macwusa who seem best at mobilising workers have had little experience at negotiating and therefore lack technique.

But then some observers argue that the inexperience is not restricted to Macwusa. After all, not committing a sensitive agreement to writing is a pretty inexperienced thing for both sides to do.

There is an increasing view among top employers that the only issue to consider before recognising a union is its representativeness — however "militant" and inexperienced it may appear to be.

They argue that it is only by entering into a permanent bargaining relationship that management and worker leaders learn to deal with each other.

After all they argue, how are both sides going to acquire bargaining techniques unless they actually bargain with each other?

If PE employers adopt that view — and there are signs that Firestone may well do so — the prospects for at least containing conflict are fairly good.

# Dairymen from 8/6/51 strike after a worker is fined

Labour Reporter

AN ESTIMATED 600 black workers, almost the entire work force at National Co-Operative Dairies in Boksburg, went on strike at the weekend in support of a colleague who had been disciplined by the company.

The workers were due to return to work at midnight last night — the start of their normal shift — but it was not clear whether the strike would end then.

A spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers Union said management had told the union it had fired the workers and would rehire them selectively.

But the spokesman said workers had said they would not work unless their colleague, who had been disciplined, as well as union shop-stewards, were allowed to return.

A management spokesman refused to discuss the dispute yesterday, saying that the dairy's management would be prepared to discuss it this morning.

The effect of the strike on milk deliveries in the Boksburg area is therefore not yet known.

According to the SFAWU, which claims a large following at the dairy, the dispute began last Wednesday when a driver was involved in an incident with a white woman at a cafe where he was delivering milk.

The driver was alleged to have assaulted the woman, but denies this.

The dairy originally reacted by dismissing the man, but this caused tension among workers.

After talks with worker representatives, he was allowed to keep his job but was fined

R100, according to the union. Workers rejected this and, after talks with management failed to settle the issue, went on strike on Saturday morning.

"We have contacted the company to say that firing workers for this sort of thing is illegal."

"But the company said the man was lucky not to lose his job," the union spokesman said.

The spokesman added that management claims the worker signed an admission of guilt, but he denies this.

"Workers are going back, but will not work unless everybody is taken back."

"They also intend to tell management that this problem could have been avoided if it had dealt with union shop-stewards, who are representative of workers, rather than its own works council," the union spokesman said.

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**Dairy workers on strike** 16/3/78

Milk supplies to Boksburg, Boponi and Springs were disrupted again this morning as more than 600 drivers and other workers at National Co-operative Dairies in Boksburg continued their strike.

Some white NCD employees continued to deliver milk while the entire black staff - excepting security guards - gathered outside the depot to await the outcome of talks between a worker committee and the company's manager, Mr Fritz Steyn.

The strike began on Saturday over the company's disciplining of a worker after an alleged assault on a woman in a Kempton Park cafe last week.

The man in question was fired and later reinstated after representations from the company's works council, but a R100 fine was imposed on him.

According to a spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers' Union, the man denied the accusations.

NCD management would not comment on the dispute.

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**Colgate accused of smear tactics'**

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8/6/81  
152  
164

The protracted row over union recognition at Colgate-Palmolive in Boksburg has reached new heights of bitterness with the union accusing the company of "intimidatory and smear tactics."

The Chemical Workers' Industrial Union (CWIU) also claims the multinational company has stepped up its advertising campaign and is distributing free samples to defuse the current consumer boycott of Colgate products.

Colgate management has said the distribution of samples was "routine marketing strategy" but further comment could not be obtained last night.

The statement setting out these claims is the latest development in a year-long drive by the CWIU for full negotiating rights at Colgate's Boksburg plant. The company has agreed to recognise the union, but will only negotiate wages and working conditions at Industrial Council level.

A conciliation board meeting called recently to resolve the dispute ended in deadlock.

In its statement the CWIU claims the company last week issued four pamphlets to workers as part of a campaign to dissuade them from striking. One of these had said workers were being misled, fooled and tricked by persons who are not members of the company" and another had attacked elected worker representatives in the plant.

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# Colgate Misinformation? Slandered

**Sowetan Reporter**  
The Chemical Workers' Industrial Union (CWIU) has branded Colgate - Palmolive pamphlet campaign a Bolsburg as an attempt to discredit the union and intimidate and misinform workers.

Management issued the

pamphlets to workers after workers' decision by the CWIU in the pamphlet. Colgate claimed that it was engaged in a firm which offered better pay and work conditions than other companies.

In a statement contradicting Colgate's claims the unions said it had three petitions signed by two thirds of the workers to back the union claim that it

represented more than just half-hourly paid Colgate workers.

Management had been against a union proposal for a secret ballot to test the union's representativeness because management knew it would lose out, the union said.

The union also pointed out that the Government could only establish a conciliation board if it was

satisfied that the union concerned was representative.

Colgate made a concerted drive to stop workers striking. "However, they are not doing this by negotiating with the union", the union stated.

According to the CWIU, the Colgate campaign aimed to discredit the union and its officials and leaders at the plant, misinform workers about the recent negotiations and intimidate them with loss of jobs.

The union also said the company appeared to have stepped up its advertising and had recently supplied many townships and suburbs with free Colgate product samples. The union has called for a boycott of Colgate products.

According to the union, Colgate issued four pamphlets and some workers had even received

them at home. One pamphlet had told workers it was their right to think for themselves and that workers were being "misled, fooled and tricked" by employees and others who do not care what will happen to you.

The pamphlet also warned workers not to allow themselves to be used by management. Another pamphlet had warned workers not to strike and had explained the difference between legal and illegal strikes.

The true purpose of the pamphlet was revealed when it warned that workers on strike would lose their jobs and company contributions and be disqualified from unemployment benefits.

The pamphlet had also warned other employers would not want to hire workers who had been involved in a strike.

CT 8/6/81 (152)  
**Leyland**  
advertising  
criticized

**Staff Reporter**

THE Leyland company had underestimated the intelligence of the community in an expensive advertising campaign which had followed strikes at Leyland plants in the Cape. Mr Joe Foster, secretary of the union representing striking workers, said last night

He was commenting on a Leyland company advertisement which had appeared over the weekend which thanked "the community for its fantastic support and response to the company's recent advertisements"

Mr Foster said that while some advertisements claimed the company was now fully staffed, others were still trying to recruit workers

He said an advertisement on Radio Good Hope yesterday appealed to workers to join the Leyland factory

"I think Leyland is trying to sow confusion among the people. However they are grossly underestimating the intelligence of our communities," Mr Foster said

Three strike support committees had been set up in greater Cape Town. Further committees would be set up in Stellenbosch and Paarl

He said there had been "tremendous support" from trade unions, the community, churches, universities and other groups for the workers

# Ford workers in new walk-out

Blacks will not train coloureds

Post Reporters

**ABOUT 500 workers at Ford's Engine Plant at Struandale walked out today — a day after returning to work after a strike lasting 17 days.**

The immediate cause of the strike is said by an official of the Motor Assembly and Component Workers Union of South Africa (Macwusa) to involve the sacking of a black worker who refused to teach coloured staff

Apparently black workers see a management instruction about the training of coloured workers as a threat to their jobs

Ford's director of public affairs, Mr. Dunbar Bucknall, said management had not yet been told the reasons for today's strike, which involved "a large number of workers"

"The plant will continue to operate but at a reduced level. The scheduling of full production at the Cortina plant from Thursday is being jeopardised by this action," he said

Workers said today's strike began at about 10am when workers, who were gathered on the lawn in front of the plant, were told by Ford's labour relations manager, Mr R A Seiler, to return to work or leave the plant

The Macwusa official said workers also complained that a black foreman had been rude, and a security guard at the plant had brandished a revolver in front of workers.

The workers then held a meeting at the Holy Spirit Hall, Kwazakele, where they decided the union should arrange a meeting with Ford management today

The 17-day strike which ended last week, crippling production at Ford's Cortina plant and causing workers to be reshuffled at the giant motor firm's two other plants, involved Macwusa members exclusively

A rival union, the National Union of Motor Assembly and Rubber Workers of South Africa, has a membership which, at Ford, is drawn almost exclusively from coloured employees

They were not involved in the labour unrest which spread to the city's second motor manufacturing firm, General Motors, and to the Firestone tyre factory

A Macwusa spokesman said workers who met at Kwazakele yesterday had resolved no black worker was to instruct a coloured employee. If a black worker was fired for refusing to do so, the rest would walk out

About 500 workers, all from the engine plant, attended yesterday's meeting, which was held at the end of the day shift.

First indications of trouble came last night when a number of engine plant workers failed to show up in time for the start of the night shift, apparently because they first attended the meeting

Many walked out soon after reporting for duty. Today the day shift reported on time but when news filtered through that a worker had been fired for refusing to instruct a

structural limitations within which this struggle  
ity lies in the production of goods for  
ral sector which are then exchanged for wage  
of the international market is such, however,  
long-term strategy. An alternative strategy  
be internal dichotomisation of the agricultural  
ion of the sector as a capitalist agricultural  
intensive methods of production and enjoying  
tivity, whose object is to provide a stable  
ds and agricultural inputs for the non-  
leaving the remainder of the sector to  
alist mode of production.

gricultural sector has been established then  
can be strengthened by the actions of policy  
degree of differentiation. Measures can  
t ensure a regular supply of foodstuffs to  
apital-using modern farms and on the other  
of a supply of labour to the modern sector  
egree of dependency of the pre-capitalist  
until the former degenerates to the point  
eservoir for the latter.

elopment in South Africa is often advanced

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## UK unions pan SA firings

London Bureau

LONDON — The international campaign for support of the 2 500 Leyland workers dismissed in Cape Town last month and the Wilson-Rowntree strikers in Port Elizabeth has gained the full support of Britain's Leyland trade unions

A weekend meeting in Birmingham of the Leyland Combined Committee agreed to send telegrams of protest to

Leyland's management in Britain and in South Africa

The unions' national officials and sponsored Members of Parliament are also being urged to back the campaign

Saturday's meeting was addressed by Mr Solly Smith, an executive of the South African Congress of Trade Unions and Mr Mike Terry, secretary of the Anti-Apartheid Movement in Britain

the course of action that it follows, may be very different from the dominant interest groups in the wider community. It has even been argued that bureaucracies develop their own dynamic and that consequently decisions taken in the public sector are more likely to reflect the preferences of the bureaucrats, than those of society as a whole or those of the electorate. (16)

# Colgate denies 'smear' charge

Members vote in favour of it.

Mr Deryk Magid Colgate's group personnel manager, said today pamphlets had been issued to workers since the failure of the board's proceedings, but this was to ensure that "employees made decisions on the basis of facts."

The CWIU has charged that the pamphlets had "smeared" the union by referring to "persons who are not members of the company" who were striking workers. Elected union representatives at Colgate had been called "troublemakers," it said.

"If the cap fits, wear it," said Mr Magid. "After all, it is the union which has attacked the company in the Press."

He also denied union charges that Colgate had threatened to fire workers if they went on strike.

The management of the Colgate-Palmolive plant in Boksburg has denied union charges that it has "intimidated" workers and "smeared" union officials in an effort to stave off threatened strike action.

In a statement last week, the Chemical Workers Industrial Union (CWIU) asserted that the company had issued four pamphlets to workers as part of a drive to dissuade them from engaging in a legal strike.

In a long and bitter dispute, the CWIU recently declared a formal dispute with the company over its refusal to grant it negotiating rights on wages and working conditions at the Boksburg plant.

The resulting conciliation board proceedings were deadlocked, empowering the union to hold a strike ballot and stage a legal strike after 30 days; if at least half its Colgate mem-

bers vote in favour of it.

treated rather than the incidence of the diseases in the community as a whole (20).  
THE PROBLEMS - AN OVERVIEW.  
In summary the problems that have been discussed in this paper stem from three sources.

The shortcomings of the market mechanism.

The existence of competing and conflicting objectives in the industry's overall goals and the difficulties involved in establishing goals with any degree of accuracy  
Difficulties involved with the collection, evaluation and indication of data relevant to the objectives and to the performance projections designed to achieve them

### CAN BE DONE?

coming the Problems in the Market.

All consider these problem sources 'in situ'. A solution to the shortcomings of the market mechanism is always sort through the medium increased state intervention. Arguments over the nature and the extent of such state intervention rage on with substantial fury. Solutions varied vary from those of people far on the 'right' such as Friedman and Hayek who argue that the state should concern itself with matters distribution only, to full scale statements from the 'left wing' that are related to the inevitability of socialism or communism as being the only solutions to the inadequacies of the market. Leaving aside the merits and demerits of the arguments of the protagonists of the

- (16) Duncan K Foley - State Expenditure from a Marxist Perspective. Journal of Public Economics, Vol. 9, No. 2, April 1978, p. 221-236.
- (17) The lack of consistency in medical decision making is well argued and documented in Michael H Cooper, Rationing Health Care. Croom Helm, London 1975, Chapter 5.
- (18) Milton I. Rosner, 'Bed Supply and Hospital Utilization. A National Experiment', Hospitals 35 No. 21, Nov. 1961, pp. 56-62.
- (19) The arguments advanced in M.F. Diamond, 'Sharing Resources for Health: England - The Case of Teaching Hospitals in A.J. Gulyer and K.O. Wright, Economic Aspects of Health Services. Martin Robertson, London, 1978, pp. 141-154 are also relevant here.

- (20) For medical examples of this type of syndrome see the research reported in S. Ladhner and W. Pyritz, 'Appendectomy in the Federal Republic of Germany: Epidemiology and Medical Care Problems', Medical Care 15 311, 1971. Arrow argues even more strongly that the financial incentive that is present in the private hospitals is unnecessary. Kenneth J. Arrow op cit.

# Dairy workers strike in support of disciplined colleague

**Mercury Correspondent**  
JOHANNESBURG—An estimated 600 black workers — almost the entire workforce — at National Co-operative Dairies in Boksburg went on strike at the weekend in support of a colleague who had been disciplined by the company.

The workers were due to return to work at midnight last night — the start of their normal shift — but it was unclear whether the strike would end then.

A spokesman for the Sweet, Food and Allied Workers Union said the management had told the union it had fired the workers and would rehire them selectively.

But the spokesman said workers had said they would not work unless their colleague who had been disciplined, as well as union shop-stewards, were allowed to return.

A management spokesman refused to discuss the dispute yesterday.

# BOKSBURG WORKERS DOWN TOOLS

BY SELLO RABOTHATA

MORE than 500 employees have downed tools at the Hazeldene dairy in Eoksburg North in solidarity with a colleague who wedged R100 by management for allegedly assaulting a customer.

A spokesman for the Sweet, Food and Allied Workers Union (SFAWU), an affiliate of FOSATU, said that the strike, which started on Saturday, was as a result of management fining the man R100 and saying he was lucky to keep his job after he had allegedly assaulted a white woman when delivering at her gate.

The spokesman, Mr. Petros Pheko, said "The man said that he was assaulted by this white

woman and all he did was to push her and she later reported the matter to the dairy. At first management reaction was to fine him but this caused tension on the premises.

"In the wake of this atmosphere, management then had talks with workers' representatives and responded the decision and imposed a R100 fine instead of the management had collapsed, they downed tools on Saturday. Mr Pheko also said it was illegal for any company to fine an employee. "Management is fine itself, managerial powers. Only magistrates can fine a person, he said."

Management had also claimed that the man had signed an admission of guilt statement which, according to Mr Pheko, the man denies. Employees have pledged that they would not return to work until their colleague and the shop stewards are allowed to start work.

The article also felt that management should have discussed these issues with the union's shop stewards instead of its own works council which they feel does not represent them.

Yesterday, SOWETIAN found the workers seated outside the Hazeldene premises awaiting the outcome of further talks between management and the union. Mrs E Claassen of the Paper Union said Mrs M. Magabhane of SFAWU were said to be some of the worker representatives at the meeting.

# Ford car workers down tools again

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They had all returned to work yesterday after a three-week strike.

The Ford PRO, Mr. Dunbar Bucknall, confirmed that workers had walked out, but said the company had not been advised officially of their reasons.

The factory is still operating, at reduced level production.

**Own Correspondent**  
PORT ELIZABETH — Just as the issue which sparked the major industrial strikes in the Port Elizabeth motor industry seemed resolved, about 250 Ford workers downed tools today over a new dispute. It is reported that workers at Ford's engine plant walked out over the alleged dismissal of two fellow workers.

groups and those flowing from the process of communication.

These decision criteria should be tailored to the overall objectives of the public sector as far as this is feasible. However, since many public decisions are fairly well removed from the sector's overall objectives, the criteria in many cases will be tailored more closely to the nature of the information involved in the decision process

(19)

a sample health hazard index that is easy

(24) This index can yield an ordering of terms of the likelihood that the district will and secondly be unlikely to receive such information process, the use of the index could ion process. The index provides a measure community that can be easily understood by active of whether they are professionally

on, it will produce a ranking of the areas evident of how individual group members see a ct situation

four main categories of indicators, demographic variables, health care facilities present The actual indicators together with the were, infant mortality per 1000 live births existing public health facility (5), mortality

Number of women in the area in the latest census (3), total distance to regular bus stop (2), total distance to railway station (2), percentage of assisted births, either doctor or hospital, (-1), total number of doctors visits in the area (-1) and percentage of female literacy (-2) (5). The components of such an index

(24) Bishna Nath Makeryee, A Simple Method of Obtaining a Health Hazard Index and Its Application in Macro-Regional Health Planning, Regional Studies, Vol. 10, 1976, pp. 105-112.

(25) Makeryee Ibid.

should obviously be adapted firstly to take account of any conditions that are peculiar to the areas for which it is going to be used and secondly to suit the particular needs of each major class of decision. For example, in South African rural areas a major determinant of the state of health of the Black resident community is the rate of out-migration by both men and women (26) and these rates should obviously be incorporated if the index is to be used in this connection.

(20)

The Use of Social Indicators in Determining Policy Packages

A large proportion of the information problem encountered in public sector project evaluations stems from the effects introduced by the inter-dependency between projects. It has been suggested that these problems could be overcome if the government were to offer 'packages' of public sector services rather than continuing to concentrate upon individual public sector projects (27). In connection with public investment to improve living standards in rural areas in developing countries, Johnston and Meyer (28) suggest an integrated package that concentrates upon the simultaneous delivery of health care, nutrition and family planning in rural underprivileged areas. The nutrition and health programmes support one another while the family planning programme is designed to minimise the negative impact that the increased life expectancy will have upon per capita incomes of poor areas. The use of indicators also could be extremely valuable in this field. Such indicators would, however, have to be somewhat more complicated, in terms of their construction, than the health hazard index and consequently would be relatively less successful in overcoming the communication difficulties. A social index that does appear to hold out great promise in this area is that of 'the social profile'

(26) Trude Thomas - Thair Doctor Speaks, Mary Wheelton, Cape Town, 1973.

(28) Bruce F. Johnston and Anthony J. Meyer: 'Nutrition, Health and Population Strategies for Rural Development', Economic Development and Cultural Change, Vol. 26, No. 1, October 1977, pp. 1-24.



## Workers end strike at Boksburg dairy

The two-day strike by more than 600 black workers at National Co-operative Dairies in Boksburg was settled yesterday afternoon after talks between the management and the Sweet, Food and Allied Workers Union (SFAWU).

The company, which said on Sunday that the strikers had been fired and would be re-employed on a selective basis, has now agreed to re-employ them, according to the SFAWU general secretary, Mrs Maggie Magubane. One worker, however,

has not been taken back, and the union will "investigate" his case. It is claimed that he assaulted a woman in a Kempton Park cafe last week.

He was dismissed by the company, then reinstated after representations to the management by colleagues.

But he was then fined R100, sparking off a protest strike on Friday night by about 400 drivers. On Saturday nearly all the other black employees at NCD joined them.

# 9/6/81 UK unions back sacked SA men

From BRUCE STEPHENSON  
LONDON — The international campaign for support of the 2 500 Leyland workers dismissed in Cape Town last month and the Wilson-Rowntree strikers in Port Elizabeth has gained the full support of British Leyland trade unions.

A weekend meeting in Birmingham of the Leyland Combined Committee made up of trade unionists from plants all over Britain agreed to send telegrams of protest to Leyland's management in Britain and in South Africa.

The trade unions will join forces with the International Labour Organization and the International Metal Workers' Federation in bringing pressure to bear through the Trades Union Council on Leyland management to reinstate the fired workers.

The unions' national officials and sponsored members

of Parliament are also being urged to back the campaign. Saturday's meeting was addressed by Mr Solly Smith, an executive of the South African Congress of Trade Unions, and Mr Mike Terry, secretary of the Anti-Apartheid Movement in Britain.

The AAM has been organizing support for the 600 workers dismissed for striking at the Wilson-Rowntree chocolate factory in Port Elizabeth.

A conference in Cambridge of 40 trade unionists was urged to support a programme of action aimed at severing all links with South Africa by taking action in support of SACTU, starting preparations now for the AAM's trade union week of action planned for the last week of October and mobilizing the trade union movement behind the AAM campaign of isolating South Africa.

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## Puzzled Ford strikers barred from factories

Own Correspondent

PORT ELIZABETH — Hundreds of Ford workers returning to work yesterday after a 17-day strike were confused when they found themselves barred from two Port Elizabeth plants.

Workers milled around for about half-an-hour on the driveway of the Strandale Cortina plant where the gates were locked and a group was turned away at the Neave plant.

Later yesterday morning at a special meeting at Kwazakhele officials of Macwasa, the union that negotiated for workers during the strike, explained the confusion surrounding their return to work.

They said Ford management failed to reach the union in time for its meeting with workers on Friday with the information that Cortina plant workers should return only on Thursday as there were no engines.

Neave plant workers expressed fears of victimization. They said they had

been told by a senior plant official to return on Monday and that even then some of them might not be taken back.

Ford's public affairs director, Mr Dunbar Bucknall, said yesterday that the company would "obviously like to take back all the workers" but that because of the plant's production pattern, workers at the Neave plant could not all be taken back in one day.

It was possible that some workers would have to be turned away again as, with production increasing, it would take a day or two to phase in the workforce.

At the meeting workers decided to meet again at the weekend to decide on a course of action if the union's chairman, Mr Dumile Makhanda, was not released during the week.

Mr Makhanda and three colleagues are being held by the South African security police under the General Laws Amendment Act after being arrested in Transkei without travel documents.

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# Mix-up at Ford: 500 turn up too early

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### Post Reporters

NEARLY 500 black workers who arrived at the Ford engine plant today were turned away because of an apparent misunderstanding between management and representatives of the Motor and Component Workers' Union of South Africa (Macwusa).

Ford said the union had undertaken to give a day's notice before the workers returned after a strike, but the union did not regard yesterday's stoppage as a strike.

The workers who were ordered to leave the plant yesterday when they stopped work after a man who refused to instruct coloured workers was dismissed decided last night to return to work today.

They also agreed to instruct coloured workers.

The walkout apparently centred on the workers' suspicions that a management instruction involving the training of coloureds was a move to phase them out.

When workers arrived at the engine plant in Strandale today they were told to wait outside the gates.

At 8am they were addressed by the firm's labour relations manager, Mr R Seiler, who said management still had not heard from Macwusa when the workers would return to work.

He said management had reached an agreement with Macwusa that the company would be given a day's notice before workers returned to work after a strike.

Mr Gertsen, chairman for Macwusa, said today that Mr Fred Ferreira, Ford's director of industrial relations, had told their committee yesterday that the

workers could return any day. "I think the misunderstanding arose there," he said. "We are aware that management wanted to be given a day's notice before workers returned from a strike but we did not view yesterday's walk-out as a strike. We saw it as a disruption."

Mr Zini said Macwusa would formally inform management today that the workers would all return tomorrow for the day and night shifts.

Mr Ferreira said today that Macwusa was informed by Ford management yesterday that when workers were prepared to return to work they could do so, but that the firm had to be informed on the previous day.

Mr Zini said Macwusa would continue to negotiate on behalf of two workers, one suspended on Monday and the other dismissed yesterday.

Workers were also told at last night's meeting by Mr Zini that he and the union's secretary, Mr Dennis Neer, had been removed from Ford's salaried pay roll and would be paid as hourly workers.

Mr Zini said they had received the letters informing them of their changed status from Mr Ferreira, who stated: "We wish to reiterate the viewpoint that while we subscribe to the principle of freedom of association we cannot condone situations where salaried officials who are in responsible positions or have authority over hourly employees are removed from the union of which hourly employees are members. Our view, such as it is, is a contract of inte

BY ...

# Security guard at plant attacked by mob

## Chief Reporter

A MOB yesterday attacked a security guard at Ford's engine plant at Strandale, tearing his clothes and assaulting him after the dismissal of a member of the Motor Assembly and Component Worker's Union

The guard managed to escape his attackers when he pulled his gun from its holster

Workers attacked the guard shortly after a man was fired for refusing to instruct a coloured worker

The incident led to a walkout by about 500 African workers yesterday

According to one report, the security guard was set upon by a mob of about 100 men

They tore his overall off, assaulted him and pulled out knives before he managed to pull out his firearm

The mob then dispersed

A spokesman for Ford confirmed the incident had happened and said the man was not injured. He was unable to give his name or elaborate on the occurrence

A MACWU official yesterday alleged that a security guard at the engine plant had been brandishing a gun in front of workers

This was given as a reason for workers walking out

where everybody and everything was interacting, inter-related and inter-dependent. The individual, the family and the group were completely immersed in, and integrated into the creation in its totality. One could call such a society theo-centric, because the pivot of everything is the creator and the Creative Principle. In such a society then, it is an inevitable necessity that all activity and conscious experience, both of the individual and of the group, has a definite ritual or ceremonial connotation and content".

What is seldom recognised is the extent to which White South Africans, too, are immersed in this philosophy. Bodenstein (1976) also describes this "enlightenment" which he calls a "coming home" experience.

He says: "This was a watershed, when I spoke that my tenuous identity, Western identity, had the new dimension of that by embracing an Africa identity, one freely of that liber, so peculiarly African state, knows not the dichotomy between worlds material and spiritual, between the individual and society, or between man and the universe. It is this wholesome and healing primeval vision, which is perhaps the most precious heritage of Africa."

3. EXISTING MENTAL HEALTH SERVICES IN SOUTH AFRICA

South Africa is to be understood as a developing country, also in the sphere of mental health services. From humble beginnings early in the 19th century, these have developed very gradually until recently. (Mindes 1974 - 1975). The first mental health society was

founded in Cape Town in 1913. We were founder members of the WPMH in 1948. Nevertheless, mental health services provided mainly custodial care until 1963. Since 1960 and subsequently, commissions of inquiry were appointed, which brought about a new era in mental health in South Africa. The introduction of psychiatrists and psychologists into the structure of posts of the Department of Health in 1963 led to a country-wide reorganisation. For the first time, mental health services could now be provided as a speciality service, thus enabling the expansion into multi-professional team-work. This triggered off a period of rapid growth and development. Reports (1967 - 1972).

In 1969 the Department of Health

220m 10/6/81  
 Union: End of line for Leyland

**Own Correspondent**  
 CAPE TOWN - Leyland was not doing anything for workers in this country and would have to leave if the strike were not resolved soon, the national secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa). Mr Freddie Sauls, said yesterday  
 He was addressing a meeting in Bellville of about 300 striking workers, all members of Numarwosa  
 He said unions had accepted firms such as Leyland opening plants in this country on the understanding that they would bring about improvements for workers  
 By refusing to pay the wages workers were demanding, the firm was not toeing the line  
 He said the union would bring international pressure to bear on Leyland's mother company, but that the success of the strike depended largely on the workers themselves  
 Nearly 2 000 workers were dismissed after they went on strike for higher wages four weeks ago  
 They are demanding an increase of 25c an hour, instead of the 9c an hour they were offered  
 At the packed meeting yesterday, a number of "scab" workers apologised for having returned to work  
 They had walked out when they realised they were tricked into returning, they said  
 They said all was not well at the motor plants  
 One worker said Leyland was short of skilled workers  
 Another said he had been fetched in a "shining white Rover" to come back to work  
 A third said the bosses were so desperate they had offered him three days' pay for working on a Saturday  
 The local secretary of the union, Mr Joe Foster, told them Leyland should have paid them what they had demanded and prevented a strike instead of wasting money on advertisements

Statistics of the services rendered by the Department of Health for the period 1964 - 1976 as well as the available mental health personnel for the same period, is reflected in Table I-II and Graph I of the annexure to this paper. Notwithstanding a population increase of 36.6%, there was an absolute decrease in admissions of 26.9% for this period. This decrease can be attributed to the expansion of the outpatient services to the extent of 633.9% for the period 1966-1976.

The shortsightedness in early planning of Mental Health Services led to a belated start in the training

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# 'Skill shortage' claims are denied

Own Correspondent

CAPE TOWN — Production was "completely normal" at two Leyland motor plants where nearly 2 000 workers went on strike for higher wages four weeks ago, Leyland's director of public affairs said yesterday

Mr A Pitlo was responding to

claims by workers that all was not well at the two plants

At a meeting of 800 striking workers in Bellville yesterday, workers said the "bosses were hard up for skilled workers"

Mr Pitlo said the company presently employed 2 070 workers — 80 more than were previously employed

"1 500 of these are workers who went on strike for higher wages

"The people at the meeting could not all have been former Leyland workers. Only about 400 have refused to come back"

The union to which the workers belong, the National Union of Motor Assembly and Rubber

Workers of South Africa, has claimed that only 250 have returned

Mr Pitlo said he was not aware that cars had been sent to fetch workers to return to work but that this was possible

He said management had sent telegrams to workers to explain they would forfeit their benefits should they not return to work

Those presently employed, he said, had been recruited at the present wage rate

"The majority we appointed actually resigned from other companies to work for Leyland at higher wages," he said

They would all be eligible for the nine cents an hour increase as of July 1, he said

own 10/6/61

# Ford workers turned away in fresh dispute

By Drew Forrest

The new labour dispute at the Ford Motor company in Port Elizabeth remained unresolved today, as 400 workers were turned back by the company after reporting for work

The workers, representing about 70 percent of the black labour force, yesterday downed tools in

sympathy with a colleague who was dismissed after refusing to give on-the-job training to a coloured employee.

According to a spokesman for the Motor Assembly and Components Workers Union (Macwusa) — which represents the majority of the black workers at the plant — workers feared they would be replaced by

coloured trainees after instructing them

The engine plant, which is the nerve-centre of the Ford operation, was only re-activated on Monday after a strike of three weeks' duration which hit three of Ford's four plants, Firestone and General Motors.

## RETURN

The striking workers decided at a mass meeting to return to work, after urgent talks yesterday afternoon between Macwusa and Ford management

But, according to Ford's industrial relations director, Mr. Fred Ferreira, the union had been told that a day's notice would be needed before production could be restarted. For this reason, those who returned to work this morning had been turned away.

## DELAY

He said the factory was operating at "reasonable levels," but that the stoppage would delay the reopening of the company's Cortina plant until at last next Monday. Full production at the Naevé assembly plant could only be restored three days after this, he added.

Ford has been "manning up" for some months with a view to introducing full night shifts at all its plants, and had been recruiting and training new workers for this purpose for some months.

He "categorically denied" that Ford was intending to replace any of its staff.

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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 demonic power. In this way an easy relationship between the ego and the largely unknown but rich and creative unconscious can be established.

In my opinion most of the above factors are operative to a greater or lesser extent in the work of the indigenous healers I have worked with. I however do not think that "insight" in the Western sense of "conscious understandings" plays a significant role. Pister 4

analysing the methods of the shaman concludes that the unconscious of the medicine man speaks directly to the unconscious of his patient.

# Ford is hit by new ROM strike

By STEVEN FRIEDMAN  
Labour Reporter

THE Ford motor company was hit by yet another strike yesterday - only days after the "sympathy" strike which affected it and General Motors ended.

Ford's public affairs director, Mr Dunbar Bucknall, said workers at the company's engine plant downed tools yesterday in protest at the dismissal of two colleagues.

He said "about the same number of engine plant workers" who took part in the sympathy strike - about 400 - were involved.

Late yesterday management and representatives of the Motor Assembly and Components Workers Union of SA (Macwusa) were locked in talks on the stoppage.

The strike could affect the planned re opening of Ford's Cortina plant. The plant was expected to re-open tomorrow, thus allowing strikers to return to work for the first time in about three weeks.

It is believed the stoppage began when two black workers refused to train coloured workers at the engine plant.

Although Macwusa sources could not be reached, it is understood that the union decided on Monday night that its members, would not train coloured workers, who had recently been employed at the plant.

It is understood that a new group of coloured workers has been taken on. Management says they were hired in an attempt to facilitate the introduction of a night-shift. The decision to hire them was made before the strike.

However, Macwusa members may have seen their recruitment as an attempt to replace strikers and believed that they were being asked to train workers who would ultimately replace them.

The two workers who refused instructions to train coloured workmates were fired by the company, which says by their action as "insubordination". This sparked a walkout by the other workers.

If the dispute is not settled speedily the Cortina plant may have insufficient engines to resume normal production, Mr Bucknall said.

© See Page 3

## VALUE OF A SHINED CULTURE.

Initiative, confidence, positive assertiveness, functioning effectively in one's chosen area of work, but above all a sense of identity and the meaningfulness of life can be regarded as fairly valid criteria. The indigenous healer can achieve the above in a certain proportion of his cases and it might be rewarding to try and understand why.

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 healing 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, neuropsychological functions are used extensively. The aim of their ritual dances is to...

Careless<sup>5</sup> concludes that the indigenous healer plays a key role

In the health of the individual and the social cohesion of the group.

Kiev<sup>6</sup> 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

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# Leyland's output now 'normal' at Cape plants

Staff Reporter

LEYLAND'S director of public affairs, Mr A Pitlo, said yesterday that production was "completely normal" at the two Leyland motor plants where nearly 2 000 workers went on strike for higher wages four weeks ago.

He was responding to claims by workers that "all was not well at the two plants."

At a meeting in Bellville yesterday where 900 strikers assembled, workers said that the "bosses were hard up for skilled workers."

Mr Pitlo said the company presently employed 2 070 workers - 80 more than were previously employed.

"One thousand five hundred of these are workers who went on strike for higher wages. The people at the meeting could not all have been former Leyland workers. Only about 400 have refused to come back," he said.

The union to which the workers belong, the National Union of Motor and Rubber Work-

ers of South Africa has claimed that only 250 have returned to work.

"As far as we are concerned there is no strike," Mr Pitlo said. "The agreement negotiated with the union fell away when the workers refused to work. In so doing they forfeited their own jobs."

Mr Pitlo said he was not aware that cars had been sent to fetch workers to return to work but it could be possible that this had happened.

He said that the management had sent telegrams to workers to explain to them they would forfeit their benefits should they not return to work.

Those presently employed, he said had been recruited at the present wage rate.

"The majority we appointed actually resigned from other companies to work for Leyland at higher wages," he said.

They would all be eligible for the nine cents an hour increase from July 1, he said.

## Leyland 'is not helping workers'

Staff Reporter

LEYLAND was not doing anything for workers in this country and would have to leave if the strike was not resolved soon, the national secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Freddie Sauls, said yesterday.

He was addressing about 900 people who claimed to be striking workers and members of Numarwosa at the Lyric Cinema in Bellville yesterday.

He said that unions had accepted firms like Leyland opening plants in this country on the understanding that they would bring about improvements for the workers.

By refusing to pay wages the workers were demanding, the firm was not doing the line, he said.

He told workers that while the union would bring international pressure to bear on Leyland's mother company, the success of the strike depended largely on the workers themselves.

Nearly 2 000 workers went on strike for higher wages four weeks ago. They demanded an increase of 25 cents an hour instead of the nine cents an hour they were given.

At the packed meeting yesterday, a number of workers apologized for having returned to work.

They said that all was not well at the motor plants. They had walked out after realizing they had been tricked into coming back, they said.

One worker said he had been tricked because Leyland was so "hard up" for skilled workers. His department would suffer now that he had walked out again, he said.

Another worker said he had been fetched in a "shining white Rover" to come back to work.

Although he was newly married with debts of R3 000, he was prepared to return rather than to return.

"We must all stand together because that is the only way we are going to win," he said.

# Work start at Ford delayed

10/6/81  
152

Argus Bureau

**PORT ELIZABETH** — More than 1500 Ford workers, who had agreed to return to work today, will remain idle until tomorrow because of a 'misunderstanding'

A mass meeting of workers and union officials was called today after 400 workers were turned away when they arrived for work. The 'misunderstanding' was resolved, and the workers decided to return to work tomorrow.

The secretary-general for the Motor Assembly and Component Workers' Union of South Africa (Macwusa), Mr Dennis Neer, said the union and workers were confused about being turned away today.

Management told the union executives at last night's meeting that they wanted to know a day in advance if workers were returning. But we understood the engine plant

workers could start again today, and conveyed that to them.

Another crisis was averted last night when the same workers agreed to return to work today following an urgent meeting with Ford management and the workers' union.

They walked out at the Strandale engine plant yesterday in sympathy with the alleged dismissal of an African worker. They suspected management wanted to phase out Africans and replace them with coloureds after their 17-day strike, which ended on Monday.

## WALKOUT

However, the union had accepted Ford's explanation that coloured people were taken on to increase productivity, and not to replace workers who had been on strike.

But there was still suspicion over the fact that 74 workers taken on in recent days were all

coloured and that no new blacks were taken on, said Mr Neer.

Ford has said the walk-out at the engine plant would jeopardise getting back to full production at the Cortina and Neave plants after the previous strike.

It has been learnt that the Plascon Parthenon Paint Company in Port Elizabeth had a work stoppage of black workers yesterday over the alleged dismissal there of two Macwusa executive members.

- \* \* \*
- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
  - (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.
  - (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
  - (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
  - (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
  - (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years?

# 16 women get sack after work go-slow accusations

By JIMMY MATYU

SIXTEEN women who worked at the Hus Lousa Meyburg old-age home in Kabega Park have been fired — allegedly because of their affiliation to a trade union and their participation in a go-slow strike.

Confirming their dismissal, the matron, Mrs R Scheepers, said they were sacked because they had been on a month-long work-slow strike and because of their attitude.

All 16 are members of the Federation of South African Trade Unions (Fosatu). They denied being involved in a go-slow at the home.

They claimed they had been sacked by Mrs Scheepers last Thursday and Friday morning after attending a Fosatu meeting in Korsten. Five of them said they had been removed from the home by the police.

After being driven around Kabega, they were left about midnight near the Empilwen Hospital, far from their homes in Zwide and Kwazakele.

A spokesman for the Kabega police said he knew nothing of such an incident. He said if the women had any complaints they should call at the Kabega police station. He confirmed police were called to the home last Friday morning when some women refused to work.

In an interview, Mrs Scheepers said she "did not discriminate against anybody because of union membership as long as they keep it out of the gate and as long as those

people do not instigate trouble on the premises," she said.

The director of the home, Mr T J Barnard, refused to comment on the issue, saying it was a matter between the employer and employees.

Fosatu's organising secretary, Mr Koko Xabela, said today both Mrs Scheepers and Mr Barnard had refused to meet union officials and that the matter was now in the hands of the union's lawyer.

"We feel the women have been victimised because they were fired after attending the union's general meeting where they elected their own committee consisting of six women," Mr Xabela said.

He said the difficulty in the women's case was that according to the Department of Labour, they were not covered by the Wage Act.

The women had joined Fosatu about three months ago and complained of bad working conditions and low wages.

Four women said they were awakened and questioned by Mrs Scheepers about their union membership. They were fired and ordered to leave the premises immediately.

A fifth woman, Mrs Joyce Saki, who was the first to be dismissed, said she was accused of being an organiser of a union that was "political" and would cause trouble.

The other 11 women said they were dismissed on Friday when they reported for day duty and were escorted by police from the building.

# Black union to vote on strike

By RIAAN DE VILLIERS  
Labour Correspondent

THE first legal strike ballot by a black union is being held among workers at Colgate-Palmolive's Boksburg plant.

A representative of the Fosatu-affiliated Chemical Workers' Industrial Union said yesterday a strike ballot among union members was under way and would probably be completed by the end of the week.

Meanwhile, steps have been taken to implement the boycott campaign of Colgate products called by Fosatu recently.

The strike ballot has come after deadlock was reached at recent conciliation board meetings, called after the union declared a dispute with the company earlier this year over union recognition.

Black workers have struck legally once before. This was at the Armourplate factory in Springs in 1976, in terms of provisions of the Black Labour Relations Regulation Act.

However, if the strike at Colgate goes through, it will be the first legal strike by a black union.

The representative said workers had been holding regular meetings at the plant, and given the mood among them, the union expected to win the

ballot.

The union would decide when to start the strike when the result was known.

She added that messages of support had been received from various overseas labour organisations. Workers had also approached Colgate management overseas in connection with the dispute.

Yesterday, it seemed that last-minute negotiations between the union and the company could not be ruled out.

This emerged when Mr Derek Magd, personnel manager of Colgate, said the firm was keeping its door open "as wide as possible" to proposals from the union as well as Fosatu to settle the dispute.

A Fosatu spokesman said yesterday its Transvaal region had met last weekend to discuss the boycott campaign.

As a result, meetings of shop steward councils would be called throughout the Transvaal.

According to reports presented to the region, Fosatu affiliates were holding meetings throughout the country to discuss the boycott, and discussions had also started with other organisations.

He said Fosatu was "satisfied with the progress made so far".

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# Black union to vote on strike

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By RIAAN DE VILLIERS  
Labour Correspondent

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# Solidarity with workers at Leyland

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**Own Correspondent**  
LONDON — Shop stewards at British Leyland have voted unanimously to move towards "blacking" vital parts and kits destined for South Africa

Their action is in support of the reported 2400 black workers sacked at Leyland's Cape plants as a result of an industrial dispute

The shop stewards decided on this course at their weekend meeting which was addressed by Mr Solly Smith of the South African Congress of Trade Unions and Mr Mike Terry, secretary of the Anti-Apartheid Movement

They decided immediately to compile a list of the components and equipment that goes to South Africa. This will enable them to cause maximum hardship if the trade unions decide to stop any parts going to South Africa

Telegrams of protest about the treatment of the black workers have been sent to British Leyland's management here and to the Government-owned company's subsidiary in South Africa

The chairman of the AAM, Labour MP Mr Bob Hughes, has asked for an urgent meeting with



**Mr Mike Terry of the Anti-Apartheid movement addressed meeting.**

Industry Secretary Sir Keith Joseph to discuss the matter

Some of the shop stewards were in action immediately after the meeting of their collective

This week workers at British Leyland's Cowlley factory were given leaflets by shop stewards about black workers' conditions and the dispute at their South African subsidiary

... members and five members of the Cape Agricultural Union with the Secretary for Coloured Relations as chairman, and that the committee meet bi-annually. To date the committee met three times, when the following matters were discussed at length :

- The desirability of a minimum wage.
- Attitude of farmers towards workers.
- C.R.C. members should address agricultural congresses.
- Pension scheme for farm workers.
- Registration of farmers as owners under the Workmen's Compensation Act.
- Provision of toilet facilities.
- Wage increases and wage differentiation.
- Training of farm labourers.

Cognisance must be taken of the important and commendable role of the Cape Agricultural Union as far as the farm worker is concerned. Although the Union

CT 11 6 8

# TUC slams Leyland dismissals

LONDON — Britain's Trades Union Congress has protested to the state-owned British Leyland car company over the sacking of 1900 black employees at a company subsidiary in South Africa, the TUC said yesterday.

It quoted the TUC general secretary, Mr Len Murray, as saying the company's action was in contrast with that of Ford and General Motors, which had reached agreement with their black employees through negotiation.

Mr Murray said it was a matter of regret that trade unionists long recognized by British Leyland should be harshly treated because they were in dispute with the management. He said the mass dismissals would isolate British Leyland and damage its reputation.

A TUC statement said the British Leyland workers were dismissed in a wages dispute and that the company was trying to recruit other workers to replace those dismissed.



in infant mortality was observed with decreasing urbanization, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Figure 4 summarizes the age specific mortality rates of the South African population from all causes of death. The proportional contribution of the seventeen major diseases categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarized in Fig. 5. The Whites show a typical "developed" country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2.0%) and Neoplasms (13.6%) and Diseases of the Circulatory system (50.5%) being

of major importance. For urban Blacks and Coloureds Infectious and Parasitic Diseases make an important contribution to the overall mortality (19.5% and 23.5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The Coloureds experience an interesting combination of "developed" and "underdeveloped" mortality with a high death rate from enteritis and diarrhoeal diseases in the young and circulatory diseases in later life. What is also of interest is the relatively large number of symptoms and ill-defined conditions,

particularly in the Black community (22.2%). This provides some indication of the provision and utilisation of medical services to Blacks in the urban areas. In general the Asians have a spectrum of mortality intermediate between the Whites on the one hand and the Coloureds and Blacks on the other.

Clearly the presentation of the cause specific mortality data as proportional

# Ford strike is not yet resolved

In spite of a decision by about 500 Ford workers who walked out on Tuesday to return to work yesterday, early indications were yesterday that the issue was not resolved as hundreds of them inhaled around outside the involved plant's gates when they were to start work.

The organizing secretary of the Motor Assembly and Component Workers Union of South Africa — which represents these workers — Mr Government Zim, said he had been telephoned at home about problems of the plant.

The striking workers decided at a meeting on Tuesday night to return to work after an urgent meeting in the afternoon between union officials and Ford management.

Tuesday's walkout at the

Standaert engine plant on the second day after the workers return from a 17-day strike was in sympathy with a worker who was allegedly dismissed when he refused to instruct a coloured worker.

The company's Public Relations Director Mr Dunbar Eudnell, has said coloured workers were to be trained to be ready for the company to embark on a double shift.

In an interview yesterday, he confirmed, according to his informant that workers who were on strike on Tuesday had started working again yesterday.

He could give no reason for Tuesday's walkout.

That means that about more than 1600 workers who want to return to work will still have to be idle for several days.

high that they effectively swamp the proportional mortality of the circulatory

Diseases in the Coloured community. In the White community, the mortality rates for most causes of death are so low, the importance of the circulatory diseases become disproportionately exaggerated.

Mortality rates greater than 2/1 000 appear in italics in Table I. For all of

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**Ford men**  
**return** 15  
*Slow 11/16*

By Drew Forrest

The latest outbreak of labour unrest at the Ford Motor Company in Port Elizabeth ended today when about 400 black workers from the engine plant returned to work

Three of Ford's four plants and Firestone and General Motors were hit by a three-week strike recently. It was settled last week.

After talks between the Ford management and the Motor Assembly and Components Workers Union (Macwusa), workers voted on Tuesday to return to work.

But the Ford management said the union was told a day's notice would have to be given before their return. Strikers who reported for duty were turned back.

● There was a brief work-stoppage by black workers yesterday at the Parthenon Paint plant in Port Elizabeth — allegedly over the dismissal of two Macwusa executive members.

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PLEASE CIRCLE ITEMS REQUIRED

# Strike leaders held under security laws

11/16/68 Rom #9/152

By STEVEN FRIEDMAN  
Labour Reporter

The chairman and three other members of the Motor Assembly and Components Workers' Union, whose members were involved in the Port Elizabeth motor strikes, have been detained under security legislation

This means 30 unionists are now known to be detained without trial

In addition to the Macwusa detainees, 24 members of the South African Allied Workers' Union have been in detention in Ciskei since March

The vice-president, Mr Sis and the president of the Black Municipality Workers' Union, Mr Joseph Mavi, have been detained under security legislation

The four Macwusa men are being held under Section 22 of the General Law Amendment Act which provides for 14 days' detention without trial

Besides the chairman, Mr Dumile Makanda, they are Mr Mxolisi Didiza, a union organiser, Mr Maxwell Mandinwa, an executive member, and an ordinary member, a Mr Tetu

The Macwusa arrests were yesterday attacked by the rival Federation of South African Trade Unions

The four were apparently arrested in Transkei for allegedly entering the territory without travel documents. But they were handed over to South African Police who are holding them under security legislation

Police have confirmed the detentions but have reportedly said they will be released the next few days

They have also said the detentions are not connected with the labour unrest in Port Elizabeth

In East London the South African Allied Workers' Union has sent a petition to the Ciskei Minister of Justice demanding

the immediate charging or release of 24 union members being held under Ciskei proclamation R252

The petition has been signed by 1200 workers but SAAWU's president, Mr Thozamile Gweta, says this is the first batch of petitions to be sent to the authorities

A covering letter from SAAWU accuses Ciskei authorities of launching full-scale repression of trade union, and of working hand-in-hand with Wilson Rowntree management

In a statement last night, Fosatu attacked the arrests of unionists' leaders but devoted particular attention to the Macwusa detentions

The State should take note of the mood of black workers which was determined by increasing financial hardship and a grim battle against oppression in the townships and factories

Unfortunately such intuitive processes can pick out only the grosser incongruities which are recognized by all. whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point

12. Report of the Annual Meeting of the Christian Medical Commission, Geneva, 1970, (Unpublished) p. 75.

Diagram 1 : A method of ranking health problems

Problem	Prevalence	Severity	Community Concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases :					
V.D.	++	++	++	++	16
Dental problems	+++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold*	++++	+	+	-	0
Yaws*	-	++	+++	++++	0

\* Added to test scoring method

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.

This method uses all the criteria which are required in cost-benefit analysis, but in a more informal way. 'Vulnerability to management' gives the impact on the disease possible with the most cost-effective method; and the higher the cost, the less likely the problem is to be classed high on vulnerability, and the less likely it is to command priority.

# Rowntree defends its labour policies in SA

2. cont...

(1) PJ The Star Bureau (Pty) Ltds East London  
 g LONDON — Rowntree factory  
 Mackintosh Limited has Mr Dixon said the  
 assured its shareholders South African Allied  
 (2) N that its South African subsidiary will continue to encourage non-racial trade union representation  
 a But negotiations broke down when Saawu refused to sit down with the multi-racial sweet Workers' Union which has negotiated with the company for 30 years  
 S Chairman Mr Kenneth Dixon was explaining the circumstances of the dispute at Wilson Rowntree  
 (3) C  
 y

able, preferably using  
 5, 50, 80, 60, 50, 40.  
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- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

\* \* \* \* \*

# Section A (Macroeconomics)

## Question 1 (b)

FM 12/6/81  
MOTOR INDUSTRY STRIKES

### Fine print queries

The two week strike which hit major Port Elizabeth motor industry companies has ended and although there may be further troubles ahead some managements and unionists seem intent on adopting conciliatory attitudes

The dispute arose after the Motor Assembly and Components Workers Union of SA (Macwusa) took up the case of nearly 160 Firestone workers who lost their jobs in a strike in January. When Firestone refused to immediately reinstate the workers the union called for a boycott of Firestone products. Hundreds of black workers at Ford and General Motors who refused to handle Firestone products were suspended and told they could return to work when the matter had been settled.

The strike has been seen as an important test for Macwusa which represents a new community-linked form of black unionism, and after negotiations with Firestone last week the strike was called off.

Some observers believe that the seeds for further trouble lie in differing interpretations that Firestone and Macwusa have of the agreement they have reached.

Firestone agreed to immediately rehire 21 people and Macwusa has told workers that the company will re-employ at least 15 a month. Firestone however maintains that there is no set quota. It is possible that through attrition the company might be able to rehire more than 15 workers a month during some periods, but on the other hand there may be months when the company will have fewer than 15 vacant jobs.

Firestone MD Peter Morum tells the I.M. he is confident that further labour unrest over this issue can be avoided. Firestone is willing to have further discussions with Macwusa and to consider planting the union official recognition. Regardless of whether a union is registered or unregistered, I believe that if it represents a fair proportion of our people in the company we must talk to them. Patrick Levin in this evolutionary stage we are in he says.

A Macwusa spokesman indicates to the I.M. that the union may be flexible on the rehiring issue and that a possible future dispute can be avoided if Firestone genuinely does its best to rehire as many workers as possible.

Meanwhile Macwusa had discussions with Ford management this week after nearly 500 workers walked out at the company's engine plant on Tuesday in protest against the dismissal of two workers. Ford has refused to reinstate the dismissed workers but has told Macwusa

(i) Savings  $\times$  when the equal to can out will create the economy than savings will be generated by the taxes

Week	Dispy
1	100
2	100
3	120
9th	200

The expansion autonomous week will Savings 20) continue in spent again at the be in equi

will be equal capital  $C + I$  in  $Y -$  (see table)  $e$  in investment very force in  $Y$  a greater expansionary force new incomes turn absorbed.  $Y$  - (see savings)

that the action taken against them has nothing to do with their union affiliation. After the talks it was announced that the strike had been called off.

40	120
40	136
80	200

acted by the  $S$  in the second balance (and 40 any force will expansionary force when  $I = S$  real income will

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# New cars shortage critical

152  
175  
12/6/51

By LLOYD BODILL

**SOUTH AFRICAN motor manufacturers are deeply concerned about their inability to supply cars to the market — a failure which they ascribe to lack of skilled labour, labour unrest and component shortages.**

A survey conducted this week revealed that many garage showrooms around the country were in danger soon of having nothing to display.

Apart from the labour problems some manufacturers are experiencing, the industry is in the middle of the greatest boom in its history.

Car sales in May reached record levels of about 27 000 units and the demand remains "phenomenal", according to dealers.

"Everything is sold before it gets here," said the assistant managing director of Pioneer Ford in Port Elizabeth, Mr Syd Lippstreu.

Car salesmen said that the wait for those specifying colours and extras for their cars could stretch into months.

A spokesman for Ford said "Demand is outstripping supply. The shortage of component parts is holding up production. Strikes have also held up production."

Additional facilities for the training of skilled workers were being built, but it would take time for the moves on labour would help matters.

The sales manager of a garage selling General Motor's vehicles, Mr J Diederichs, said today he also had a waiting list for new cars.

"Our showroom is out of

various models which are in great demand," he said.

Volkswagen agents are also faced with near-empty showrooms as a result of the surge in demand, particularly in the luxury car bracket.

"The shortages are the result of high demand and lack of components. We are struggling to keep up at the moment, and luxury cars especially are in short supply," said Mr. Rueben Els, public affairs manager for Volkswagen in Uitenhage.

"There has been a 30% growth in the car industry in the last year. We are expanding our industry to try to keep up."

The managing director of Sigma, Mr Peter Moss, said in Pretoria that showrooms around the country were standing empty as garages waited for the latest models.

Mr Moss said production at Sigma had recovered from the recent strike, and it was the lack of parts that was holding up the supply from assembly lines.

Compounding the vehicle supply problem is the fact that Ford, General Motors, Sigma and Leyland have all experienced labour unrest which has affected production in recent months.



# Row over workers who took hot water

152  
~~152~~  
~~152~~

12/1/81 Argus

THREE Transkei contract workers claim they were sacked from a Durbanville dairy farm after an argument about a R5 fine for 'stealing' hot water to wash themselves.

The workers, Mr Alvert Njami, Mr Simon Ngxongwela and Mr Leonard Lenwisa, also claimed they worked 84 hours a week without getting a day off for about R14 a week.

They said their first shift began at 4 am to noon with a 30-minute break, and then from 3 pm to 7 pm.

## ARGUED

Now, they say the farmer refuses to pay them their full wage of R70 for May although they worked the whole month.

About R5 was deducted from their pay as a 'fine' for an alleged theft of hot water. When they argued about the deduction they

were told to leave if they wanted to make a scene.

They said they took hot water usually used to wash the milk cans. Normally, workers saved the 'dirty' hot water left over after cleaning the cans, to wash themselves.

There was only cold water in the farm's change rooms.

The dairy manager, Mr D Hunter, of Diemeisdal, Durbanville, denied that the workers had been sacked. He said they had walked off the job.

'I admit there is a problem about their pay but they must use the correct procedure. They should go to the person who drew up the contract and if he comes with them to the farm, we'll be prepared to discuss the matter,' he said.

'But they don't want to use this procedure because

they know they are in the wrong.'

About the hot water incident, Mr Hunter said 'Instead of telling us the truth that they took the hot water to wash themselves, they said they took the water to wash the cans.'

'The hot water cylinder is kept in my office and in the first place they are not allowed into my office and secondly it's not their job to wash the milk cans.'

About having penalised them R5, he said 'You tell me what other action we can take.'

He denied that the men worked 12 hours a day, saying they worked only 10 hours.

He admitted they worked Sunday to Sunday, saying their contracts

allowed for this. 'Dances don't close, they stay open every day of the year,' Mr Hunter said.

'This farm has been running for generations and we have Bantus who have been working for 27 years and coloured who have been with us even longer.'

## UNHAPPY

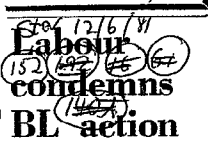
'We look after our workers, they get good wages, food, clothes, a place to sleep and even meat when it's available.'

The Argus spoke to several other contract labourers working on the farm. They said they were unhappy with the long hours of work, which they also claimed were 12 hours a day for seven days a week with no off days.

Their living conditions were primitive and in most cases the mattresses were made of old sacks and straw.



TRANSKEI contract workers Mr Alvert Njami, Mr Leonard Lenwisa and Mr Simon Ngxongwela, claim they were sacked for 'stealing' hot water to wash themselves.



2. cont.....

- (1) Plot this demand curve on graph paper.
- (2) Now suppose the "crop" amount is 70 million and the gross value of the scheduled abundance is 100 million.
- (3) Calculate the total gross value for each of the ten years, and then the average annual gross value.
- (4) Construct a demand curve for each of the ten years. (It will be a straight line from the origin to the point (10, 100).)
- (5) From the demand curve, find the price on the market for each year. From these annual prices, find the total output which would have been produced if the government had not intervened.
- (6) Draw up a schedule showing the amount the government would have to buy or sell in each year to stabilize the price of the crop at 50.

**The Star Bureau**

LONDON — The Labour Party has joined those protesting against the treatment of striking black Leyland workers in South Africa.

"The Labour Party condemns the action of the British Leyland management in summarily dismissing the workforce at its South African plant," said the party general secretary, Mr Ron Hayward, in a statement yesterday.

"We are horrified that the Leyland management are compounding their action by now attempting to break the strike by employing scab labour.

"It is intolerable that a company almost wholly owned by the British Government, through the National Enterprise Board, should behave in this manner.

"The Labour Party adds its voice to the protest of the international labour movement."

as possible, preferably using successive years the annual demand curve. Calculate and tabulate the gross value of each of the ten years.

value of the crop over the ten years. How much would yield this value.

price would have to be received in each year to make the total output the same as the demand curve's total output.

amount which must be offered in each year to make the total output the same as the demand curve's total output.

the government would have to buy or sell in each year to stabilize the price of the crop at 50. Would the answer mean that the government would have to buy or sell in each year to stabilize the price of the crop at 50?

\* \* \* \* \*



C. Herald 13/6/81  
**Strikers** (152)  
gain (186) (122A)  
(11A)

## support

SEVERAL organisations are openly supporting the call to boycott Wilson-Rowntree products following a strike in East London.

A statement issued by the organisations reads: 'We support the strike and the demands of the workers in East London for democratic representations and the end to management victimisation of workers.'

Those who have shown support include the Cape Town Municipal Workers' Association, Social Service Workers' Association, General Workers Union, Food and Canning Workers Union and the Media Workers' Association of South Africa.

The youth movements of Manenberg, Lansdowne, Belhar, Mitchells Plain, Bonteheuwel and Kensington, the Thornhill Residents Association as well as the Students Inter-regional Council, the Student Regional of Langa, Nyanga and Guguletu, the Wages Commission of the University of Cape Town, the Ravensmead Students Organisation and the Western Province Senior Schools Sports Union has also lent support.

In addition, the South African Cricket Board, at its annual general meeting in Cape Town last week, decided not only to instruct its members to boycott Wilson-Rowntree products but to refuse to stock these products at tuckshops operating at facilities used by the organisation.

Angus 17/6/68 (15)  
**LABOUR HITS AT LEYLAND**  
 Argus Bureau  
 LONDON — The Labour Party has joined the protest against the treatment of striking black Leyland workers in South Africa.  
 "The Labour Party condemns the action of the British Leyland management in summarily dismissing the workforce at its South African plant," said the party general secretary, Mr Ron Hayward, in a statement.

\* \* \* \* \*

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years. If the demand curve scheduled above was the demand curve of each of the ten years. Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (3) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (4) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (5) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

# Workers at Ford plant go back

Post Reporter

BLACK workers reported for work today at Ford's Struandale assembly plant after a four-week stoppage.

There were no incidents as the 900 workers clocked in. Ford's director of industrial relations, Fred Ferreira, said all the workers had turned up and everything was running smoothly.

The Struandale plant was scheduled to begin production last Thursday but the re-opening was postponed after workers at the engine plant walked out for two days last week.

The engine-plant workers feared the management was training coloureds with a view to phasing out black workers. After discussions between management and the Motor and Component Workers Union of South Africa (Macwusa), workers returned to the engine plant on Thursday.

The date for the re-opening of the Neave assembly plant will be decided by Ford's management today.

# Call to unions to help support strikers

**THE Chemical Workers' Industrial Union (CWIU) yesterday made an appeal to other Fosatu-affiliated unions to give material support to the Colgate and Palmolive workers in the event of a strike.**

The appeal was made at a shop stewards' council meeting held in Benoni yesterday.

About 150 shop stewards from six other unions attended.

The other aim of the meeting was to ask the shop stewards to spread the Colgate-Palmolive product boycott throughout the country.

Three weeks ago Fosatu called for a country-wide boycott of products of the multi-national Colgate-

Palmolive

The boycott was called out in support of CWIU which is on the brink of a legal strike at the firm's Boksburg plant in a bid to gain full recognition by the company.

A few weeks ago, official conciliation board hearings aimed at settling the dispute at Colgate, ended in deadlock and opened the way to a strike ballot by the union.

The union declared a former dispute with the firm earlier this year in a bid to gain full recognition, including the right to bargain at plant level on wages and working conditions.

If the workers do eventually go on strike, which will start by the end of next week, it will be the first legal strike by a black union since the introduction of the government's new labour dispensation and only the second by black workers in South Africa's labour history.

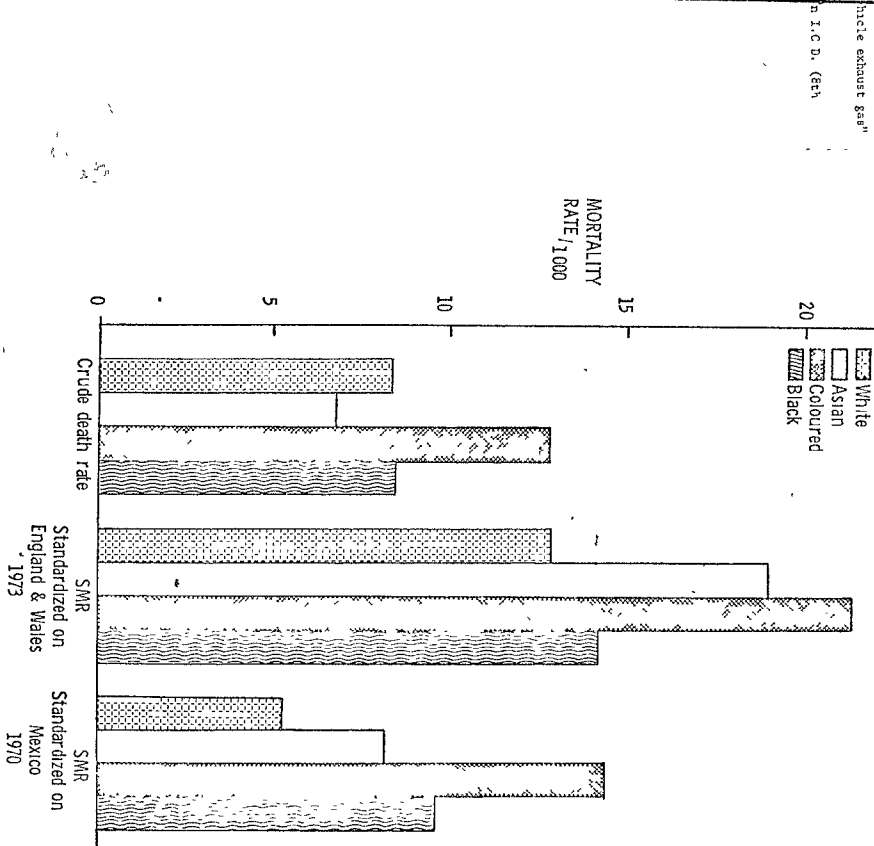


Fig 1. Crude Death Rate and Standardized Mortality Rates for Whites, Asians and Coloureds 1974

The growth of bureaucracy is inevitable. It has a tendency to destroy local initiative to vitality and would appear to make

# Colgate row workers back boycott call

drug costs more

11/10/68  
1933  
152

By STEVEN FRIEDMAN  
Labour Reporter

THE labour dispute at Colgate-Palmolive escalated yesterday when worker representatives from about 15 East Rand factories pledged their support for a boycott of the company's products.

At a meeting in Benoni yesterday, about 80 shop stewards and other workers in unions affiliated to the Federation of South African Trade Unions (Fosatu) pledged to distribute literature backing the boycott among workers in factories and on buses and to urge their colleagues not to buy Colgate products.

Similar meetings were held yesterday in Vereeniging and Johannesburg and Fosatu is hoping to enforce a nation-wide boycott.

Indications are that the Colgate boycott is becoming a rallying-point among Fosatu-affiliated unions in a range of factories on the East Rand

A legal strike ballot, the first by a predominantly black union, is being held at Colgate's Boksburg plant. The result will be known later in the week.

Colgate has agreed to recognise Fosatu's Chemical Industrial Workers Union (CIWU), but says it will not bargain with the union on pay and work conditions. It says this bargaining must take place at an official industrial council.

The CIWU rejects this. It says most Colgate workers are not covered by a council and that workers want direct wage bargaining with the company.

An official conciliation board failed to resolve the dispute and, if the union wins the strike ballot, workers can strike legally from June 20.

It is understood, however, that talks between the company and the union are taking place in a bid to avert the strike.

At yesterday's meeting in Benoni, worker representatives

from other factories agreed to actively support a consumer boycott against Colgate called by the union and backed by Fosatu.

Speakers said the Colgate dispute was 'the struggle of all workers'.

'If Colgate workers win, we all win. If they lose we all lose,' a speaker from one factory said.

Several speakers were critical of the industrial council system which, they claimed, was of little help to workers.

Speakers accused Colgate of violating the Rev Leon Sullivan's labour code for American companies operating here and of not fulfilling promises to end discrimination in the plant.

Colgate spokesmen were not available yesterday, but the company has insisted throughout the dispute that conditions within its plant are not discriminatory and that it adheres to the Sullivan code.

There is no doubt that a major factor in determining a country's expenditure on drugs as the promotional activity of pharmaceutical companies. While a total banning of promotion of drugs within a hospital may be counterproductive, it is essential that such promotion be channelled at the senior level.

A change in attitudes to prescribing requires changes in Medical Student training and the training of clinical pharmacologists. Text books should emphasise the cost effectiveness in therapy, and where alternative forms of treatment for a particular patient are likely to be equally effective, the relative costs should be taken into account. More attention must also be given to the problem of adverse drug reactions.

Doctors must be made aware of the fact that we might have reached the expensive end of the exponential growth curve, where enormous expenditure may only bring a small benefit to the patient.

### EDUCATION OF THE PATIENT

Poor patient compliance is a universal problem. Even in the best ordered and well motivated society it is unusual to have a compliance rate of over 50%. Unfortunately there are no consistent factors such as sex, social class or education which make the poor compliers readily identifiable.

For effective motivation to comply, time is needed and this is usually the least available factor in a busy large hospital. The Doctor has a limited time for each patient and the older the patient is the less likely is the patient to understand or remember his instructions. The pharmacist likewise has little time to ensure that the patient has fully understood the instructions regarding his medication. Greater communication is essential. A more logical prescribing pattern and avoiding non essential therapy can in some measure ease the problem of communication. Poster campaigns have been found to be singularly unsuccessful in that they are so easily forgotten once the patient has left the hospital environment.

### ADMINISTRATIVE RESTRICTIONS ON A MORE EMPIRICAL BASIS

The problems arising from such a step has already been alluded to. This can only be regarded as a desperate measure in the face of inadequate resources.

# More support for boycott of Colgate

By STEVEN FRIEDMAN  
Labour Reporter

WORKERS at "15 to 20" factories in the Germiston area have endorsed the boycott of Colgate-Palmolive products and agreed to support it actively, a spokesman for the Federation of South African Trade Unions (Fosatu) said yesterday.

On Sunday, representatives of about 15 other East Rand factories took a similar decision at a meeting in Benoni. The spokesman added that Fosatu was also appealing to teaching, nursing and taxi owners' associations to support the boycott.

He said the issue had also been discussed at a meeting of the Azanian Peoples' Organisation on the East Rand.

Colgate is involved in a union recognition dispute with Fosatu's Chemical Industrial Workers' Union (CIWU). The company says it will recognise the union, but that wage and working condition negotiations must take place through an official industrial council.

The CIWU rejects this and charges the company with refusing to negotiate on these issues.

The union and Fosatu have called for a nation-wide summer boycott against Colgate and it appears the boycott is gathering momentum in the Witwatersrand area.

The CIWU might also call a legal strike on the issue if a strike ballot currently being held at the plant produces a "yes" vote.

Talks between the two parties have taken place in an attempt to end the dispute.

Handwritten notes and signatures: "12", "rpm", "12/6/81", and a signature.

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DISEASES OF THE CIRCULATORY SYSTEM

VII

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1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	2,75	4,44	34,76	10,20	30,33	9,25	4,61	5,01
65	42,19	32,83	55,30	47,72	43,12	40,90	13,55	14,21
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# 500 out on strike — but trade union does not approve.

By LLOYD BODILL and  
BRIAN POTTINGER

ABOUT 500 timber workers in Port Elizabeth launched a wild-cat strike today in a demand for higher wages. Some workers said the stoppage was timed to coincide with the fifth anniversary of the Soweto riots.

The strike has been condemned by the union to which the strikers say they belong.

Company management representatives met the strike leaders and were not available for comment.

The strikers — from Federated Timbers in Paterson Road, North End, and the company's Deal Party mill — gathered at 8am outside the front gates of the Paterson Road headquarters of the company.

The main demand was for R1.65 an hour — triple the amount many of the workers are earning.

Workers interviewed were adamant they would not return to work before this demand was met.

One worker said he was earning 45c an hour after three years with the company. Another said he was earning 76c an hour after 10 years' service.

"We are not trying to be criminals. We went on strike because the cost of living is shooting beyond our reach," they said.

Major Gerrrie van Rooyen, police liaison officer, said the strikers were behaving peacefully and police did not expect any trouble.

The strikers said they were members of the General Workers Union of South Africa — an unregistered union closely allied with the Motor Assembly and Components Workers Union.

"We are all leaders and have just chosen workers to represent us in talks with management," one worker said.

But a union spokesman, Mr Siphio Pityana, said the strike action did not have the approval of the union.

We have a serious problem

with workers who are not clear about the operation of trade unionism. They see the best way of acting as to go out on strike even before demands are made to management."

He confirmed that the union had been organising among the workers preparatory, to approaching management for recognition, but said that many workers did not understand the procedure.

He hoped management would not deal harshly with the workers as their actions were the result of ignorance. Because some of the men had signed membership forms the union would be obliged to act on their behalf in dealings with management.

He criticised the Fosatu group of unions, to which many of the workers had belonged, as being responsible for the lack of union awareness.

"We have not had the time to educate the workers in trade unionism. We are under pressure all the time," he said.

152  
129  
121

# Some stay away but business as usual

16/6/81  
Argus  
(152)  
3/1  
1/8  
1/8  
1/8

## Staff Reporters

CAPE TOWN construction companies were hit to a limited extent by a stayaway of labourers today, the anniversary of the 1976 Soweto riots.

Industry and commerce in general were unaffected but some small businesses have been hard hit in cases where none of their staff arrived.

This trend has been repeated in other major centres like Johannesburg, Pietermaritzburg and Durban.

Transport spokesmen said there were fewer passengers on rail and road systems.

Major construction firms reported that the stay-away had affected their contracts. A spokesman for Murray and Roberts Building said most migrant workers had not reported for work and an LTA construction spokesman said work was still going on but at a reduced rate.

### Guarded

The Divisional Commissioner of Police in the Western Cape, Brigadier Daniel Nothnagel, said he had received no reports of violence in the Peninsula.

In the Peninsula, although hundreds of workers obeyed the stay-away call, thousands went to work as usual.

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Rodesia since	1960-1970
17 Groenewald, So	1960-1970
18 Verdere Toelichting met 'n Steekproef van Stud	1960-1970
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Southern Africa.	1960-1970

(Continued on Page 3 col 1)

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(Continued from Page 1)  
drivers had turned up for work, but added that buses on normal schedules were carrying 'noticeably' reduced loads

Buses on contract trips from the black townships had travelled virtually 'empty' he said

Most businesses in townships throughout the Peninsula were closed

In some areas not a single shop was open. These included Athlone, Langa, Guguletu, Crossroads, Nyanga, Lansdowne Road and Hanover Park

Some businesses were open in Bishop Lavis, Edies River and Retreat while in Grassy Park only the bottle store and a few

## Business as usual

isolated shops remained closed.

Police generally maintained a low profile and were not in evidence other than at selected railway stations. A police sergeant in a van outside the main Mitchell's Plain station estimated that more than three-quarters of the normal number of commuters had boarded trains by 7.30 am

Buses filled to capacity, passed queues of workers at bus stops along Wel-

vedren Road, Hatt Road and Lansdowne Road

There were two police vans at the Kalksteentfontein Station, but the policemen reported everything normal and no incidents

Spokesmen for major employers in the clothing, textile, and food processing industries said work was proceeding normally today

Dairies and bakeries completed their rounds as usual, spokesmen said and supermarkets reported normal staff turnout

Conflicting reports on the extent of the stayaway there have emerged, with companies reporting negligible absenteeism

However, a spokesman for Putco said passengers

capacity from Soweto was down by 50 percent this morning

According to reports from Soweto, scores of residents did not report for work today while many more slept in the city for fear of intimidation.

### TRAINS

Commemorative services are being held in Soweto and Lenasia

The South African Railways reported their trains were running to schedule and a spokesman said commuter traffic appeared normal

The stayaway in the Pinville and Klipspruit area was estimated to be 60 percent with few commuters using trains at peak hour

One bus was stoned in Soweto today outside the Morris Isaacson School in central Western Jabavu and five windows were shattered

Another Putco bus was stoned at Eldorado Park outside Johannesburg while, last night, a petrol bomb was thrown through a window of the Etiko High School in Sebokeng in the Vaal Triangle causing extensive damage

Also in Sebokeng last night, two buses from the Vaal Transport Company were petrol bombed causing thousands of rands damage

The buses were fully loaded and passengers had to escape through emergency exits and windows. No one was injured

### STONED

A truck was stoned and hijacked in the coloured township of Coronationville, near Johannesburg

A policemen said the driver and crew of the truck ran away when the crowd in the township began stoning them. The vehicle was later found abandoned

Petrol bombs were hurled through the windows of two buses in Sebokeng township near Vereeniging last night, causing passengers to flee through the windows and emergency exits

A police spokesman said a petrol bomb was also thrown through a school window in the township but caused little damage.

Earlier in the day two buses were stoned and set alight in the neighbouring township of Ivatou. Nobody was hurt.

It is reported from Durban that unsuccessful attempts were made to set fire to three offices there today.

For each of the outputs in the demand schedule, find the gross value of the crop in each year and plot this schedule on the same graph. (It will be a curve of unit elasticity.)

- (5) From the demand curve find the total amount of the crop that can be sold on the market in order to fetch the price of 100. From these amounts make a schedule showing how much the farmer would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the farmer would have to buy or sell in each of the ten successive years if the government have to sell a total quantity of 100 in each year. Does the stabilization of the gross value of a crop

\* \* \* \* \*

# 160 workers at PE timber factory lose jobs after strike

17/6/81  
EP

By SANDRA SMITH

ABOUT 160 workers at Federated Timbers who stopped work yesterday in support of their demand for higher wages, have been dismissed

The regional manager of Federated Timbers, Mr T Botha, said today the workers "had indicated that they had dismissed themselves by leaving the premises yesterday"

Only about 160 workers were involved, not 500 as was stated yesterday

He said the striking workers, who represented a third of the black work force at the timber yard, would be paid out today

He also confirmed that worker representatives had met with management to discuss an increase in weekly wages, and that during the discussions a complete work stoppage occurred

The workers gathered outside the timber yard today, after which they held a meet-

ing at the Holy Spirit Hall, Kwazakete

A spokesman for the workers said before the meeting that they would continue to report to work until they were reinstated at the new minimum wage demanded

At a meeting with the Federated Timbers management yesterday, worker representatives demanded a minimum wage of R1.65 an hour

The workers said that their walkout yesterday was not connected with the anniversary of June 16, and the fact that it fell on that day was coincidental

A spokesman for the General Workers Union of South Africa (Gwusa), which is not recognised by Federated Timbers, said the union would meet with the workers at the Holy Spirit Hall today to establish what their grievances were, after which they would arrange to meet the company's management

Mr Botha said that workers'

wages had been increased this year in accordance with Industrial Council agreements which set the minimum wage at 85c an hour

"With this minimum wage laid down, it is not correct to say that the workers' demand for R1.65 is triple the amount many are being paid (as was claimed by workers yesterday)," he said

The company had budgeted for increases of between 20 and 30%, depending on the job grade, for later in the year. This would be on the Paterson system, with all jobs being graded and employees rewarded "on a non-discriminatory basis"

Workers had been told that their demand for a 100% increase in the minimum wage rate was excessive

If, he said, they were not prepared to wait for the promised increases the company "would have no objection to them seeking alternative employment!"

economically active members of the outmigrant groups were employed in the modern sector of the South African economy, as much as 20 per cent of the Africans who are economically active but not employed in agriculture either themselves originated in the capitalist agricultural sector or are first generation descendants of men who left the sector within the nineteen year period 1951-1970.

Capitalist Agriculture and the Labour Supply of the Capitalist Sector

There is no doubt that capitalist agriculture has been a very significant source of supply of labour as far as the rest of the capitalist sector is concerned despite the fact that there is little evidence of any substantial economic transformation taking place within the sector itself to date. Between the years 1936 and 1971 the sector has provided 24 per cent of the white labour force, 33 per cent of the coloured labour force, 41 per cent of the Asian labour force and 20 per cent of the African labour force employed in the non-agricultural capitalist sector in 1970.

17 197

# No sign union strikers will be freed

By STEVEN FRIEDMAN  
Labour Reporter

THE chairman and three other members of the union whose members were involved in the Port Elizabeth sympathy strikes end their 14-day detention period under the General Law Amendment Act today

But there is still no sign the men will be released, and union sources last night expressed fears that their detention could be renewed.

The chairman of the Motor Assembly and Components Workers' Union of South Africa, Mr Dumile Makanda, and three other Macwusa members were arrested in Transkei for allegedly entering the territory without travel documents

They were then turned over to South African Police who are holding them under the General Law Amendment Act

Section 22 provides for a maximum of 14 days' detention without trial in their case, this ends today

But Macwusa's organising secretary, Mr Government Zini, said last night that Mr Makanda's relatives had received no indication of when he would be released.

"The police told the Press they would be held for only a few days because the detentions had nothing to do with the strikes. But they are still being held and their relatives have been told to bring them food again today," he said.

He added "We are worried their detention could be continued by transferring them to Section 10 of the Internal Security Act or some other security law"

Two trade unionists, Mr Sisa Njikalana of the SA Allied Workers' Union and Mr Joseph Mavi of the Black Municipality Workers' Union, were recently redetained under Section 10 after being held for two weeks under Section 22

The 33 Wilson-Rowntree workers held by the Ciskeian Intelligence Service in a swoop last week are still in detention

Brigadier Charles Sebe, secretary of the CIS, said at the time of their detention that they would appear in court this week charged with holding an "illegal meeting"

Their detention brought to 57 the number of unionists being held by the Ciskeian authorities. Most are Wilson-Rowntree workers fired last year after a strike

C. Herald 12/6/81

# It's Nonsense, Say Leyland Strikers

ONE of the striking Leyland workers says that it is nonsense to suggest that the strikers are doing so badly that about 30, mostly women, have already been hired.

Mr J Dumpley, who has 25 years' service with the firm and who is also vice-president of the union representing the dismissed strikers, said at a meeting on Sunday that the strikers had replaced the dismissed workers were not as skilled as those now out of work.

"In fact we have heard that those now doing our jobs are doing so badly that about 30, mostly women, have already been hired."

How can Leyland claim, therefore that it is back to full production? If it is absurd, Mr Dumpley said, Leyland has placed large advertisements in several newspapers thanking the public for its support to the strikers' recent recruitment drive.

The company has hired 2,000 of its workers who went on strike more than a month ago in demand of higher wages.

### DISPUTED

Leyland's claim has also been disputed by Mr Joe Foster, the secretary of the National Union of Motor Assemblers and Body Workers of South Africa to which the strikers belong. "Many undertakers for the intelligence of the community," he said.

He, as Leyland claims, is fully staffed, and back to full production, why does it continue its recruitment campaign?

At the Strand meeting on Sunday a support committee was formed. Support committees have also been established in Cape Town and Macassar following solidarity expressed by trade unions, community organisations, educational institutions and other groups.

The Strand support committee can be contacted through one of its members, Mrs Yasmina Osman at (024) 34225, or 33851.

Speakers at the Strand meeting also expressed indignation at the recent salary increase given to the Chairman of British Leyland (owners of Leyland, South Africa), Sir Michael Edwards whose salary is now R160,000 a year.

Meanwhile, the powerful British trade union, the Transport and General Workers Union, has sent a telegram to the Leyland workers expressing its solidarity.

The text of the telegram is: "We express total support for wage demands and unconditional reinstatement of every fellow worker at Leyland and will fight for maximum possible backing and strike solidarity action."

# 160 timber plant strikers lose their jobs

**Argus Bureau**  
**PORT ELIZABETH** — The 160 workers who walked out yesterday at the Federated Timbers plant here lost their jobs, a company spokesman said today.

The managing director of the company, Mr T Botha, said workers gathered at the plant gates for the second successive day today.

They had been told that management rejected their pay demands and that if they did not return to work today they would be regarded as having terminated their services.

He said arrangements had been made so they could be paid out today.

He said the number of workers who had walked out was not 500 as initially reported, but 160. They were the black

labour force of the plant — one-third of all the workers.

The workers on strike, all said to be members of the General Workers Union (GWUSA) are demanding a R1 65 an hour minimum wage.

A GWUSA organiser, Mr Sipho Pityana, was trying to arrange a meeting of the workers and the union in New Brighton today to establish their

position and to decide on further action.

The union had not yet made official contact with management.

GWUSA is an offshoot of the Motor Assembly and Component Workers Union — a new union which started at Ford and which has mushroomed in recent months. Its members recently staged a strike of 3 500 workers in the motor industry here.

\* \* \* \* \*

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of the years, if the demand curve scheduled above was the demand curve of each of the ten years.
- (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

2. conf.....

# Jockeys

# in shock strike STIPES RECOMMEND R400 FINES

Three of the jockeys who face a R400 fine: Basil Marcus, Robbie Sham and Paul Gadsby

152 R S 17/6/81

ELEVEN of South Africa's top jockeys "went on strike" at Scottsville in Pietermaritzburg yesterday, refusing to ride in the last race because of the heavy going. At least six of them face fines of R400 each.

The jockeys who refused to ride in the ninth race — the final leg of the jackpot — included South African champion Michael Roberts, Robbie Sham, Basil Marcus, Bertie Hayden and Freddie Macaskill.

The Pietermaritzburg Turf Club tried to recruit apprentice jockeys to take the place of the strikers, but when that fell through, the meeting was abandoned.

The jackpot was paid out on the first three legs and the place accumulator on the third of the eighth races.

## Tribune

## Reporter

Jockeys to appear before the board on Tuesday are: Michael Roberts, Bertie Hayden, Alec Clegg, Billy Harvey and Transvaler Freddie Macaskill.

The stipendiary stewards' recommendations will be passed on to the Natal Jockeys Club. The jockeys have the right to appeal the club's decision against the fines.

(A) (B)

17/6/81

The racing public was divided in its reaction to the jockeys' action. But many people were angry that the meeting was abandoned, saying they had seen racing in far worse conditions than those yesterday.

Mr Walter Lewis, the acting chairman of the Natal Board of Stipendiary Stewards, confirmed last night that an inquiry was held into why jockeys refused to ride in the ninth race.

He said that certain jockeys had been recommended for fines of R400. The inquiry into the other jockeys would continue on Tuesday. According to the stipendiary stewards report, the names of the jockeys recommended for the R400 fines are: Robbie Sham, Denis Bosch, Paul Gadsby, Basil Marcus, Marc Sutherland and Eric Chapman. (They were fined under rule 29 (9) of the Jockey Club).

the Protea Club Turf Club, Gavin Brown, said no rain fell on the course on Friday night.

"It started drizzling about 6am and by 11.30am, only 0.7 mm had been recorded.

"There was intermittent light rain most of the day and for only one short period did it rain reasonably hard," said Mr Brown.

"We inspected the course before the start of the eighth race and decided it was safe."

Shortly before the start of the eighth race, the Natal Oaks, jockeys first refused to ride. They agreed to continue when Bertie Hayden inspected the course with the stipendiary stewards who found it "raceable".

The jockeys' main complaint was that the course was very slippery on the bends.

They had expressed unhappiness earlier in the day.

A jockey who asked to be unnamed said: "Several of us were surprised that the meeting was held at all as it was raining steadily all morning."

"It is easy for people in the stands to say we should have ridden, but the going on the bends was dangerous."

"We rode an eight races soaked through with mud and rain in most of them. I wonder if the protesters would be so adamant in their views if a jockey had fallen and been seriously injured."

A racing official had a different view. "Our jockeys are spoilt and weakly disciplined. They need much stronger handling."

# Church chaos as police move in

14/5/70  
M (S) 1-20m

- Six coloured senior secondary schools in the Johannesburg area were deserted as pupils staged a boycott to commemorate June 16
- Indian schools in Lenasia were boycotted and almost all the shops in the township were closed — but the situation in the area was reported quiet
- In the Western Coloured Townships, a small group of youths stoned a delivery van and hijacked it when the occupants jumped out — but later abandoned it as police arrived on the scene, a police spokesman said.
- In George, Cape, examinations were cancelled for the day at a coloured high school,

and he had received no reports of violence in the Peninsula

Most businesses in townships in the Peninsula were closed

Police generally maintained a low profile

A bottle containing inflammable liquid was tossed into the principal's office at the Sacti College in Durban but damage was slight

Police reported that 100 of the 300 pupils at the Harding coloured high school in Natal boycotted exams

In Port Elizabeth, a strike a partial stayaway at coloured schools and a three-hour closure of shops in townships marked a quiet observance of the anniversary

Throughout the day buses ran unchecked and the flow of commuters appeared normal

Meetings and commemorative services in Port Elizabeth were cut by a 48 hour banning order issued by the Chief Magistrate Mr I A Coetzee which ends at 4pm today

Meanwhile it was learnt that petrol bombs were hurled through the windows of two buses in Sebokeng township near Vereeniging on Monday night, causing passengers to flee through the windows and emergency exits

Earlier two buses were stoned and set alight in the neighbouring township of Evaton

The Divisional Commissioner of Police in the Western Cape, Brigadier Daniel Nofinagel,



Za Ge Ts Br Or H De N M

SOWETAN, Wednesday, June 17, 1964 Page 1

# Timber workers on strike

ABOUT 500 workers at the Federated Timbers factory in Port Elizabeth went on strike yesterday for better wages. Workers' spokesmen said their action was organised to coincide with the commemoration of the 1976 riots. Crowds of workers gathered outside in the street at 8 am - the firm's starting time. Many were singing and chanting. Most of the strikers said to be members of the General Workers' Union of South Africa (Gwusa) - are from the factory's timber mill in Deal Party Industrial Township. Spokesmen said they would not return to work until their demands of a minimum of R1,65 an hour wages was met. The managing director of the company, Mr T Botha, confirmed there had been a walk-out by workers demanding increased wages, but he described the incident as a "storm in a teacup". He said production was not affected and negotiations between management and workers were taking place. He would not elaborate.

Namibia (Landwirtschaftszensus 1970/1  
Quelle: Eigene Erhebung 1972/3

Haus- arbeiter	(%)	Haus- Gesamt	(%)
257	1.2	6.0	100
909	24.1	21.2	100
754	21.5	17.6	100
377	4.6	8.8	100
1101	23.5	25.7	100
729	19.8	17.0	100
154	5.2	3.6	100
344	8.0	100	100
4,286	100	100	100

und ethnische Gruppen

# 1 000 U'hage workers still on strike today

By BILL GARDINER and SANDRA SMITH

ABOUT 1 000 workers at Dorbyl Automotive Products in Uitenhage stayed out today on the second day of the strike at the motor component firm

Last-minute negotiations between union officials and management failed to resolve the pay dispute

Workers yesterday walked out at the two Dorbyl plants over minimum pay demands

Officials of the National Union of Motor Assembly and Rubber Workers (Numarw) — which is affiliated to the 50 000 strong Federation of South African Trade Unions (Fosatu) — have been negotiating for a minimum wage level of R2, an hour with management since April

But the company has stood firm on its offer of R1,36 an hour recommended by the Industrial Council for the Engineering Industry

Dorbyl employees, who are at present being paid minimum wages of R1,13 an hour, have rejected the Industrial Council pay offer

About 400 workers gathered outside the factory gates early today while union shop stewards met with management officials They were later joined by the Numarw local organiser, Mr Edwin Maepe

In an interview, Mr Maepe said little had been resolved at this morning's talks Management had called on workers to return today or

face dismissal, but were prepared to resume pay talks on July 2, Mr Maepe said

Management warned union officials that workers who failed to return to work would be dismissed and the firm would start recruiting a new work force from tomorrow

Mr Maepe said he was disappointed by the outcome of today's talks He had expected some form of compromise to be reached

The outcome of the talks would be referred to workers at a meeting later today

Management could not be reached for comment today

Meanwhile, a total of about 200 dismissed workers at Federated Timbers in Port Elizabeth, who downed tools on Tuesday in a pay dispute, elected a 10-member committee yesterday to negotiate with management

A spokesman for the Port Elizabeth-based General Workers of South Africa (Gwusa), representing the dismissed workers, said the union had arranged to meet management later today

At last night's meeting workers re-affirmed their demands for a minimum wage of R1,65 an hour and criticised the company's liaison committee system The regional manager of Federated Timbers, Mr T Botha, said today about 35 workers had since been recruited He said dismissed workers would be re-employed if their positions were still vacant

CT 8/6/41

# Leyland: Union to go to court

Staff Reporter

THE union representing striking Leyland workers plans to apply for a court order instructing the management to reinstate workers dismissed after a wage dispute five weeks ago.

Mr Joe Foster, secretary of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), told about 500 striking workers in Bellville yesterday that the Leyland management had not followed agreed procedure when they dismissed the workers.

In terms of a disciplinary agreement between the management and the union, a worker had to sign a disciplinary form before being informed of action to be taken against him.

About 1 900 workers went on strike at the two motor plants five weeks ago in demand of a 25-cent increase instead of the nine-cent increase offered by the company.

# 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 Elsies 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 nearer 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

Preliminary draft: Not to be quoted without the permission of the author.

- 1 -

#### MEDICARE IN A "COLOURED" TOWNSHIP - THE PATIENT'S VIEW

##### Introduction

Ocean View came into being in 1968 to accommodate the 10,000 coloured people living in the area north of a line between Kalk Bay and Charman's Peak on the Cape Peninsula. At that time the coloured people lived in three distinctly different sorts of community. The largest concentration, at least half the total coloured population, lived in or very near Simon's Town. They were English speaking for the most part, the men worked in the naval dockyard or fished, the women were largely engaged in domestic work and the town, despite its cleavages on the basis of class, colour and religion, perceived itself as an integrated and friendly whole. A little distance from the town were two substantial and a few tiny settlements of coloured people living in poorer, if less crowded accommodation, rather close to nature. Simon's Town and Fish Hoek provided employment for most of the men, but people also fed themselves by growing vegetables, keeping small stock and raising pigs. These natural resources of the veld for Frensdorf, which is flowered and herbs. These communities were also predominantly English speaking and affiliated to the "English" churches (Anglican, Methodist, Roman Catholic) or to Islam. On the western side of the area had been an Afrikaans speaking rural community. Fish Hoek and Noordport, both of which were small, were also affiliated with a small community of coloured workers. After 1945, both by natural growth and by immigration from impoverished and overcrowded areas elsewhere, the population grew into two large shanty areas, occupying farms at Bassenberg and Sunnysdale. Most of the men and women worked in Fish Hoek, although some worked on the diminishing number of active farms and in the growing agro-businesses (battery chicken and milk farms). Most were Afrikaans speaking, affiliated to Afrikaans churches (N.G.S.K. or Apostolic) and very poor. Simon's Town was served by some well established private doctors, by its own hospital and by the district surgeon who was resident in the town. In the rosy glow of hindsight, it is still burning resentment that they were forced to leave their homes a decade ago, the former resident, or Simon's Town recall their hospital as being a good one, well served by kindly staff, well equipped professional staff. Their memories of the doctor and staff are similar - "Dr. Alpha always had time to talk and explain - more of a friend than a doctor. He would greet you in the street. It had a clinic served by a dedicated hospital health nurse, a mid-wife who was kept very busy and doctors who would come from Fish Hoek and Simon's Town to treat its sick. But the journey to a doctor was not easy, nor was a hospital close at hand until the new False Bay Hospital was built at Fish Hoek and the Simon's Town Hospital closed. Whatever advantages of economy, privacy and space the former residents of the peri-urban shanties recall, and they recall many, most found the medical facilities inadequate or difficult of access despite their high regard for those who provided them.

2/.....

- 2 -

This background is important if we are to understand the nature of medicare facilities available to the people, and the direction of the people towards them. Medicare is a set of resources defined by its function, which is to maintain and restore the health of the community, the individuals in the community deriving health in these common terms, for the most part. As such the expectations of the skills existing within the community, are vital components. And the level of Ocean View brought with them a fund of folk wisdom, learned from their parents and their peers, and a set of expectations about the behaviour of doctors and the operation of hospitals, as well as ideas about normal levels of discomfort to be tolerated and normal levels of well-being appropriate to different age groups.

This paper treats medicare as a set of resources to be drawn upon by members of the community in exchange for some other valued element - time, money, humiliation, or discomfort additional to that which must, in any case, be in the

Argus Bureau  
PORT ELIZABETH  
Representatives of trade unions were to have urgent meetings with the managements of three strike-hit manufacturing plants in Port Elizabeth and Uitenhage today, where about 1 200 workers are on strike

However, quick settlements seemed out of the question as the two companies involved - Federated Timbers in Port Elizabeth and Dorbyl Automotive Products in Uitenhage - have rejected workers' pay demands which are the centre of the issues.

In fact, at Federated Timbers, the whole black management of 200 have been dismissed since their walkout on Tuesday.

The managing director of that company, Mr. T. Botha, said today that the company had been employing new workers since yesterday. The new ones taken on are mostly

# PE strikers in talks today

Argus 8/6/81

coloured as they are the ones now turning up to seek employment

The strikers were regarded as having terminated their own services. They could come and collect their pay anytime.

Mr. Botha said he was to meet with a delegation of ten members of the General Workers' Union (Gwusu) today. He was prepared to have discussions, but as far as he was concerned negotiations were finished. He was obviously referring to earlier negotiations with the workers' liaison committee

## EXCESSIVE

The striking workers are all said to be members of GWUSA. They are demanding minimum pay of R1 65 an hour saying they earn 80 cents an hour at the moment. These demands have been described as excessive by the company, which also said the workers were to get 20 to 30 percent increases later this year.

referring to any minor ailment. Those who take note of their every ache soon find that the aches multiply. Jerome 1903. "Ch 1) So one should ignore little aches and pains. "Avoid draughts, have plenty of sleep and plenty of sorts of food," was another bit of advice which people had their own well established garden as well as this peri-urban shanty settlements), not too much freshly ground maize, not too "strong" i.e. heavily spiced, food is the consensus of the popular recipe for good health. Exercise, whether in the form of hard work, as recommended by a lady who had had at least five children under the age of ten living with her for all of the past twenty years, or in a more congenial form, was also recommended. The longevity of "the old folk" meaning both those still alive and those who had lived in the past, was ascribed to the physical toughness of their lives and the absence of vehicles to carry them about. One old man ascribed his failing health to the fact that

3/.....

152  
129  
114  
117

\* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas"  
 is a code used in South Africa which does not appear in I.C.D. (8th  
 revision). See reference 13.

# 11 fired after mourning

ELEVEN workers, the entire black work-force at the Standard Press in Johannesburg, were yesterday dismissed for not reporting to work on Tuesday, as a result of a stay away call to mark the June 16, 1976 anniversary.

A spokesman for the dismissed workers, seven men and four women, said last week pamphlets were distributed in the townships calling on people not to go to work on Tuesday. One of these pamphlets was given to our manager by an employee.

On Tuesday we all stayed at home and came to work yesterday," he said.

The spokesman said that when they reported for duty yesterday they were given one week's notice. They were fired for having stayed away on Tuesday.

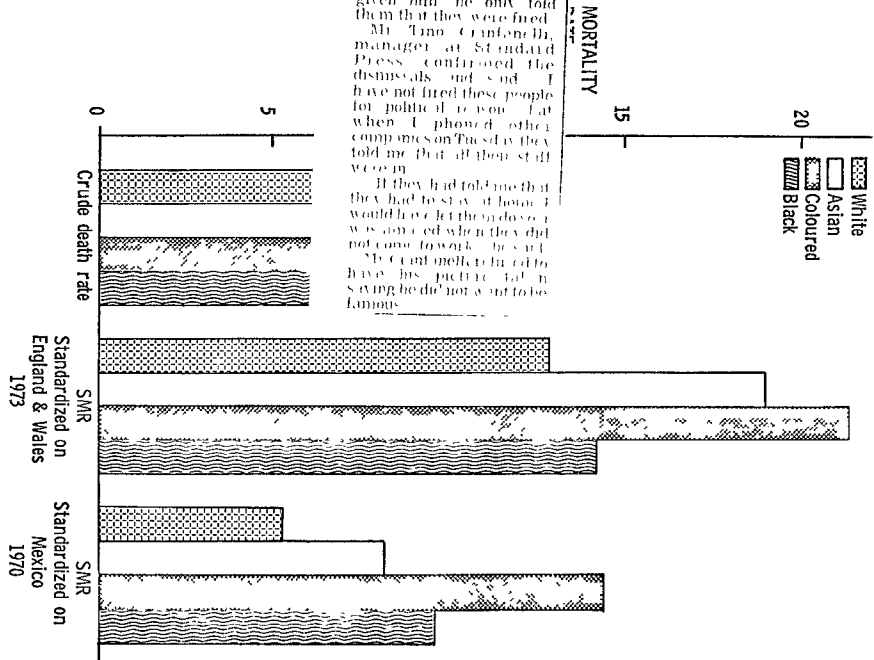
When they told the manager why they had not reported for work and reminded him of the pamphlets they had earlier given him, he only told them that they were fired.

Mr. Tino Gantoni, manager at Standard Press, confirmed the dismissals and said: "I have not fired these people for political reasons. It was when I phoned other companies on Tuesday they told me that all their staff were in."

If they had told me that they had stayed at home I would have let the decision be decided when they did not come to work," he said.

Mr. Gantoni refused to have his picture taken, saying he did not want to be famous.

Fig. 1. Crude Death Rate and Standardized Mortality Rates for Whites, Asians and Coloureds: 1974



MORTALITY

# Ballot almost sure to end in Colgate strike

30/18/6/81 (152) (13) (HQA)

By Drew Forrest

Pressure was mounting on the Colgate-Palmolive company in Boksburg as union officials yesterday finished counting the ballot for what may be the second legal strike by black workers in South African labour history.

The strike ballot, involving members of the Chemical Workers' Industrial Union (CWIU), began last week and is almost certain to approve strike action. But the outcome may possibly not be published until after the union's report back and planning meeting at the weekend.

Talks are believed to be in progress between the union and management in a last-ditch attempt to avert the strike and to settle the long and acrimonious dispute at Colgate over union recognition.

The CWIU is demanding plant level negotiation on wages and working conditions, while the company has said it will bar-

gain on these only in the Industrial Council.

A conciliation board meeting called to resolve the dispute ended in deadlock last month. In terms of labour law the union is entitled to hold a strike ballot and stage a legal strike after 30 days if the majority of its Colgate members vote for it.

The 30-day "cooling-off

period" elapses on June 20.

The CWIU and Fosatu, to which it is affiliated, have intensified their drive for a consumer boycott of Colgate products.

On Tuesday a Colgate worker representative called for support of the boycott at a June 16 memorial meeting in Pretoria. Shop stewards from about 40 factories on the

East Rand, in Johannesburg and Vereeniging pledged their backing for the boycott at the weekend.

And there may be further pressure on Colgate from surrounding companies in the Boksburg area — where employers are understood to be concerned about the prospect of sympathy strike action.

ly being depressed far below the wages in industry. However that this 'pass law explanation' of the large (a) - industrial wage differential cannot be as successful in the Western Cape where 'Coloured' people, not a pass-law restrictions, comprise a large proportion of (b) - agricultural labour force.) Although agricultural (c) - t may be offered, in the light of both the conditions (d) - ngs in this sector, workers may prefer to forego the (e) - ty of earning now and continue searching for alternative (f) - t in the expectation that the present value of future (g) - (and the 'return' from more favourable conditions) (h) - d the present value of agricultural employment.

Unlike the situation with respect to those migrants who were contracted for nine months - where a large proportion of the same workers (generally above 60% of them) appear to return to the same farm annually - fully five of seven farmers utilizing short-term contract labour reported that very few of these short-term workers returned to the following year. All of these farmers felt that on completion of this contract the workers attempted to find employment for a longer time-period.

Significant benefits accrue to farmers if workers are employed for the longer contract. African workers appear more willing to supply their labour for the longer contract, thus if farmers organize their recruitment and utilization of this labour efficiently (as permanent and seasonal workers in the manner described earlier) total wage costs may decline. In addition there is a far greater

# Union says Ford aims to divide work force

Own Correspondent

## (h) Seasonal workers

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## (i) The Hex River Valley

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Farmers were asked to examine women and school children force from outside the farm them according to the rural

PORT ELIZABETH—The trade union which recently staged a strike of about 3,500 African workers in Port Elizabeth, is launching a drive to recruit coloured workers to counter possible attempts by factory managements to divide workers.

The acting leader of the Motor Assembly and Component Workers Union of South Africa (Macvusa), Mr Government Zini, said yesterday the union had realised that Ford was trying to divide its workers, probably because the plant, hardest hit by recent strikes was its Cortina plant, which has a virtually homogeneous black labour force.

Macvusa believed the attempts to divide workers were being made in two ways.

⊙ The company was taking on only coloureds in new jobs.

⊙ It was putting many coloured workers in superior positions to blacks.

The company had since the 1979 strikes brought coloured workers into its Cortina plant. So far they numbered only about 150, while the number of Africans was 900.

At the adjacent engine plant, the two groups were now about equally represented after Ford had brought in about 80 new coloured workers to increase production.

The black workers' suspicions became clear last week when about 500 walked out at the engine plant when they had to instruct new coloured employees.

The issue was resolved at a meeting between the union and management. But now Mr Zini says he believes they had been misled into believing new African workers were being employed as well.

Mr Zini said many coloured workers had approached his union to become members. The union was non-racial but so far had only African members. It was still new and to get off the ground it started among Africans.

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# Strike-hit farms hold talks with unionists

Own Correspondent  
**PORT ELIZABETH** — Representatives of trade unions were to have urgent meetings today with the managements of three strike-hit plants in Port Elizabeth and Uitenhage.

Quick settlements seemed out of the question as the two companies involved — Federated Timbers in Port Elizabeth and Dorbyl Automotive Products in Uitenhage — have rejected workers' pay demands, which are at the centre of the action.

At Federated Timbers the whole African labour force of 200 has been dismissed after a walkout on Tuesday.

The managing director of that company, Mr T Botha, said today that the company had begun employing new workers yesterday.

Mr Botha said he was to meet a delegation from the General Workers Union (GWUSA) today. He was prepared to talk but regarded negotiations as finished.

At the two motor component plants of Dorbyl in Uitenhage, about 1 000 workers awaited the outcome of negotiations.

The organising secretary of the National Union of Motor Assembly and Rubber Workers (NUMARW) in Uitenhage, Mr A E Maepe, said when the union told the workers yesterday that Dorbyl management had rejected their minimum wage demand of R2 an hour, they walked out.

## DETAINED

Meanwhile Brigadier Charles Sebe, head of the Ciskei Central Intelligence Services, has confirmed the recent detentions of 15 East London trade unionists.

And in Port Elizabeth, the chairman of the Macwusa and three other members have been detained under section 9 of the Terrorism Act.

● See Page 2

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 Own Correspondent  
**PORT ELIZABETH**

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 Own Correspondent  
**PORT ELIZABETH**

# Leyland 19/6/81 talks - no outcome

Labour Reporter

THERE was no outcome yesterday in talks between lawyers for Leyland and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) on the reinstatement of striking Leyland workers.

It is understood further talks will be held today, with the strike now entering its sixth week.

Mr Joe Foster, secretary of the local branch of Numarwosa, told a meeting of strikers this week that the union would file the question of reinstatement to the Industrial Court.

The union believed Leyland management had not followed agreed disciplinary procedures in dismissing about 1,000 workers on May 19.

At that stage the work force had been on strike for nearly a week, demanding an increase in wages higher than the nine cents an hour from July agreed between management and the union last year.

Workers ignored a management request to return to work after a three day suspension period.

## WOMEN

Since the dismissals, Leyland has recruited a new work force with a higher proportion of women. The company claims about 1,500 of the strikers have returned to work.

The union claims the most experienced workers are still on strike and that Leyland is still trying to entice them back.

At Federated Employers in Port Elizabeth, the General Workers' Union of South Africa (GWSA) for the reinstatement of 200 workers dismissed this week, failed and the company is retaining substitutes.

At Durban the 1,000 black and coloured workers on strike at two plants of the hotel company are decided to stay away at least until wage negotiation, resume on July 2.

Officials of the National Union of Motor Assembly and Rubber Workers said the company was refusing

to go above the R1.36 an hour minimum recommended by the Industrial Council for the Engineering Industry. The workers are claiming a R1.13 minimum at present and also demanding R5 an hour.

The village done in Care Group location input smaller regions through sampling making use of target group

5. 50% of Deliveries at homes.

- 7 Days/week, 24 hours/day service in Health Centres and bigger clinics.
- Making waiting mother facilities available at the Health Centres.
- Health Centre to have an ambulance.
- C.H.W. seeing each woman at home every 6 months.
- Involvement of Care Group through health education and knowledge of hygienic delivery.

## OBSERVED NEEDS

- (cont.)
- Low immunisation status.
- B.C.G. 63-82 %
- Smallpox 46-65 %
- Polio 22-54 %
- D.W.T. 18-40 %

## ANSWER

- Hander assistance in family budgeting.
- Involve shop to render a service.
- Immunisation station in each village.
- Each child seen and checked at home by C.H.W.
- every 6 months to increase coverage.
- Immunisation done by Clinic Sister and/or Health Assistant visiting the village weekly. Transport

## OBSERVED NEEDS

4. (cont.)

- Follow-up of clinical condition done by Clinic Sister and backed up by Health Centre for S.S.R., sputum smear, weight and clinical check.
- Referral to hospital only on indication. No routine 3-monthly or 6-monthly X-rays.
- Improve case detection and contact examination by Clinic Sister and/or C.H.W.
- Short term treatment schemes by making Rifampicin available.

## ANSWER

- Clinic Sister/C.H.W. retained record file for P.B. and Mental Illness compulsory, and other chronic disease if possible.
- patient retained record card makes home visits by C.H.W. weekly, and improves chance of continuity of treatment, even when patient leaves for the towns.
- Improve follow-up further by positive follow-up by Sister and C.H.W. making use of the clinic retained record file. C.H.W. seeing each patient at home and reports factors for non-compliance.

- psychiatric patients. High relapse rate and great majority of patients not on treatment.
- Train psychiatric nurses.
- Establish a Mental Health Team and a Mental Health Unit (10 beds) in each hospital.
- Improve follow-up on the same basis as for tuberculosis.
- Have treatment available at each clinic.

4/...

5/...

# Uitenhage strikers dismissed after refusing to return

By BILL GARDINER

ABOUT 1 000 striking workers at Dorbyl's two motor component plants in Uitenhage were fired yesterday for failing to respond to management's ultimatum for a return to work

The firm today started re-recruiting a new work force

The executive director, Mr J H Fehrsen, would not say how many workers had been hired but said dismissed workers would be considered for re-employment

The National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) — which represents the striking workers — has called another meeting of the dismissed Dorbyl workers in an attempt to urge them to reconsider their decision to continue with the three-day-old strike

At a meeting today workers unanimously decided to continue with the strike until management accepted their R2-an-hour demand

Workers have rejected the pay offer recommended by the Industrial Council for the Engineering Industry of R1,36 an

hour

According to the local Numarwosa organiser, Mr Edwin Jaape, management was prepared to meet for further talks with union officials on July 2, pending improvements in "absenteeism and productivity"

He said the union would recommend that workers accept a compromise wage offer but would not recommend anything less than R1,36 an hour

However, Mr Fehrsen said from Pretoria today that the firm was willing to meet union officials before that date

Meanwhile the Port Elizabeth-based General Workers Union of South Africa, (Gwusa) is continuing its attempts to have 200 dismissed workers at Federated Timbers re-instated,

The workers were dismissed after management rejected their demands for a 100% increase in weekly minimum wages

Management told Gwusa officials yesterday that the wage issue was "non-negotiable" as the union represented workers

who were no longer employees at Federated Timbers

The company was still prepared to talk to Gwusa officials and worker representatives about the re-employment of the dismissed workers

"Federated Timbers are not prepared to re-instate the workers, so some people with 28 years' service will lose all their long-service benefits," a Gwusa spokesman said today

In a statement today, Federated Timbers said that though the firm could not meet pay demands made by striking workers, an increase of between 20% and 30% in minimum wages had already been budgeted for later in the year

"Workers who accepted this were given the opportunity to return to work

"To ensure that the commitments of the company to its customers continue to be met, new workers are being taken on in the place of those who did not accept management's offer, with the result that operations virtually returned to normal yesterday," the statement said

*EPast  
1971/74/51*

REFERENCES

of the medical schools. Australia has a four year course and the Australian Family Medicine Programme has a budget of \$5,000,000 per year. In the United States most medical schools have set up residency programmes largely as a result of State pressure.

In South Africa we have virtually no vocational training in general practice. In spite of support for this by The College of Medicine of S.A. and leading medical schools, the S.A. Medical and Dental Council has rejected the concept of mandatory vocational training in this country.

1. FRY, J (1969) Medicine in Three Societies. Aylesbury, M.T.P.
2. PLATT, R. (1967) Medical Science: Master or Servant? Brit. med. J., 4, 439 - 444.
3. The General Practitioner In Europe (1974) A Statement by the working party approved by the second European conference on the teaching of general Practice (Leeuwarden Netherlands)
4. SPENCE, J (1960) The Purposes and Practice of Medicine. London, Oxford University Press, 271.

Many late talks are held in the evening and a system similar to that of the S.A. is in the lower and middle years, the purpose of education in medicine.

At Colgate, demanding practical procedures and various conditions, while the company has, could it all out, happen in the future.

A consultation board meeting called to settle the dispute ended in deadlock last month. In terms of labour law, the union is entitled to call a conference and state a general demand, provided that a majority of its delegates vote for it.

The union's "ending off period" ends on June 30. It is the only way in which the union can win the money, the money for a board to develop a union to an off-shoot product.

On Tuesday, a Colgate worker representative called for support at the house of a June 16 memorial meeting in Pretoria.

And there may be further pressure on Colgate from surrounding companies in the Boksburg area, where employers are understood to be concerned about the prospect of sympathy strike action.

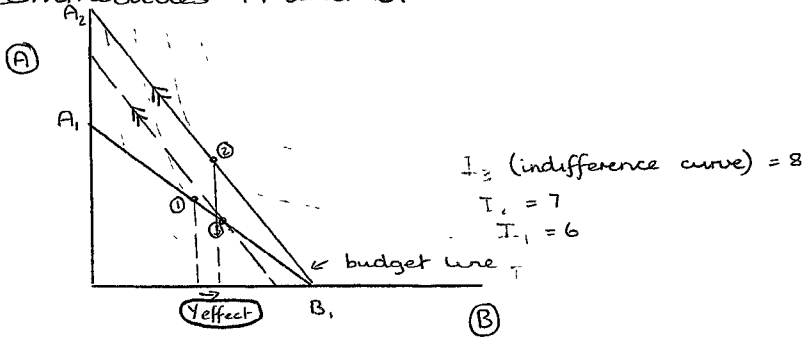
# Legal strike at Colgate looms

PRESSURE mounting on the Colgate Pulpative Company in Pretoria as union officials in the country demand that they may be the second largest of the world's toothpaste manufacturers.

The union, which is the largest of the world's toothpaste manufacturers, is the largest of the world's toothpaste manufacturers.

10. HODGKIN, K. (1973) Towards Earlier Diagnosis Edinburgh and London, Churchill Livingstone.
11. ILLICH, I (1976) Limits to Medicine. Harmondsworth, Penguin Books.
12. LEVENSTEIN, J. H. (1976) Emergency Management of Acute Myocardial Infarction by the General Practitioner. S. Afr. med. J., 50, 531 - 538
13. FRY, J (1969) Medicine in Three Societies Aylesbury, M.T.P.
14. CARTWRIGHT, A (1967) Patients and their Doctors. London, Routledge and Kegan Paul.

Two commodities A and B.



Consider A and B connected by the budget line (opportunity cost of A into B and vice versa).

The indifference curve will shift.

**STRIKE CALL FN 19/6/81**

When the FM went to press there were strong indications that workers at Colgate-Palmolive's Boksburg plant had voted overwhelmingly in favour of a strike in the first legal strike ballot to be held by a black union.

Colgate has agreed to recognise the Chemical Industrial Worker's Union, an affiliate of the Federation of SA Trade Unions, but will negotiate wages and working conditions only at industrial council level. The union wants direct wage negotiations with the company. A conciliation board failed to resolve the dispute and if the union wins the ballot workers can strike legally.

If the income of the household would increase, this is equivalent to an increase in income.

We would now be at positions  $A_2$  and  $B_1$ , as there has been no increase or decrease in B.

As a result we have two effects:

- ⊙ Substitution effect
- ⊙ Income effect.

The Income effect has come about as a result of the shift from point ① to point ② - new indifference curve. The Substitution effect is found by drawing a line parallel to the new budget line, through the

13.

Of prime importance was their conviction that the cause of silicosis was dust in microscopic particles (the exact size of which had not yet been investigated) inhaled continuously. This point was emphasised again and again by all the doctors who gave evidence. They were convinced of the gravity of the disease, and the toll it took of young men's lives. Impressive-ly they were also able to convince the commissioners that although rock-drillers were the most severely affected, other mining occupations, such as blasting, tramming and lashing - in fact, all underground occupations where there were any dust concentrations - could expose miners to the disease. (78) Even when the commissioners tried to underplay dust as the exciting cause, the doctors remained unconvinced. (79)

correct in their assessment of the cause of their assumptions about the damaging mechanical particles in the lung tissue were totally in- they attributed the toxicity of the silica to angularity, hardness and sharpness. (80)

The doctors, <sup>did not in any way</sup> attempt to play down the situation or underestimate the mortality every possible way they indicated the necessary preventive measures in mining techniques. D for effective ventilation. As early as 1902 exposure to certain gases - nitrous oxide had isolated as the sole one - could inhibit the of the upper respiratory tract. (81)

On the basis of the evidence no attempt was 1903 to minimise the alarming situation, and were advocated - but in general terms - for mining conditions, especially with regard to dust. Probably in response to the commissioners' mining regulations were issued in 1904 and 1905, requiring the use of water sprays or jets in conjunction with drills and the blasting regulation taken over from the South African Republic's law of 1898 (already mentioned) the damping of broken ground and the wearing of respirators. (82) On the whole these regulations remained a dead letter. They were ignored by miners and mine management alike, and concerned people considered them 'perfunctory'. (83) The reports of experiments and surveys in connection with ventilation, undertaken under the auspices

14.

of the Transvaal Chamber of Mines, indicated that ventilation was poor. This consideration was held by the Transvaal Miners' Association (T M A) which went to great lengths to present a petition to the Colonial Secretary himself. (85) But the recommendation that mechanical aids should be introduced were not adopted by the mining industry. In fact, by 1916 only half the mines had introduced mechanical ventilation. (87)

'Speeding up' remained the rule of the miners and precautions were rarely observed, a response which can be partly attributed to attempts by mineowners to reduce working costs by cutting wages. (88)

Mineowners privately admitted that they did not want the legal

# Workers Star 19/6/87 at Colgate vote 'yes' for strike

By Drew Forrest  
After the first legal strike ballot held among black workers in South Africa, employees at Colgate Pat-molve, in Boksburg voted over-whelmingly in favour of strike action.

A spokesman for the Chemical Workers Industrial Union (CWIU) said 90 percent of eligible workers at Colgate voted "yes" to strike action, with only four voting against

Whether workers will now proceed to a legal strike hinges on a union report-back and planning meeting scheduled for Saturday. It is understood that there have been negotiations between the CWIU and Colgate management, and these will be discussed at the meeting.

The successful ballot is the latest development in a protracted wrangle at Colgate over union recognition. The union is demand-

ing plant-level negotiation on wages and working conditions, while management has insisted they will bargain on these only at industrial council level.

A conciliation board meeting called to resolve the dispute ended in deadlock, entitling the unions to hold a strike ballot and stage a legal strike after 30 days if the majority of its Colgate members voted for it. The 30-day period ends on June 20.

If a legal strike is staged, it will be the second by black workers in South African Labour history. Workers at Armstrong-plate Safety Glass in Springs held a partially successful legal strike five years ago, under the Black Labour Relations Regulation Act. This did not involve a formal ballot.

a competition for the best designed light rock-drill fitted with a water device for alloying dust. T.J. Britten, the manager of the Wolhuter Goldmining Company, who claimed that he had been one of those aware of the silicosis hazard before 1899, won the first prize of £500 for his atomiser. (92) Ironically, the atomiser was later to be replaced by a more effective water-fed drill, the design for which had been awarded second prize in the same competition. In judging the winning design the judges had not been swayed by the maintenance costs of the atomiser writers have suggested. (93) Rather, conceded

Sta 19/6/81  
Car strike  
129 152  
to 17/09  
140  
177  
till July  
wage talks

**PORT ELIZABETH —**  
About 1000 workers at Dorbyl's two motor component plants in Uitenhage decided yesterday that they would continue their strike until their union resumed wage negotiations with the management on July 2.

In Port Elizabeth meanwhile, efforts by the General Workers' Union of South Africa (Gwusa) to secure the reinstatement of about 200 workers dismissed at Federated Timber have been unsuccessful.

At a stormy meeting in Uitenhage at which officials of the National Union of Motor Assemblers and Rubber Workers of South Africa were shouted down when they suggested that workers return to their jobs, the union was instructed to convey the decision to the management.

The Dorbyl workers, who are paid minimum wages of R1.15 an hour, downed tools on Wednesday after demanding a minimum wage of R2 an hour.

Union officials said the company was refusing to go higher than the R1.36-an-hour minimum recommended by the Industrial Council for the Engineering Industry from July 2 — Sapa

© See Page 4.

# Sackings: Aid sought <sup>(HWH)</sup> 152

LEYLAND workers, sacked last month after going on strike, are moving into top gear in their bid to enlist public support.

and management responded by dismissing them.

Several meetings were held at the weekend where the strikers explained to different communities the issues at stake.

Demands for higher wages led 2 000 workers to down tools on May 14

Chapter 1 : Mining Employment, 1946-76

2	1.	Goldmining employment
3	2.	Employment in diamond mining
11	3.	Employment in coal mining
16	4.	Employment in 'other mines'
22	5.	Employment in asbestos mining
25	6.	Employment in quarries and salt mines
30	7.	Employment in copper mining
33	8.	Employment in chrome mining
37	9.	Employment in iron ore mining
41	10.	Employment in manganese ore mining
45	11.	Employment in tin mining
49	12.	Total employment in all mines

Chapter 2 : Employment Projections

58	1.	The Plewman Projections
58	2.1	Output projections
58	2.2	Mining technologies and technical change
61	2.3	Employment projections
62	3.	Assessment of the Plewman projections
67	3.1	Output projections, 1970-1980
67	3.2	Assumptions about (or projections of) technical change in mining, 1970-1980
75	3.3	Employment projections, 1970-1980
77	3.4	Projections 1980-2000 A.D.



STATE NOTES ON

THE DISTRIBUTION OF DOCTORS  
IN SOUTH AFRICA 1975

G.R. BATES

Division of Continuing Medical Education  
University of the Watersrand

D. E. SOUWRE

Dept of Orthopaedic and Communist Medicine  
University of Cape Town

A detailed analysis of the geographical distribution of doctors as reflected in the 1975 Medical Registrar's currently in progress and will be published full elsewhere. In order to provide some statistics for this conference preliminary data, supplemented by some information from a recent government census<sup>2</sup> is presented in a series of figures.

The 1975 register is the first to include the postcode in the address of the practitioner. This together with the registration number, year of first registration in South Africa, unversity and year of graduation and registered speciality were encoded onto magnetic tape for every doctor (and dentist) in the register.

We are reluctant to express the distribution of doctors as a rate of so many doctors per thousand population as the "catchment area" of each doctor is unknown. The use of administrative areas such as regional districts is also arbitrary. We have thus mainly used the concept of an urban hierarchy as developed for South Africa by Bates<sup>3</sup>.

The metropolitan areas comprise the Witwatersrand, Cape Town, Durban, Cities - Port Elizabeth, Bloemfontein, Pietermaritzburg, East London, Kimberley, O.F.S. Goldfields, KwaZulu, Verenguruy  
Representative centres for towns are Paarl, George, Lambert, Umhata etc

It should be borne in mind that studies that are based on registers are unable to resolve certain data. It is not possible to ascertain whether a person or the register is actively practicing and if so whether this is full or part time. Neither can one tell whether a non specialist is a general practitioner. The use of postcodes does not allow the micro-environment of doctors within an urban environment to be studied.

200 workers  
walk out at  
Hulett mill

**Labour Reporter**  
TWO hundred workers have stopped work at Hulett's sugar mill in Felixton, Natal. The nature of the dispute has not been specified and no trade union appears to be involved. Sapa reports that Hulett's public relations officer, Mr Ron Phillips, said management was holding discussions with the company's black workers committee but no specific demands had been made.

The strike is the second labour dispute to hit Hulett's this year. The SA Allied Workers Union called a consumer boycott against the company after workers were dismissed at a small warehousing company taken over by Hulett's. SAAWU claimed they were victimised because of their union membership. The company said they were retrenched in a rationalisation process.

UNIVERSITY OF WITWATERSRAND

3 Bates, R.J. and Cook, G.P. (1968) Reappraisal of the South African Urban Hierarchy. S.A. Geographical J. 50, 116-132.

# 200 on strike at refinery

Nov 20 1972  
Mercury Reporter

(13) 11/20/72

ABOUT 200 workers at the Hulett's sugar refinery in Felixton had staged a walk-out over a 'domestic issue', publicity officer Ron Phillips said yesterday.

The management and the workers' committee are still discussing grievances, but the workers have not formulated any specific demands yet, he said. The mill was undergoing a maintenance check while workers were on strike.

# Fosatu men meet today to discuss U'bagge strike

By BILL GARDINER

THE executives of all plant committees affiliated to the Fosatu union at engineering firms in the Uitenhage area are to meet today to discuss the pay strike by 1 000 Döthel employees.

The workers were dismissed last week after they had ignored a management ultimatum to return to work.

They have rejected Döthel's pay offer of R1 36 an hour and have demanded an hourly minimum wage of R2. Management has refused to budge

from its offer, recommended by the Industrial Council for the Engineering Industry, which is to come into effect from July 1.

According to the local organiser of the Fosatu-affiliated National Union of Motor Assemblers and Fabricators of South Africa, Mr Edwin Maepo, union officials and shop stewards would meet Döthel management later today for talks.

Asked if the meeting would discuss the reinstatement of the dismissed workers, Mr Maepo said "Döthel employ-

ees still regard themselves as Döthel employees. We want talk about reinstatement. We cannot discuss our wages, the course of the dispute."

Recruitment of a new work force at Döthel's two motor component plants in Uitenhage continued today but official sources could not be obtained.

Recruitment is believed to be slow and, according to sources, production at one of the plants has stopped completely.

The executive director, Mr J R Ebersen, was not available for comment.

# Strike at bakery

22/11/81  
Post Reporter

WORKERS at Cherry Tree Bakery, North End, walked out at the York Road premises today. The number of workers involved in the strike, and the nature of the dispute, are not clear.

Deliveries to several outlets were delayed by the strike, which included deliverymen.

The manager, Mr Richard Wentworth, refused to discuss the walkout.

Workers left the premises this morning and the bakery was deserted except for three counter assistants.

The manager was "doing deliveries", according to one

Table A2

En

# Most of fired timber workers back at their posts today

2 31/481  
EP  
152

Details

<p>1. Estimated Settled Population African Areas from 1936 Popu estimated on the basis of th the African population as a Children 0-14 yrs in Town = 39 White Farms actual count; Af</p> <p>2. Estimated population in 1951 only. Natural rate of incre Population 1951 = Population 1951</p> <p>3. Actual Population in the area urban area taken as actual child 39 African rural areas census count</p> <p>4. Permanent Migration together with migrants i e persons who would in 1951 if no migration had take 1951 (rounded to 10 000)</p> <p>5. Estimated Population in the area increase only, rate of natural 3 per cent p a. Note calculatio period 1951-1960 as 1960 is the ible to obtain actual census counts of the population resident on White farms.</p> <p>6. Actual count adjusted for temporary migrants. Ratio of children to adults .42 for urban population. Migrants from homelands 1 177 000.</p> <p>7. Permanent Migration together with the outmigrants natural increase (see 4 above) (estimates rounded to nearest 10 000)</p>	<p>Post Reporter</p> <p>MOST of the workers at Federated Timbers in Port Elizabeth who lost their jobs last week after a pay strike, returned to their posts today</p> <p>About 200 workers downed tools last week after management rejected their demands for a 100% increase in the weekly minimum wage rate. The firm started recruiting a new work force last week and dismissed workers were given the opportunity to return</p> <p>Workers said they were dissatisfied with the present 80c an hour minimum and demanded an hourly minimum of R1 65</p> <p>Federated Timbers, however, said although the pay demands by striking workers could not be met, an increase of between 20% and 30% in minimum wages had already</p>	<p>been budgeted for later in the year</p> <p>Most of the dismissed workers returned to work today</p> <p>The firm has already engaged a number of replacement workers but official figures could not be obtained. All who returned today will be accepted back but it is not clear whether workers will be reinstated or re-employed</p> <p>If they are reinstated, workers will not have accumulated long-service bonuses and holiday pay benefits</p> <p>Meanwhile management at the strike hit motor component firm, Dorbyl, in Uitenhage would not say how many workers had been recruited after the dismissal of 1 000 strikers last week</p> <p>Recruitment has reportedly been slow and one of the two plants hit by the strike is at a standstill</p>	<p>African Home and Rural Area</p> <p>(Migrants 476 000)</p> <p>3 438 395</p> <p>4 493 372</p> <p>(Migrants 679 000)</p> <p>3 986 234</p> <p>- 510 000</p>			
			(4)	2 625 000	1950 3 145 072	6 985 966
			(5)	3 702 000	1960 2 144 085	7 586 780
				1 080 000	1 000 000	+ 600 000

- (1) Population census data has been taken from Union of South Africa 6th Census, 5th May 1936, Vol 1 'Sex and Geographical Distribution of the Population', UG 21 of 1938 and the Supplement to V51 1X 'Ages and Marital Conditions of the Bantu Population', UG 50 of 1938, Government Printer, Pretoria. The number of temporary migrants has been taken from Jill Nattrass, The Migrant Labour System and South Africa's Economic Development 1936-1970. Unpublished Doctoral Thesis, University of Natal Library
- (2) Population data from 'Sex and Geographical Distribution of the Population' vol. V, Population Census 1936, UG 21/1938. The Rate of increase of 1.4 per cent has been taken from the average rates of increase 1936-1951 for the African Population in South African Statistics 1974, Department of Statistics, Pretoria, 1975
- (3) Actual population data from 'Union Statistics for Fifty Years' Bureau of Statistics, Pretoria and Population Census 1951, Vol. V, Ages All Races Bureau of Statistics, Pretoria, UG 42/1958. The estimates of the number of migrants from data in Jill Nattrass, The Migrant Labour System and South Africa's Economic Development 1936-1971, see Note 1.
- (4) The rate of increase of 3 per cent from the average rate of increase 1951-1970 for African Population in South African Statistics 1974, Department of Statistics, Pretoria, 1975
- (5) Actual counts of urban population from Monthly Bulletin of Statistics, December 1975, Department of Statistics, Pretoria, 1976. The estimated number of migrants from Jill Nattrass The Migrant Labour System and South Africa's Economic Development 1936-1971. See Note 1. The ratio of children under 15 to all African adults, .42 estimated from Report 02-02-02, Population Census 1970 Bantu Age, Occupation, Industry, School Standard, Birthplace, Department of Statistics, Pretoria, 1973.

(12)

without being accounted for as part of the yield.

During the course of the study attempts to record yield were abandoned because of the difficulties encountered. However, an attempt was made to assess for how long the family could rely on their crops of mealies as a source of food.

10. of months that crop provided food. (Table Twenty Seven)  
Response. Percentage of malnutrition Total Percentage of malnutrition

All	24%	33%	67%
1-3 months	14%	71%	29%
4-6 months	38%	52%	48%

# Former Toyota men up on rare charges

By STEVEN FRIEDMAN  
Labour Reporter

FOUR former Toyota workers appeared in the Randburg Magistrate's Court yesterday in a sequel to January's work stoppage at the company

The men are facing charges under a rarely-used section of the Riotous Assemblies Act. Lawyers believe it is the first time in decades this section, which carries a maximum five-year sentence, has been used against alleged strikers

Yesterday the court refused an application by Mr George Bizos, defence counsel, to have the charges quashed or the case struck off the roll

Mr Bizos said the State had not yet provided full particulars of the charges despite the fact that the workers had first appeared in court in February and had now appeared six times

The court postponed the case until October 5, when it will be heard in the Johannesburg Magistrate's Court

In a move which could indicate a new trend, the workers face charges under section 10(a) of the Riotous Assemblies Act. This makes it an offence for anyone to try to compel another person not to do anything they are legally entitled to do - in this case going to work

Alleged strikers who have been brought to court have usually been charged either under the Black Labour Relations Regulation Act or section 12 of the Riotous Assemblies Act which makes incitement to strike illegally an offence

Under section 10(a), the State would not have to prove a strike took place - only that the accused had unlawfully stopped others from going to work

Generally holds claim Available All 1-25 acres 25-50 acres 50-75 acres 76-100 acres 1.1-1.25acre 1.26-1.5acre

1) Land is limited and badly farmed  
ii) as a result of majority of a iii) traditions a and quantity any experts have of the homelands fed from food ex to South Africa t

Yesterday, the court was told the State had only furnished counsel for the workers with the charge sheet on June 15. Their lawyers had immediately responded with a request for further particulars of dates and times on which the offences were allegedly committed. This had not been furnished by yesterday. Mr Bizos said the State had had ample time since February to frame detailed charges and that the charges should either be quashed because they were "vague and embarrassing" or the case struck from the roll because no particulars had been provided.

The prosecution opposed his motion, saying the State still needed time to consult with prospective witnesses.

The magistrate found that the accused had not been prejudiced by the delay and ordered a postponement.

Too few researchers have examined the rural agricultural economy with a view to making recommendations to alternative approaches which could be implemented in the development of agriculture in the homelands.

(11)

## Field of Milk (Table Twenty Four)

Response	Percentage of total	Percentage of malnutrition	non maln.
No milk	80%	50%	50%
Poor	4%	50%	50%
Average	12%	83%	17%
Above average	4%	100%	0%

## Months that milk is available (Table Twenty Five)

All	80%	50%
1-3 months	0%	100%
4-6 months	6%	42%
6-10 months	0%	100%
10-12 months	14%	58%

In a move which could indicate a new trend, the workers face charges under section 10(a) of the Riotous Assemblies Act. This makes it an offence for anyone to try to compel another person not to do anything they are legally entitled to do - in this case going to work. Alleged strikers who have been brought to court have usually been charged either under the Black Labour Relations Regulation Act or section 12 of the Riotous Assemblies Act which makes incitement to strike illegally an offence. Under section 10(a), the State would not have to prove a strike took place - only that the accused had unlawfully stopped others from going to work.

1.1-1.25acre	6%	100%
1.26-1.5acre	4%	50%
1.51-2.0acre	6%	100%
2.01-2.5acre	4%	50%

The fact that 50% of the householders had no land at all to cultivate is indicative of the overcrowding in the rural areas. 20% of the householders had a small patch where they could grow a summer crop of mealies or perhaps have a vegetable garden of which 80% were households in which malnutrition occurred.

Assessing the yield from the cultivated fields is an all but impossible task. Families use different containers while reaping - some use sacks, some use old paraffin tins while others load directly on to a wagon or a sledge. Also quantities of green mealies are eaten or sold during the summer

became involved, interested and enthusiastic and grasped the subject so well that we felt that some of them could perform the task that the sisters were doing competently, if they were properly trained

The MEDICAL ASSISTANTS (or NURSING AIDES) have long been the backbone of the medical service in Rhodesia. They have a basis of seven years of schooling and three years of basic nursing training in hospitals (usually in mission hospitals).

Generally they provide basic primary health-care services, dispensing antibiotics and treatment for minor ailments. A course was designed to upgrade some of the more enabling them to run clinics on their own. This attracted a new class of nurses (running clinics on their own). They would continue to assist the sisters and doctors.

The Grade A nurses are trained to inform and people about family planning, prescribe oral and Depo Provera, monitor the use of these in any complications within their competence and are referrals. They are actually trained to examine and recognize the normal from the abnormal and are not trained to abort contraceptives.

During 1977 - 60 state-registered nurses, 44 Grade A and 113 medical assistants B Grade were trained.

In Rhodesia the FAMILY PLANNING FACILITIES are provided by the Ministry of Health, local government authorities, African councils, missions, commerce and industry, and the Family

Planning/ ...

Planning Association, and they number 620. Attendances for 1977 to 1978 were 497 962.

Recently seven rural clinic centres have been established - most of them in the war-torn area. One of these has a permanent nurse and the balance are served by peripatetic staff who visit on a 3-weekly roster.

# Deal brushes away Colgate strike fears

By STEVEN FRIEDMAN  
Labour Reporter

A UNION recognition dispute at Colgate-Palmolive has been settled - with important implications for all workers and employers

A joint statement last night by Colgate and the Fosatu-affiliated Chemical Workers Industrial Union (CIU) said the company has agreed in principle to recognise the union's right to negotiate directly on wages and conditions at Colgate's Boksburg plant. In return, the union agreed to call off its consumer boycott against the company and to abandon plans for a legal strike at the plant.

Colgate has abandoned its demand that the union seek admission to an official industrial council before being recognised and the two parties will now negotiate for a recognition agreement.

The settlement ends a dispute which sparked a consumer boycott and threatened to lead to the second legal strike by black workers in the country's labour history.

It may have far-reaching implications because it will be seen as vindication of the view that employers should bargain directly with unions rather than go through industrial councils. This is the policy of the Fed-

eration of SA Trade Unions, to which the CIU is affiliated, and other predominantly black union bodies. A few employers also back this view.

It has, however, been a major bone of contention between unions and many employers who believe unionism should be channelled through the official system.

The Colgate settlement should strengthen the position of those who argue that unions should have direct negotiating rights with employers.

Last night's statement says Colgate informed the union last Friday that it accepted in principle the union's right to negotiate pay and work conditions at plant level as long as the union agreed to abandon the boycott and stop the strike.

By removing the cause of deadlock Colgate had provided a platform for further negotiation on the practical implementation of the company's offer.

In return normal labour relations are expected at the plant.

Steps were underway to enter negotiations for a detailed recognition agreement, the statement said, and the union welcomed Colgate's acceptance of the principle of in-plant bargaining and would instruct its members and other Fosath unions to stop the boycott.

In Rhodesia the method acceptance is as follows:

Depo Provera	73%
Oral Contraceptives	24%
IUD and Others	3%

(11)  
 amount being accounted for as part of the yield.

(11)  
 yield of milk (table entry four)  
 response  
 to milk  
 floor  
 average  
 average

percentage of  
 production  
 50%  
 50%  
 17%  
 100%

During the course of the study after 4.5 to 5.0000/ha  
 the amount of the yield was around 100.  
 However, a slight increase in the yield the  
 yield could rely on their crops of 10000 as a source  
 of food.

of the yield of the crop (table entry 4.5)  
 response  
 total  
 67  
 29  
 43

# Former Toyota men up on rare charges

By STEVEN FRIDMAN  
 Labour Reporter

FOUR former Toyota workers appeared in the Handburg Magistrate's Court yesterday in a sequel to January's work stoppage at the company.

The men are facing charges under a rarely-used section of the Riotous Assemblies Act. Lawyers believe it is the first time in decades this section which carries a maximum five-year sentence has been used against alleged strikers.

Yesterday the court refused an application by Mr George Bizos defence counsel to have the charges quashed or the case struck out on the roll. Mr Bizos said the State had not yet provided full particulars of the charges despite the fact that the workers had first appeared in court in February and had now appeared six times.

The court postponed the case until October 5 when it will be heard in the Johannesburg Magistrate's Court. In a move which could indicate a new trend, the workers face charges under section 10(a) of the Riotous Assemblies Act. This makes it an offence for anyone to try to compel another person not to do anything they are legally entitled to do - in this case, going to work.

Alleged strikers who have been brought to court have usually been charged either under the Black Labour Relations Regulation Act or section 12 of the Riotous Assemblies Act which makes it an offence to strike illegally an offence. Under section 10(a) the State would not have to prove a strike took place - only that the accused had unlawfully stopped others from going to work.

Under section 10(a) the State would not have to prove a strike took place - only that the accused had unlawfully stopped others from going to work.

1) trial is limited and badly fanned  
 1b) as a result of

Yesterday, the court was told the State had only furnished counsel for the workers with the charge sheet on June 15. Their lawyers had immediately responded with a request for further particulars of dates and times on which the offences were allegedly committed. This had not been furnished by yesterday. Mr Bizos said the State had had ample time since February to frame detailed charges and that the charges should either be quashed because they were vague and embarrassing or the case struck from the roll because no particulars had been provided. The prosecution opposed his motion saying the State still needed time to consult with prospective witnesses. The magistrate found that the accused had not been prejudiced by the delay and ordered a postponement.

1) trial is limited and badly fanned  
 1b) as a result of  
 1c) the State has not provided full particulars of the charges despite the fact that the workers had first appeared in court in February and had now appeared six times.

Too few is "sustainable" view of the rural agricultural economy. A view to making recommendations to alternative approaches which could be implemented in the development of agriculture in the home-lands.

100%  
 50%  
 50%  
 1

and so land at all  
 in the rural areas. 10 of the households had a small plot where they could grow a summer crop of vegetables or fruits save a vegetable garden of which 80% were households in which malnutrition occurred.

As a result, the yield from the cultivated fields is an all but impossible task. Families use different containers while rearing - some use sacks, some use old paraffin tins while others re load directly on to a wagon or a sledge. Also quantities of green mealies are eaten or sold during the summer



# Colgate dispute ends: No boycott

152  
L. R.  
2-11-46

Own Correspondent

**JOHANNESBURG.** — The union recognition dispute at Colgate-Palmolive has ended in a settlement with important implications for workers and employers throughout industry.

A joint statement issued last night by Colgate and the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU) said the company had agreed in principle to recognize the union's right to negotiate directly on wages and work conditions at Colgate's Boksburg plant.

In return, the union agreed to call off its consumer boycott against the company.

Colgate has abandoned its demand that the union seek admission to an official industrial council before it is granted recognition, and the two parties will now enter into formal negotiations aimed at producing a recognition agreement.

The settlement ends a dispute which sparked a consumer boycott and which threatened to lead to the second legal strike by black workers in the country's labour history.

It may have far-reaching implications because it will be seen as a vindication for the view that employers should bargain directly with unions on pay and work conditions, rather than through official industrial councils.

Last night's statement says Colgate informed the union last Friday that it had accepted in principle its right to negotiate pay and work conditions at plant level as long as the union agreed to abandon the boycott and proposed strike.

It said that, by "removing the cause of deadlock", Colgate had provided a platform for further negotiation on the practical implementation of the company's offer.

Trial delay  
sta 23/6/87  
upsets car  
firm men

Four former employees of the Toyota Marketing Company in Sandton expressed "great disappointment" yesterday after a case under the Riotous Assemblies Act had been postponed for the sixth time -- to October 5.

They had appeared in the Randburg Regional Court to face charges under Section 10 of the Act, which prohibits the "intimidation or annoyance of persons, their relatives and dependants, in relation to their employment".

The men -- Mr Charles Ngobese, Mr Themba Ngwenya, Mr Obed Mbaso and Mr Mero Schlangu -- are members of the Metal and Allied Workers Union, and were among 132 workers fired by Toyota in January after a strike.

As the "first" case in many years under the "anti-picketing" section of the Act, it is seen as having great significance in the labour field.

"We can't understand how the State can take 31 months to provide details of the charges," a union spokesman said afterwards.

Star 23/6/81  
**Dispute ends as  
Colgate accedes**

## to union demands

The long and bitter row over union recognition at Colgate-Palmolive in Boksburg has been settled, with the company acceding to union demands for plant-level bargaining on wages and working conditions.

This breakthrough for the Fosatu-affiliated Chemical Workers Industrial Union (CWIU) was announced in a joint statement yesterday. The company has also agreed to drop its demand that the union seek admission to the Industrial Council for the Chemical Industry.

According to the statement, the company told the CWIU last Friday that it "agreed in principle to recognise the right of the union to negotiate wages and conditions of employment on an in-plant basis".

In return, the union has agreed to call off the consumer boycott of Colgate products, launched last month, and cancel the threatened legal strike by its Colgate members.

The parties will now move to negotiate a detailed recognition agreement.

Colgate's about-face on the issue of plant-level negotiations follows a union campaign lasting more than a year.

Last month statutory conciliation board proceedings activated to settle the dispute broke down, empowering the union to hold a strike-ballot and stage a legal strike at Colgate within 30 days.

Workers voted overwhelmingly for strike action in a ballot last week

and could have legally withdrawn their labour yesterday. However, they decided to stay their action after hearing of the company's offer at a report-back meeting at the weekend.

Colgate's undertaking is a crucial step forward for the CWIU and the Federation of SA Trade Unions, to which it is affiliated. The latter has repeatedly stressed the need for plant-based negotiations on wages and working conditions with representative unions.

workers, hospitals, childrens homes and protein supplements.

But it should be recognised that all these are only partial substitutes for the deficiencies, or relief for the effects of broken homes and poverty. They provide, at great cost and less effectively, the child care which flows naturally and cheaply from normal home life, which, of course, presupposes a livelihood.

Therefore, while it remains necessary to treat malnourished children or fail in a basic medical and human contact with them, the real solution to malnutrition is an employment structure which promotes and stabilises home life. This requires people to be able to work where they live and earn at least enough for material essentials.

It is suggested that viable employment and integrated home life are the essentials of family and community and that they must co-exist. For great sections of the black community, either one or the other is lacking, and often both. Thus people who attempt to preserve their homelife in homelands cannot support themselves because there is not work for them. If they try to solve the dilemma by seeking work in the town, the laws regulating migrant labour necessarily dismember their families. Migrant labour is also associated with a poverty wage structure. Add to this the inevitable psychosocial effect of separation of family members and it becomes clear that instead of providing an economic solution, migrant labour has become a most powerful socio-economic disorganiser.

To begin to solve malnutrition on the scale on which it is occurring it is necessary :

- (a) To bring families to their work - e.g. the squatter solution;
- (b) To take the work to the families;

In the Ciskei a small sewing factory attempted to do this by employing guardians of malnourished children who as one woman express it had "no men, no money, no milk".

Some impressions are noted :

1. The nutrition of workers' children improved within a month and was maintained without attendance at the nutrition clinic.
2. There was a marked improvement in dress and hygiene of mothers and children.

3. School age children were sent to school, whereas previously their mothers had claimed they could not go without breakfast, suitable clothes and school books.

The Home Industry employed 60 women. It is an experiment on a very small scale, but shows that in an especially depressed and unskilled group, by teaching a marketable skill, it was possible to improve their children's nutrition and in addition ensure their education. If this could be instituted on a realistic scale, malnutrition as a community phenomenon would begin to be solved.

# Dorbyl to replace strikers as wage negotiations fail

*80A 23/6/81*  
*(152) (#2) (#0A)*  
**Own Correspondent**  
**PORT ELIZABETH** — The labour dispute at Dorbyl in Uitenhage, in which 1 000 workers have been dismissed, is still deadlocked and the company is hiring new staff at both plants involved.

The Uitenhage organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW), Mr Edwin Maepe, said today that another union meeting with management yesterday bore no fruit as the company was not prepared to compromise on its wage offer.

The union would meet workers today to report back on the talks.

Mr Maepe said the workers still regarded themselves as in the employ of the company, although management had informed the union that it regarded workers as having terminated their ser-

vices. Management also said that it was busy restructuring the plant.

"The fact that they are recruiting others does not concern us. It is their problem when the dispute is settled what they do with the extra workers," Mr Maepe said.

The union was hoping to have further meetings with management which had said it was still willing to negotiate.

The chief executive of Dorbyl, Mr Keith Jenkins, said from Johannesburg that it would be difficult to replace the workers, as many of the strikers were machine operators and it would take time to train new people.

Meanwhile, in Port Elizabeth, the managing director of Federated Timbers, Mr T Botha, said today that most of the 200 strikers dismissed last week had arrived at work and would be "accepted".

Again, Red Blanked people in the Uitenhage - - -

education and certainly no scientific nutrition information often have well-nourished children as long as their family life is intact.

Health education should not be regarded as a substitute for community restoration, where it appears to have worked it has usually been integrated with such broader community rehabilitation. It is arguable that any effect ascribed to it may in fact be due to this restoration and would have occurred without health education.

57 union  
detainees  
charged  
in Ciskei

By Drew Forrest  
The Ciskeian authorities have laid charges against 57 trade-unionists, most of them members of the SA Allied Workers Union (Saawu)

Legal sources confirmed that 36 Saawu members and former employees at the Wilson Rowntree plant in East London appeared in the Mdantsane regional court last Friday

They were arrested on June 11 and have been charged under the Ciskei's proclamation 252 with holding an illegal gathering.

Another 20 Saawu members appeared in court on Monday, where 19 of them were charged with public violence and one with intimidating workers in terms of Section 10 (1) of the Riotous Assemblies Act. They have been released on R50 bail and their cases have been postponed until July 13.

Prior to their court appearance, the men had been held for more than two months under the homeland's security laws.

Also charged was the branch chairman of the African Food and Canning Workers Union, Mr Ernest Qwesha, who is alleged to have been in possession of banned literature

to Workmen's Compensation, Appendix 2, Joe Leng.

Appendix A

D Type of disease	Description of Occurrence
Infectious (Bovine) in children. Or other fatalities of measles.	Mainly carried on underground
Anthrax	The handling of wool, hair, bristles, hides and skins. Work in connection with tanning inspected with anthrax. Many infections or transport of spores.
Arterial poisoning.	Any work involving the use hardening or use of chromic materials containing chromic acids or chromic salts.

Appendix A Continued

Description of Disease	Description of Occupation
Pulmonary tuberculosis due to radium and other radioactive substance or X-rays	Any work in which the use of radium or other radioactive substances or X-rays.
Phosphorus poisoning	Any work involving the use of phosphorus or its preparations or compounds.
Primary epitheliomatous cancer of the skin	Any work involving the handling of tar, pitch or asphalt.
Silicosis, asbestosis or other fibrosis of the lungs caused by mineral dust.	Any occupation (other than a dusty atmosphere) as defined in the Pneumoconiosis Act 1956) in which workers are exposed to the inhalation of silica dust, asbestos dust or other mineral dust.
	Any work involving the preparation, packing or handling of trinitrotoluol (T.N.T.)

Hydrocarbons poisoning by fire	Manufacture or use of or contact with the halogen derivatives of hydrocarbons.
Manganese poisoning	Any work involving the use of grinding of, or exposure to manganese dust or vapour of compounds containing manganese
Mercury poisoning or its sequelae	Any work involving the use of mercury or its preparations or compounds.

Continued/.....

# Colgate strike, boycott settled

THE CHEMICAL Workers Industrial Union and Colgate-Palmolive Limited have agreed to a settlement over the dispute for union recognition and the union is now taking steps to instruct its members and sister unions to refrain from any boycott action at the company's Boksburg plant

Colgate-Palmolive last week informed the CWIU that management has agreed in principle to recognise the right of the union to negotiate wages and employment conditions on behalf of its members on an in-plant basis. The agreement was conditional on the provision provided by the union of a written undertaking to call

off strike threats and consumer boycott of the company's products

Colgate-Palmolive has agreed that it will no longer insist that the union seek admission to the industrial council for the chemical industry.

The parties have agreed to re-engage in negotiations for a further detailed recognition agreement. Steps are under way to re-enter into negotiations immediately.

The union welcomed Colgate-Palmolive's acceptance of the principle of in-plant bargaining for wages and conditions of employment. The union has now called off both the strike and the product boycott.

that the phrase "is more orientated towards satisfying its own needs, than those of the community" was a very poor description of the medical profession. These two extreme opinions when analysed, resulted in ranks No. 1 and No. 8 respectively in Table 1. Employing the same methodology, students were asked, "how important each of 23 characteristics was, in making a good physician". Each characteristic was followed by the options "very important", "fairly important", "of minor importance" and "not at all important". Responses were ranked from the most to the least important as illustrated in Table 3. The top 10 characteristics were:

- a) Recognition of the limits of his knowledge and abilities
- b) Ability to think logically
- c) Integrity
- d) Accuracy in collection of clinical data
- e) Ability to define and solve problems
- f) Thoroughness in collecting clinical data
- g) Dedication to his job
- h) Enjoyment of his job
- i) An enquiring mind
- j) Readiness to assume responsibility.

When students were presented with the same characteristics, but were asked how important each was, in order to succeed at medical school, the answers were markedly different (Table 4). Finally, when asked "During the clinical course how well do you think the following characteristics of students were assessed?", it was apparent that many of the criteria considered in making a good physician were poorly assessed (Table 5).

Tables 6 and 7 illustrate the responses and ranked responses of 155 14th year students who were presented with 14 statements and asked

to comment, firstly "How well does this medical school equip you for each of the following vocational needs" and secondly, "How well SHOULD this medical school equip you for each of the following vocational needs". Analysis of this data revealed a significant degree of negative correlation ( $P=0.05$ ).

When asked "How do you plan to use your medical qualification", 23% of the 14th year sample chose general practice, 20% specialisation, 4% research and teaching, 8% community medicine, 36% were undecided and

"What is your opinion of the medical profession, 30% agreed that the medical profession was declining or negative selection of responses (73% person: an entrance scored -72.

#### DISCUSSION

Our study is a medical

is actually come in tonight by the

was that of a negative correlation associated with the goals and objectives of the medical school. Thus students felt they SHOULD be best equipped to

- 1) Provide care for all people in S.A.
- 2) Be aware of their own personality and how this affects doctor/patient relationships

## Fosatu warns of further disputes

The Federation of SA Trade Unions (Fosatu) has warned that there are likely to be further disputes of the type which erupted at Colgate-Palmolive in Boksburg.

"The question of where negotiations take place is clearly the next battle in terms of union recognition," it said yesterday. On Monday it was announced that Colgate had yielded to demands by the Chemical Workers Industrial Union — a Fosatu affiliate — for negotiations on wages and working conditions at plant level.

The company had insisted that negotiations on these should be restricted

to the Industrial Council, and a 14-month-long recognition dispute culminated in a consumer boycott of Colgate products and a threatened legal strike — called off as part of the settlement.

"Managements and the State have agreed that black unions exist and should be negotiated with," the statement said. "However, they are still attempting to decide unilaterally where such negotiations should take place."

Fosatu unions would decide on the basis of their own experience which forums would allow them to bargain effectively and from strength.

Star 25/6/81 (152) (62) (140) (183)

# Colgate strike, boycott settled

THE CHEMICAL Workers Industrial Union and Colgate-Palmolive Limited have agreed to a settlement over the dispute for union recognition and the union is now taking steps to instruct its members and sister unions to refrain from a boycott action of the company's Eukesburg plant.

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off strike threats and consumer boycott of the company's product.

Colgate-Palmolive has agreed that it will no longer insist that the union seek admission to the industrial council for the chemical industry.

The parties have agreed to re-engage in negotiations for a further detailed negotiation agreement. Steps are under way to re-enter into negotiations immediately.

The union welcomed Colgate-Palmolive's acceptance of the principle of in-plant bargaining for wages and conditions of employment. The union has now called off both the strike and the product boycott.



TABLE 2 Illustrates responses by the 1975 graduates to the question "HOW WELL DOES EACH OF THE FOLLOWING DESCRIBE THE MEDICAL PROFESSION?"

This data was used to derive the ranks illustrated in Table 1.

	VERY GOOD DESCRIPTION	FAIR DESCRIPTION	POOR DESCRIPTION
A Profession which			
a) has high standing in the community	55.10	42.86	2.04
b) is of service to the community	69.39	29.59	1.02
c) is secure	51.02	36.73	12.24
d) is lucrative	22.89	58.76	18.56
e) resists change	28.57	42.66	28.57
f) offers the opportunity to help individuals directly	39.80	50.00	10.20
g) requires harder work than other professions	28.57	50.00	21.43
h) is more orientated towards satisfying its own needs than those of the community	11.22	39.80	47.96

TABLE 3. Lists the characteristics required for making a good physician, in order of importance:

- 1 Recognition of the limits of his knowledge and abilities
- 2 Ability to think logically
- 3 Integrity
- 4 Accuracy in collecting clinical data
- 5 Ability to define and solve problems
- 6 Thoroughness in collecting clinical data
- 7 Dedication to his job
- 8 Enjoyment of his job

GENERAL  
 NOV. 25 1981  
 Plastics  
 strike  
 settled

A three-day strike by about 220 black workers at the Gundle Plastics plant in Germiston was settled yesterday

The entire dayshift about 170 workers walked off the job on Monday in protest against the dismissal of a colleague. They were followed by the nightshift later

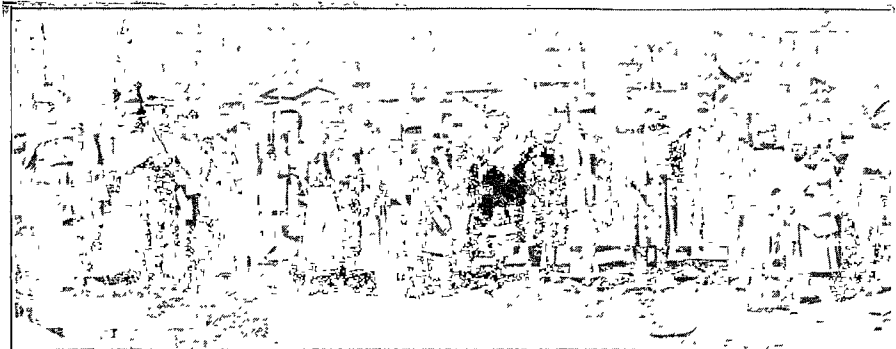
A spokesman for the Metal and Allied Workers Union said negotiations with the company began on Tuesday morning and were successfully concluded yesterday.

Management had agreed to reinstate the dismissed man and the workforce would be returning

The union would be approaching management to discuss recognition, he added

PERSONALITY

- 17 A good memory
- 18 Extensive knowledge of medical facts
- 19 Manipulative skill
- 20 Good appearance
- 21 Knowledge of the physical sciences
- 22 Knowledge of social science
- 23 Ability to carry out research



Some of the trench-diggers who are on strike over wages near  
the Zondi offices.

# Diggers on strike over drop in wage

By SELLO RABOTHATA  
A DECISION by the Industrial Electrical company to reduce wages of workers employed as trench-diggers in Soweto has led to a strike by more than 200 workers.

All trench-diggers men and women have been on strike since Monday. The workers went on strike after the company's officials had told them on Friday last week that their wages were to be reduced.

The workers said that the mutual agreement was that for each meter dug they would earn 90 cents. This would now be reduced by 30 cents. For those who were filling the trenches, their

R5.50 a day wages were to be reduced to R4.00.

The workers are all employed on a daily labour basis and are not registered. They were employed by Industrial Electrical Engineers and Contractors in Selby and contracted to work in Soweto by the West Rand Administration Board in the electrification of Soweto.

Yesterday most of the workers were found sitting around next to the Zondi offices and others were at the Soweto Council Chambers in Jabulani. They had spoken to Mr Thebehali, chairman of the Soweto community council on why they had gone on strike.

One striker, who did not wish to be named, said that Mr Thebehali had listened to their story and sympathised with them. He told them that the company had said it was suffering a heavy loss as it should have been paying them 60 cents per meter dug.

SOWETAN could yesterday not get a comment from the company officials. Mr Carlos Venter, who is said to be the vice-chairman, was said to be out and would be in today. Mr Thebehali was also said not to be available for a comment as he was in a meeting.

*Sowetan*

*25/6/81*

152  
~~308~~

25/6/81  
RDI 27/5  
Police make 'unofficial'  
raid on 'political' union

By STEVEN FRIEDMAN  
Labour Reporter

POLICE this week raided the offices of the union whose members were involved in the recent strikes in the Port Elizabeth motor industry and told officials the union was a "political" organisation

According to officials of the Motor Assembly and Components Workers Union of South Africa, police also ripped a union telephone from its socket and were "rude" to union office-bearers

In response to queries by the Port Elizabeth Press, police confirmed that a raid had taken

place but said it had been "unofficial". Police also said the raid had taken place because a burglar alarm had been activated in the building housing Macvusa's offices

According to the union, 10 policemen burst in on a union meeting which was taking place in the office and told unionists attending the meeting that Macvusa was a "political" organisation

They said they intended calling the Security Police and are alleged to have ripped the union's telephone from its socket

Macvusa officials described the police as "rude"

Three Macvusa officials, including the union's general secretary Mr Dumile Makanda, are in detention under security legislation. An ordinary member of the union at General Motors is also being held

Macvusa members struck recently at Ford, General Motors and Firestone in one of the first "sympathy" strikes in the country's labour history

Shortly after the strike was settled, union members at Ford's engine plant staged a one-day strike

When the Macvusa men were originally detained, police said their detention was not connected with the strikes

COLGATE DISPUTE HIGHLIGHTS THE BATTLE FOR POWER ON THE FACTORY FLOOR AND THE INDUSTRIAL COUNCIL CONTROVERSY

RAND DAILY MAIL, Friday, June 28, 1968

THE BATTLE OF BOKSBURG

Boksburg may be a breeding ground for heavyweight boxers — but it is an unlikely venue for heavyweight labour disputes. Nevertheless, a union recognition dispute at Colgate-Palmolive's Boksburg plant, which was settled this week, has prompted intense employer and union interest. Labour Reporter STEVEN FRIEDMAN reports.

For the principle that workers should be allowed to decide how they will bargain with management and products more than the law, the Boksburg dispute is a landmark case. At the very least, it shows that Fostalg and East Rand workers see the settlement as a victory will prompt new demands for plant-level bargaining.

One obvious implication of the Boksburg dispute is that a union made use of the Government's multi-aligned strike machinery and found that the threat of a legal strike helped it to answer demands for more changes than the management was willing to make. They are composed of employer associations and representatives of the official bar.

Does this mean that the management has altered all that force negotiations and legal threats? Does it mean that unions will make more use of the machinery as Mr Fane Bofha is constantly urging them to do?

Perhaps yes. The machinery permit is a new appointment of a Conciliation Board and then had to restrain its members from striking for 30 days.

The workers did wait — but then, about 20 days after the dispute was settled, Colgate's parent company announced that it would pay, retrenchments or an "unfair dismissal".

Secondly, many workers are convinced by an industrial council agreement which is in force or by a Wage Board agreement which came into force less than a year ago.

In the first case, a legal strike can only occur if the agreement has lapsed and the industrial council or the wage board, workers are in the second case, they are not bound by the agreement.

In short, they believe that while the councils may have guaranteed industrial peace in the days in which they catered for non-black skilled workers only, they are totally inadequate for black workers.

There are a number of criticisms. They are seen as unrepresentative of those where whites have for decades made decisions about their own lives.

The agreements are backed by the force of criminal law and defended with presidential aid while most employers pay above the minimum, there are "unlimited" possessions of those who don't.

If the council is representative enough, its agreements can be extended to cover non-participating employers. The Agency may be unrepresentative for an employer whose entire workforce belongs to a union never to bargain with that union at all.

Many employers do seek to use the council to avoid bargaining. But supporters of the council are not without reasons for their view. The argument that industry-wide bargaining ensures that wages are uniform features prominently. But employers who back the councils cite other arguments.

Many employers agreed, demanding Colgate's decision as a change in attitude. For Colgate's point to the boycott and threat of strike. Others cite the fact that international unions were committing themselves to presenting Colgate's parent company had a management source said Colgate originally enjoyed the backing of other employers who saw the dispute as something of a "test case".

AT A UNION meeting in Boksburg, workers are pleading to boycott Colgate-Palmolive products. The speeches differ, but the message is the same: "If Colgate workers win, we all win. If they lose, we all lose."

Colgate's management, man says, "We're constantly getting calls from other companies and other industries. There's no doubt every body's watching what goes on here."

Colgate's agreement to negotiate on a wide range of issues was set this week, remains a talking-point among workers and employers.

Not surprisingly — for it is not on an issue which directly affects the workers' interests and union. Should company agree to negotiate directly with black unions in their plants or should they insist that issues like pay and work conditions be negotiated at official industrial councils?

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Star 26/6/81  
 Strike ends  
 at Hulett's

DURBAN — Striking employees at Hulett's refinery in Felixton, Durban, went back to work yesterday after a meeting of the trade union, the industrial council and the workers' committee.

They went on strike last week demanding an allowance for labourers not living in the compound.

The industrial council and the trade union are to continue negotiations today. — Sapa

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144 152 185

### COLGATE SQUEEZED

PM 26.1.1981

The dispute between Colgate Palmolive (CP) and the Fosatu-affiliated Chemical Industrial Workers Union (CIWU) has been settled

However, there are signs that "fraternal" pressure by international unions played a part in causing CP to agree to negotiations at plant level — instead of within the Industrial Council set-up.

Before settlement the union was ready to call the first "legal" black strike of the new labour dispensation

It is at the equilibrium price level all that has been supplied (anticipated supply) is all that has been demanded

!!! No mentioned when anticipated demand equals anticipated supply for equilibrium will be reached. Supply will equal demand

Price falls in a ladder

will be unstable. If two units  $P_1 = P_2$  agree the system  $P_2$  demand =  $q_3$ , at  $q_3$  supplied,  $q_3$  is demanded. will fall into equilibrium. correct by the supply and demand forces anticipate the year ahead price. Thus no mentioned once the will only demand more at a lower at a higher price but the consumer expect. forces wanted to supply more

# Workers down tools in representation dispute

NY 15 13  
6/5/51 18 18

Mercury Reporter

**WORKERS** at the Richards Bay Minerals plant downed tools yesterday after a dispute with the management over worker representation.

According to a spokesman for the workers at the plant, workers would not leave the premises and refused to go home. Police were on standby, but were not called out to the plant, a spokesman for the Richards Bay police said. The issue being contested is a change in representation

for the black workers at the plant. According to Mr Matthews Oliphant, general secretary for the National Federation of Workers, most of the workers at the Richards Bay company want to be represented by his union. Management has agreed to recognise the federation only if it can prove that it represents at least 50 per cent of the workers at the plant.

A statement issued by management says the company 'insists that documentary evidence be produced to show majority support. According to Mr Oliphant, management wants proof that at least 50 per cent of the workers at the plant are paying members of the union.

However the federation does not only recognise members who have paid their fees.

'As long as workers are registered with the union, we represent them whether they have paid their fees or not,' Mr Oliphant said. He also, said he could prove that 65 per cent of the 933 black workers were registered with his union.

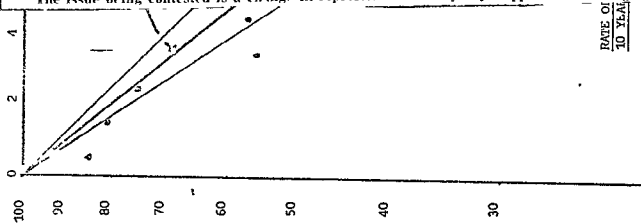
## Stoppage

In an effort to resolve the issue, a meeting was held last Tuesday between management and union leaders. The union suggested a secret ballot be held to determine majority support, but management would not agree to this, Mr Oliphant said.

The union reported back to the workers, telling them of the management's decision. Workers then decided to confront the management themselves. Mr Oliphant said this led to this morning's stoppage.

The public relations officer for Richards Bay Minerals reported that the work stoppage had been 'very orderly and and without any incidents'.

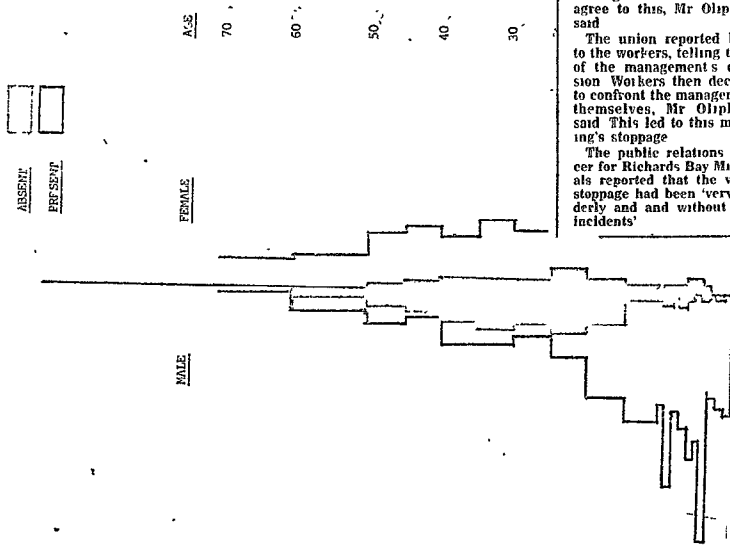
... 16 / ...



... 15 / ...

FIGURE 1

POPULATION PREPARED FOR NY-SHQ





# Relief of hand/forestrickers

capitalist  
rate of  
economic  
White ag

FAMILIES affected by strike action may apply to the Student Health and Welfare Centres Organisation (Shawco) for relief.

The organisation has increased its funds set aside for emergency relief for people in financial distress caused by strike action

The organisation at a recent meeting, noted the effect of labour disputes on families in the Peninsula and expressed a concern at the inability to end the labour disputes without taking extreme action.

Shawco's board called a meeting on 29/6/78.

on the authorities to establish ways for an easier solution to the labour disputes.

All applications for relief should be made to Shawco in Kensington. The body will make special efforts to avoid delays.

themselves originated in agriculture in the period 1921-1973.

Considering the movements of the population as a whole, rather than simply the economically active members of the population, the total number of Whites who left the agriculture during this fifty year period was of the order of 978 000. In other words for every economically active person who left, two dependants migrated as well.

→ 719 4000

## Coloured Outmigration

As far as the Coloured community is concerned the absolute level of Coloured employment in the capitalist agricultural sector rose continuously from 1921 to 1960 when it started to fall. Despite the overall increased levels of employment there was a considerable outflow of economically active Coloured people during the period, which amounted to 33 per cent of the economically active Coloured employed outside agriculture if one adjusts for continued population increase. The rate of outmigration of Coloureds increased substantially over the period 60/70 to an average of 4 200 persons per year, and then rose dramatically again, actually doubling to 8 650 persons per year for the period 1971 to 1973. These movements probably mirror the demand for Coloured labour outside agriculture. As the shortage of White labour became increasingly critical, so the opportunities outside agriculture for both the Coloured and the Asian race groups increased substantially, attracting workers from the farms. Data to support this contention is given in Table 6 in this paper.

## Asian Outmigration

When one remembers the origin of the Asian race in South Africa as indentured labour on the Natal sugar farms it is ironical to observe that during the period studied here the Asians migrated out of agriculture on a far larger scale in relative terms than the other

APPENDIX III "Non-government Institutions"

INSTITUTION CATEGORY	Total No.	Whites	No catering for Coloureds	Blacks	Indians
1. South African National Council for Mental Health	-	-	cf. above	-	-
2. Private Hospitals and 35/Chronic Patients	9	9	-	-	-
3. Child Guidance Clinics	16	11	(remaining 3 for "all" races)	2	2
4. School Psychological Clinics	60	59	1	-	-
5. Clinic Schools	4	4	-	-	-
6. Special Schools of the Department of Education	41	41	-	-	-
7. Special Classes	7	7	285	17	9
8. Private Remedial Schools	8	8	-	-	-
9. Crisis Intervention	-	-	-	-	-

# Talks may follow strike

By STEVEN FRIEDMAN  
Labour Reporter

A STRIKE this week at the Johannesburg firm of Gundle Plastics is likely to be followed by recognition talks between the company and a black trade union

The dispute has been settled and informed sources say the prospects of a recognition agreement following the talks are "high"

In another development yesterday, Richards Bay was hit by new labour unrest when workers at Richards Bay Minerals struck over a union recognition dispute

The strike has not been settled and about 500 of the company's 900-odd black workers are involved, according to Mr Matthews Oliphant, general secretary of the National Federation of Black Workers

Management comment could not be obtained yesterday. Trade unions say they are making rapid progress in the Richards Bay area and that it could become a centre of union action

At Gundle Plastics, a strike this week by about 200 workers over the dismissal of a colleague ended in a settlement when management agreed that the man could return to work on Monday

The company's works director, Mr Bill Goldin, said Gundle had agreed to take the man back on condition workers agreed to return and that he apologised "for the behaviour which had led to his dismissal"

The black Metal and Allied Workers Union claims to represent a majority of the company's workers and is planning to approach management with a request for recognition

Labour sources are confident that the company will agree to recognise MAWU

Mr Goldin said yesterday that Gundle had not been approached by the union. But he added: "We would obviously be prepared to listen courteously to any approach"

The company wants the union to provide proof that it was representative of the workers

At Richards Bay Minerals, Mr Oliphant said his federation had approached management earlier this week with a request for recognition

Management had asked for a list of union members at the plant as proof that the union was representative, but workers feared victimisation and asked for a secret ballot instead. Management turned this down and workers took matters into their own hands, Mr Oliphant said

15	3	9	(remaining 4 for "mixed" races)
16	6	2	
17	2	6	(remainder for Blacks & Coloureds)
18	31	15	
19	41	41	
20	28	17	

(Reference: SANC for NH. Mental Health Facilities - RSA 1977.)

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8. Private Remedial Schools	8	8	-	-	-
9. Crisis Intervention	-	-	-	-	-

At the time of the 1979 strike the costs of the strike were estimated at R200 million. The strike was the longest in the history of the country.

SALDRU/SAMST

CONFERENCE ON THE ECONOMICS OF HEALTH CARE IN SOUTHERN AFRICA

SEPTEMBER 1978

"DOCTORS FOR WHAT?"

or

FUTURE HEALTH WORKERS FOR  
SOUTHERN AFRICA

by

PROFESSOR GEORGE BEATON

Paper No. 32.

# 'Christian has right to strike'

Room 27/1/78 (152)

CAPE TOWN.— A Christian has a right to strike for better working conditions, but only after negotiations with an employer have failed, according to the Rev Henno Cronje, director of information of the Nederlandse Gereformeerde Kerk (NGK) in the Transvaal.

Mr Cronje was quoted on the front page of Die Kerkbode, weekly organ of the NGK, as

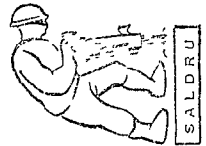
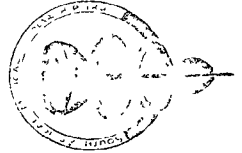
emphasising the employer has a responsibility to listen to his employees' representations

The Christian who went on strike had to be clear in his motives, Mr Cronje said

"He must be certain that he is not striking as a result of laziness, but that he wishes to resume his work after faulty work conditions have been rectified."

Bad working conditions included underpayment which made decent existence impossible, promised wages not paid, longer working hours than those agreed, and other instances in which the employer does not meet his obligations in regard to the health, morality and safety of his workers

He said the "orderly way" was negotiation. — Sapa



THE ECONOMICS OF HEALTH CARE IN SOUTHERN AFRICA

"Doctors for What?"  
or  
Future Health Workers for Southern Africa

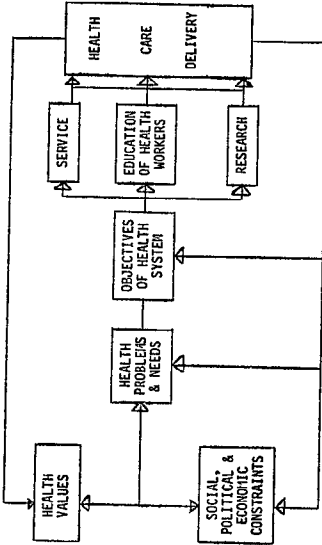
George Beaton, MBECH PhD  
Professor of Medical Education  
University of the Witwatersrand, Johannesburg

"The decision to serve an entire population profoundly influences every step of planning and allocating for health care. The denominator - all the people - has profound social, political, ethical and educational implications".  
John Bryant (1)

All men are simultaneously involved in two macrosystems - a biological, natural system and a cultural, socioeconomic and political system. The health of man and his attempts to maintain and improve his standards of health are influenced by both of these systems, by the interplay between the systems and by man's collective and individual responses to the forces generated within the systems.

A Health System Model

Any attempt to predict the number and types of health workers needed for southern Africa in the future must be based on a model of the health system. Such a model must take into account the macrosystems affecting man's health and must be a dynamic one. The model utilised in this paper is modified from the work of Purolia (2). It incorporates the cybernetic, homeostatic and adaptive mechanisms that govern decision-making in health and its facilitates the systematic development of a policy suited to our situation.



# Beating claim 10 quit

By HARRY MASHABELA

THE ENTIRE black staff of 10 at a Kempton Park food store have resigned in protest after their employer allegedly beaten one of them.

The employer, Mr Peter Nicolopoulos, owner of Tripol's Food Centre in Kempton Park, said yesterday that the workers resigned because "the man with whom I had trouble threatened to stab them if they remained at work".

"I have already replaced some of those who resigned, but I still need some others," he said.

Mr Nicolopoulos refused to disclose what he meant by the man with whom he had trouble. Nor would he say whether or not he had beaten him.

Mr Matsobane Mabusele, one of the workers, told the Rand Daily Mail that the trouble at the store started last Wednesday when Mr Nicolopoulos beat Mr Charles Ramakgaphola, 20.

"We decided to go because we felt Mr Ramakgaphola was beaten for no reason. We realised that we were not safe and could also be beaten for nothing," he said.

Mr Ramakgaphola said he had reported the matter to the police and had also sought legal aid over the incident.

and manpower studies, and epidemiology.

For us to understand how our people value health, how they view the deployment of health resources and how they perceive the social impact of disease and death we need intensive sociological studies. As we move to greater community participation in health matters we must have a sociological framework within which the contributions and responses of individuals and communities can be elicited and interpreted. For too long attention has focused on the medical aspects of health problems. We are now realising that most of the crises in health are centred in issues of economics and the organisation of care, rather than in conventional medicine. It therefore follows that we must develop the discipline of health economics until it ranks with the other traditional disciplines of medicine (3). Allied to both health

Hypotheses are made early in the clinical encounter. The time taken for the process will depend on the potential urgency of the condition

This paper lays stress on the consultation and the concepts of patient care because these are integral to the process and ethos of general practice. However, the content must also be examined especially in relation to training. There are five areas of knowledge of importance to the general practitioner:

- Health or Human Dev
- Human Bel
- Medicine
- The Prac

Health and Disease

Traditional medical teaching has always been biased towards disease and its treatment. To-day there is a growing emphasis on health maintenance. It is felt that the family physician is ideally placed to recognise those patients who are vulnerable or at risk and to practise preventive medicine. Hodgkin describes four ways in which the general practitioner may practise preventive care.

- (a) Early diagnosis and appropriate treatment will obviously prevent the serious consequences of disease.
- (b) Prophylaxis of infectious disease by the numerous kinds.

of immunization now available

(c) Screening procedures to detect disease in the presymptomatic phase. Although there is great enthusiasm for this kind of work, particularly in North America, there are few screening procedures which justify the time and expense devoted to them.

It is felt that such tests, e.g. cervical cytology, which are of

STORY 27/6/81  
**Strike over union's status**

By Drew Forrest

Almost the entire African workforce of the Richard's Bay Minerals company — about 850 workers — has

downed tools in a dispute over union recognition. Production at the mining and smelting company was shut down for 10 hours on Thursday, but was now at "reduced levels" after being restarted by white employees, said managing director Mr B J Grierson. The striking workers had gathered peacefully at the bus-stop next to the plant, he said, but by last night the dispute had not been settled.

Mr Grierson confirmed that the strikers were demanding the recognition of the National Iron, Steel, Metal and Allied Workers Union, an affiliate of the National Federation of Workers

**SHOW**

At a meeting earlier this week, management had told the NFW general secretary Mr Matthew Olifant, that it would negotiate with the union in place of the company's works council only if it could show 50 per cent paid-up membership at the plant. This could be determined by opening the union's books to an "impartial outsider," such as an auditor.

Mr Olifant told The Star's Durban correspondent that he would not allow this, as the question of whether members were paid up was "no business of management."

There had been no dismissals, Mr Grierson said, but the strikers would be subject to the company's "normal disciplinary procedures."

11

termed the demystification of medicine. By informed reassurance one can diminish anxiety, induce confidence and promote independence and self-care. By taking advantage of receptive phases in the patient's life one can promote concepts of health. Thus the pregnant mother can be taught about the advantages of breastfeeding. The young mother can be taught about the risks of overfeeding and the value of consistency in the management of her child.

Police  
27/6/81  
detain  
(S.A. (M.A.) (M.S.A.)  
Saawu  
(M.A.) (M.S.)  
leader

Own Correspondent

**EAST LONDON** — The national president of the South African Allied Workers Union (Saawu) Mr Thozamile Gwetha, 26, the branch secretary, Mh Xolani Kota, and a third man were taken into custody last night by members of the South African security police during a raid on the union's offices in Cayton Street here.

The police seized books and documents from the union's offices.

The head of the security police, Colonel A P van der Merwe, last night refused to comment.

Mr Gwetha has been detained three times before. He was detained by the South African police last year and twice by the Ciskei Central Intelligence Service (CCIS).

A Port Elizabeth trade unionist and former student leader, Mh Sipho Pityana, was also detained by security police yesterday.

Mr Pityana, a former chairman of the Port Elizabeth Students' Representative Council, is an organizer for both the Moton Assemblies' and Component Workers' Union of South Africa (Macwusa) and the General Workers' Union of South Africa (Gwusa).

His detention brings to five the number of Macwusa officials held by the Security Police.

A Macwusa official said yesterday that three security policemen called at the union's offices in North End and demanded that Mr Pityana come with them.

When Mr Pityana tried to leave a message for his colleagues, he was handcuffed and forced out of the office, he said.

A spokesman for the Security Police said yesterday that Mr Pityana was being held under section 22 of the General Laws Amendment Act which allows for detention for up to 14 days.

The chairman, Mr Dumile Makhanda, and three other officials, Mr Maxwell Madlingozi, Mr Mabolisi Duzza and Mr Zandile Mtuzi are being held under section 6A of the Terrorism Act which allows for indefinite detention.

The four were arrested in Transkei four weeks ago after it was found that they were travelling without valid documents.

They were handed over to the South African security police who held them first under section 22 of the General Laws Amendment Act, and subsequently under the Terrorism Act.

the exception rather than the rule. (21) Thomas Leggett, a consulting mining engineer, stated, "Contract work does not greatly exceed that of average pay in my experience." (22)

After paying expenses many miner-contractors earned wages which ranged from £12 to £15 per month. (23) Mining engineers believed that single men might be able to save a little of their earnings on a wage of £1 per day, but that for married men this was not the case at all. S. Jennings contended that it was very difficult for a married man 'to make ends meet'. (24)

Edward Way, manager of the George Goch mine amplified this further:

Sugar workers awarded allowance

A single man can possibly save, if he saves everything possible, perhaps £100 a year. But the married man has several disadvantages. As a rule he does not get a house free upon the company's property. He has house rent to pay, and there is the help of his wife and possibly a family, and he cannot live under a margin of £18 to £20 a week. A very large percentage of the men who live

MARRIED workers in the sugar industry have been awarded a living-out allowance following a six-day strike by 600 workers at a Huletts sugar mill this week.

The industrial council for the sugar manufacturing and refining industry yesterday awarded the £30-a-month living-out allowance to all married workers covered by the industrial agreement, bringing to an end the dispute between management and workers at the Felixton sugar mill.

The award comes into effect retrospectively from the beginning of this month.

The chairman of the council, Mr William Kulim, said "Unanimous agreement was reached by the council that as from June 1, 1961, sugar mills covered by the industrial agreement will pay an allowance of R30 a month in lieu of compensation paid to all married employees presently living off mill premises.

The striking workers had demanded a R95-a-month food and living-out allowance while management offered R50

From the latter view however, the engineer. (25) It was the hope of earning high contract wages that kept so many overseas miners on the Rand. This occurred even after the hazard of silicosis was recognised. It was not only the fear that gradually wages of white miners would be reduced which provided one of their reasons for striking (instead of the customary two introduced since 1897); another contention was that they were being exposed to an increased dust hazard. (27) Relatively reduced wages, increased unemployment and growing fears about the alleged incidence and prevalence of silicosis which no longer made it worth their while to remain on the Witwatersrand Goldfields were also major reasons which prompted miners to strike in 1913. (28)

It has often been suggested that while the outcrop mines - many of which were of the open-cast type - were being worked,

the dangers to miners from exposure to dust were minimal. This was because the rock in the rich 'free milling' surface zone (where the gold values were high) was relatively soft and damp. (29) Another reason why this type of mining was erroneously not considered to be injurious to health was that developing was performed by hand. (30) This method was considered to be free from the hazard of dust and that the disease only developed after 1892 when the first dust-producing machine-drills were introduced by mining companies. (31)

However, even in the early stages of mining average depths, although shallow in comparison with those of later years, extended as far as 500 feet, and in certain operations very hard pyritic rock was encountered at relatively shallow depths. But rock does not have to be broken by machinery to produce dust. Even hand-broken rock can generate dust in dangerous quantities, as the Report of the Miners' Pithness Commission, 192 to 1903, (RMEPC 1903) indicated. (32) During the period in outcrop ore was being mined natural ventilation, on the one hand, was probably reasonably good. But as early as 1897 shafts of 100 to 300 feet in depth were being sunk. These miners tunnelled dead and underground drives along the section of the reef, (or established cross-cuts - another kind of dead end tunnel for the creation of different levels - at right angles to the shafts) and raised and sank winzes for ingering the drives and cross-cuts and to provide ventilation, during the construction of winzes, and until the connection was made with the drive or cross cut. There also cul-de-sacs. This meant that hammer men drilling through rock were working in dead ends where the air was probably vitiated. (34) It is highly probable and it can be strongly argued that even in the early mines silica dust was being generated in sufficient quantities to produce a chronic, that is a slowly developing, form of silicosis, in miners.

During the period 1888 to 1889 deep-level boreholes were sunk. These served to confirm that far below the surface, the reefs flattened, and in this way the continuity of the gold supply was confirmed. From this time deep-level mining commenced. (35) Solid steel, heavy bar-rigged reciprocating drills, which on the back stroke threw off fine dust in the form of shattered rock particles, were used for shaft sinking, and the other

# 60 groups pledge support for strikers

RD 29/6/81

152  
153  
154  
155

## Own Correspondent

CAPE TOWN. — Sixty organisations in the Western Cape, including three major South African trade unions, have pledged support for striking Leyland workers who have now entered their seventh week of action.

The workers from plants in Blackheath and Elsies River, were fired by Leyland South Africa on May 20, one week after embarking on a strike for better wages.

The General Workers' Union, Food and Canning Workers' Union and Media Workers' Association of South Africa were among the organisations which met on Saturday to pledge support for the workers and to launch a Leyland Workers' Sup-

## port Week

A statement issued after the meeting said the Leyland workers were the lowest paid motor assembly workers in the country and that it was their right to negotiate for wages which compare favourably with other workers in the motor industry.

"For management to refuse to negotiate on wages makes a mockery of any industrial relations framework in the factory."

"Therefore we condemn the transgression of the management in refusing to negotiate with the workers and their democratically elected representatives. Instead they employ methods to break the strength of the union (The National Union of Motor and Rubber Workers of South

## Africa) at Leyland's plant

"The determination of the workers, on strike for more than six weeks already, is a source of inspiration to the community."

"We, the community, here declare that we will not let the workers starve. A Leyland Support Week will start on Monday."

"We further urge management to unconditionally reinstate the workers and to negotiate with the workers and their democratically elected representatives."

A representative from the International Mutual Workers' Federation has been invited to attend a mass meeting at the Monogram Cinema in Elsies River tomorrow.

People see failed projects and lose faith in the institution concerned. For example, I asked people at the Umthi

replied that wasn't a hell. People at va mentioned th get some rain one area of 1 a communal g "They are wa are full of

9.2 The effects

9.2.1 Exploitation

here one mus villagers h ostensibly have had to they cannot and the pow

The exploit a long hist Men such as who work os advocated b expanding B places his

Prejudices against the colonial government give way, the dependence upon the colonial government is increased by the creation of artificial wants. "45 Joint Machine of Bechuanaland had interests but had more trade. "We invite John Dully's attention to this de...ous morsel of gold field, let him spread it like jelly over Transvaal and Bechuanaland countries and swallow the lot". 46

## 9 Factors influence why people don't respond to projects

In this second section on "community development" the major focus is on people's response and commitment to projects. In considering this one must be careful not to assume that the projects would benefit people were they to get involved.

Poor rural people's experience of other "projects" gives them a better perspective of whether this would be the case than most outside "development agents" can have.

I consider two main issues were: firstly, that projects may not be economically viable, secondly,

the effects of people's experience of exploitation by, (a) outsiders, and (b) local people.

## 9.1 The effect of economic non-viability

In Part I, I show how the economic conditions in the reserves inhibit projects-like the dairies from being able to work efficiently and that they do not directly benefit the poorer people involved.

I suggest that it is because of this that such a tiny percentage of the total population of an area join such projects the adoption of new techniques (e.g. in agriculture) is not worth the cost involved for the majority of people. It was striking how attitudes tended to correspond broadly with the ability to cope with the demands of existing methods. Those families who were struggling to stay alive had low morale and far less interest in hearing of new methods than were those who had some surplus. "44



201 29/6/81

# Le Grange challenges torture claims

152  
 233  
 44

The Minister of Police, Mr members involved in a at its Ladysmith office was  
 le Grange has challenged strike at Ezakhent Transport threatened by a policeman  
 cigms by the Black Allied in Ladysmith had been as- with a revolver

stantiate the irregularities  
 purported to have been  
 committed by members of  
 the Security Branch

Workers Union (Bawu) that saulted  
 Security Police "tortured" It claimed statements had  
 union members after a been extracted from the  
 strike in February workers to the effect that

Police have since told the  
 union that charges of in-  
 citement would be laid  
 against Bawu president Mr  
 M J Klaumalo

Investigations into the  
 union claims had been dis-  
 continued, he wrote,  
 because the union had in-  
 structed a Bawu official not

The black consciousness  
 union wrote to the author- strike  
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In a letter published by  
 the union Mr le Grange said  
 "Evidence could not sub-

to speak to police

Star 29/6/81

(27) (USA) (27) (52) (42) (85)

By Drew Forrest  
Three more leading black trade unionists have been detained by South African Security Police.

# More unionists held in SP crackdown

On Friday evening East London Security Police moved against the president of the SA Allied Workers' Union (Saawu), Mr Thozamile Gqweta and the union's East London branch secretary, Mr Yolani Khota.

Three other Macwusa members, including the union's chairman, Mr Dumile Makhanda, are being held under section 6 of the Terrorism Act.

ous documents were seized.

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They are being detained under Section 22 of the General Law Amendment Act.

Stressing that the union had enough manpower to continue even if its entire leadership was detained, he said the detentions "made nonsense of the Government's so-called new labour dispensation."

seen  
generally

Also detained on Friday was an organiser for the union involved in the recent Port Elizabeth labour unrest, the Motor Workers Union (Macwusa). He is Mr Sipho Pityana, who is being held under section 22 of the General Laws Amendment Act.

The detention of Mr Gqweta and Mr Khota is a severe blow to Saawu's East London branch. Another East London official and vice-president of the union, Ml Sisa Njikelana, is detained under section 10 of the Internal Security Act.

Macwusa's organising secretary, Mr Government Zini, said the "blatant actions of the police" were not going to resolve the country's problems but "would only increase workers' anger."

the  
characteristics

According to Saawu's general secretary, Mr Sam Kihane, the union offices were raided at the time of the detentions and vari-

"The authorities must understand that the labour movement is legal," he said.

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Universe as a whole for certain important results see Appendix 2.)

## IV The Areas Chosen

Before setting out the results of the research undertaken, some information concerning the nature of the areas surveyed provides a useful background:

### (a) Elgin:

The Elgin valley stretches from Steenbras in the west to Houw Hoek in the east, and from Viljoen's Pass in the north to the Palmiet River in the south and south-east. According to the 1970 census 16 738 people live in the Elgin-farabou area, approximately 75% of them on farms. 68.7% of the population enumerated were 'Coloured', 17.1% Black and 14.1% White.

Apples, while not the only fruit grown in Elgin, are clearly the most important. According to an economic survey undertaken by the DFB in 1972, fully 92% of the area under soft-fruit cultivation (and a similar proportion of gross revenue) was planted with apple trees, pears comprising a further 6%, and plums and peaches approximately 1% each.

Figures from the DFB show that 45-60% of South Africa's total

Many of these posts may fall empty, so that preventive work in urban townships could also dwindle. With increasing disorganiza-

tion in the townships, more disease is to be expected. Influenza, pneumonia, TB, measles, gastro-enteritis and mal-

"The question of where negotiations take place is clearly the next battle in terms of recognition. ... we are likely to see more struggles of this nature in the future."

This warning by the Federation of SA Trade Unions (Fosatu) follows the settlement last week of a 14-month wrangle between one of its affiliates, the Chemical Workers Industrial Union (CWIU) and Colgate Palmolive in Boksburg.

The dispute centred on union recognition, but not of the traditional kind. Apart from an early and quickly retracted statement that it was Colgate policy world-wide not to deal with unions the company did not set its face totally against the CWIU.

What it did was to refuse the union full bar-

gaining rights at factory level, and to insist on the Industrial Council for the Transvaal Chemical Manufacturing Industry as the only forum for negotiations on wages and working conditions.

The company's stance, which it has now abandoned, was by no means untypical. Industrial Councils — in which registered unions and employer bodies reach legal binding agreements covering whole industries — are the backbone of the established labour relations system, and are strongly favoured by the mass of employers.

Their view is that a centralized bargaining forum removes disputed issues from the heat and direct pressure of the shop-floor, making for a so-called rational, professionalised, process for negotiation, as Colgate management put it to the CWIU.

Employers fear also that pressure from urban doctors and will probably continue to move ultimately into private practice.

The black communities are continually becoming more conscious of the need for general knowledge on health matters, including nutrition, gynaecology and first aid.

Resistance to bacteria because of the high default rate of TB patients strange of TB can be expected to develop which are resistant to known treatments. This mortality from TB could increase to extremely serious

# A QUESTION OF POWER

Star 29/6/61

### The settlement of the dispute at the Colgate-Palmolive plant in Boksburg marks a new phase in the black trade-union drive for recognition. Drew Forrest reports . . .

plant-level wage bargaining allows union to "play off" companies against one another, thus forcing up wages through a sort of "tatchet effect."

For Fosatu, the basic demand is for plant-level bargaining. Its affiliates do not reject industry-

wide bargaining out of hand but say they will embark on it only when they are ready to do so.

At present, they feel they are too small to hold their own against the highly organized employer bodies in most industrial councils, and argue that

there is an imbalance of power which tells against a national basis of structure.

"The black unions are being forced into a national bargaining situation when they are nowhere near representative bodies

hally" said one Fosatu figure.

A second tier of bargaining is needed, Fosatu says, because Industrial Council minimum wages rates, which "fall to the lowest common denominator of the weakest union and the least profitable employer," are far too low.

But in the last analysis, the debate over levels of bargaining boils down to a question of power. Employers wish to retain control over what they see as their enterprises, while the unions are seeking to roll back management prerogative over the conditions in which their members must work.

The prospects for further conflict on this issue will, to some extent be limited by considerations of strategy.

As a multinational company, Colgate was vulnerable to pressure through the Sullivan code of conduct and from unions and other groups in Britain.

tain, Spain and United States

and the consumer I cut of Colgate product called by Fosatu and C WIU was potentially damaging, because the detergent's competitors markets are competitive and been African consumers are prominent in them.

Fosatu considers its biggest headache to be that the light industry in what the highly organized South and English Industries Federation of SA (SIFA) has joined its ranks not recognize any union, and fights shy of the Industrial Council.

With this industry — and in allied industries like building and paper where the SIDA guidelines have strong influence — overseas pressure the boycott weapon would not be as effective.

Further industrial conflict of some form on the issue of plant-level bargaining seems, however, inevitable.

1. There should be as much decentralization as possible, to cope with existing and future deficiencies in transport facilities.
2. Areas should become as self-sufficient as possible, in the capacity for maintaining preventive services as well as in curative medicine and surgery. There should be as wide as possible diffusion of skills, not only to equip nurses to work

sell more if "people came to ask" more often. At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots.

5. Some people have managed to get around marketing problems to a certain extent. 5.1 It is interesting that in Abahlali one of the people who says marketing is not a problem is Mr. S. Burgabo who sells R 50-8200 worth of vegetables a year. (This is substantially more than anybody else). He puts a great deal of time and effort into marketing. Some vegetables he sells locally, some at the Isobaphu market. In the wet season he organizes a taxi to a market, gives a taxi driver his bus to sell there. He has an attendant to get other people in Abahlali in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him. He has transported up clients to another town to consider a local market at Burgabo's great success related to purchase from other areas that Abahlali is a main thorough road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inyanga, and Umhlabeni.

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable bank of "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities. A woman was employed to hawk them in the villages within walking distance and in an area where the sister went with her truck. The sister estimates that during transport to get to out of the way places and with a full-time seller, they were selling R 500 worth of vegetables a day. (The woman's salary was R100 a day)

Some poor women asked the sister to buy sacks of potatoes or onions for them. From one pocket of potatoes an, one of onions, a woman could make R1 50-82 00 profit a week by selling locally.

This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local area and whether they quit the market

4.3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used

2. At Abahlali it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year. Christy's father had in a survey of rehabilitated and area rehabilitated areas around Kanyo willows to be found that planting up gardens which could be associated with crop gardens. He also found that crop sales of peas and tobacco could be associated with families where the garden was used.

3. There are 1000 gardens in the area. One of the gardens is owned by a woman who had had small children at that time and so had been unable to work in the garden. Women often have to interrupt their period at the garden due to bearing children



Pretoria Bureau  
THE case of Mr Paulos Mahlangu, a Mamelodi man shot dead by a woman motorist during the Sigma Motor Corporation strike in April, has been unraveled by Pretoria police. Brigadier H. A. du Plessis, chief of the Northern Transvaal CID, said the identity of the woman who allegedly shot Mr Mahlangu was known. She made a statement to the police but has not been charged. Her identity may not be disclosed at this stage. He said an inquest would be held after the release of an autopsy report and the findings of the inquest would be sent to the Attorney-General for his decision. Mr Mahlangu was shot at Denneboom Station, near Mamelodi, in April while strikers from the Sigma plant were rocking passing cars.

Occasionally people gave us their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this

4.3.3 SUPPLEMENTARY OR TERTIARY PROBLEMS

- a) There are two basic groups of people to consider here. Those members who use their plots basically as a supplementary source of food earn less than R10 per year from selling vegetables they produce.
- b) Those earning a R100 a year or more (this is a small group at Abahlali).

a) While most of the members said that they had joined the gardens because they wanted to sell some of their produce (as said half), very few are able to realise this goal. Labour is obviously significant here as



# SB DETAINS THREE MORE UNIONISTS

EAST LONDON - Three more leading black trade unionists have been detained by Security Police

They are the president of the SA Allied Workers' Union (Saawu), Mr Thozamile Gqweta and the union's East London branch secretary, Mr Xolani Khota

Also detained on Friday was Mr Siphon Pitvana, an organiser for the Motor Assembly and Component Workers' Union, who is being held under Section 22 of the General Law Amendment Act

Three other Marwasa members, including the union's chairman, M Dumile Makhanda, are being held under Section 6 of the Terrorism Act

The detention of Mr Gqweta and Mr Khota is a severe blow to Saawu's East London branch, where both are stationed. Another East London official and vice-president of the union, Mr Sisa Njikelana, is detained under Section 10 of the Internal Security Act

Saawu secretary Mr Sam Kikine said the union's offices were raided at the same time, and correspondence and other documents were seized. He said the detentions "made nonsense of the Government's so-called new labour dispensation"

Records

The following indices are re-indexed:

Trade Unionists

SAWU - SA Allied Workers' Union

and less reports on the detained unionists are re-indexed for a

-4-

-3-

appear after a delay of several years. The 1974 report was the latest

available at the time. It is likely that other files are, one for

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Star 30/6/84  
Ciskei  
frees all  
Saawu men

All trade unionists held by the Ciskeian authorities are now out of police hands, following yesterday's release without charge of five members of the SA Allied Workers' Union.

Confirming their release, the head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe, said the men had been detained in the week before Republic Day.

Another 10 Saawu members detained at the same time had been charged with distributing anti-Republic Day pamphlets issued by the banned African National Congress and SA Communist Party, he said.

② Saawu's East London branch has been evicted from its offices, the union's general secretary, Mr Sam Kikine, said yesterday.

This follows last Friday's detention of top East London Saawu officials, Mr Thozamile Gweta and Mr Xolani Khota, and a security police raid on the East London office, in which documents were seized.

CT 30/6/8 Tutu to address strikers

Staff Reporter

BISHOP Desmond Tutu, general secretary of the South African Council of Churches, is to address striking Leyland workers at a meeting in Elsie's River tonight

"I am coming down because I was asked to," he said from Johannesburg last night

Commenting on the Leyland dispute which he said he had been following since it began more than six weeks ago, Bishop Tutu said unrest of this nature would continue till fundamental change in South Africa had been brought about

A delegation from the Leyland Workers' Support Committee yesterday delivered a letter to Levland South Africa at its Blackheath plant urging management to reinstate the workers and negotiate with their union, the National Union of Motor and Rubber Workers of South Africa, on the wage demand, which had precipitated the strike, and their consequent dismissal



CT 30/6/8  
**Tutu to  
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RDM 1/7/81 (152)  
**Recruiting drive follows sacking of 800 workers**

By STEVEN FRIEDMAN  
 Lebbos Reporter

A MAJOR Richards Bay company, Richards Bay Minerals, began recruiting a new workforce yesterday after firing 800 strikers.

The company's work force stands at around 800. Workers went on strike last Thursday after a recognition dispute between the company and the National Federation of Workers. The strike lasted through the weekend.

A statement by the company's managing director, Mr B J Grierson, said the workers had been fired after "serious intimidation of many workers and their families, involving damage to property and personal assaults".

Management had decided to fire the 800 workers in view of the "escalating degree of escalation and the continuation of an illegal strike", he said.

Workers were dismissed on Monday "without incident" and police stood by to prevent any violence, the statement said.

Mr Grierson said the company had made no plans to open through the sacking of 800 workers and this would continue until enough new workers had been recruited.

According to NFW's general secretary, Mr Matthews, Grierson's firing of workers without the union's recognition from the management.

The company asked for a list of potential members of the union to establish its representation. But the NFW refused.

It asked the company for a secret ballot to determine representatives because workers "fired" Grierson, Mr Olliphant said.

When the company refused this request workers "took matters into their own hands".

The NFW is close to a deal with the SA Africa Workers Union, an union which has shown rapid growth in the East London area.

Unionists report a sharp growth in membership in Richards Bay.

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 Bell-John Prize

QUANTITY  
 SURVEYING  
 (Continued)

# Strikers

CT 1/7/81

## rampage:

## 13 arrested

### Own Correspondent

DURBAN — Thirteen blacks have been arrested and charged with public violence in the Esikhawini township, near Richards Bay, after striking workers from the Richards Bay Minerals company went on a rampage at the weekend.

More than 800 employees of the company were dismissed on Monday morning after downing tools on June 25 following a dispute over trade union representation.

In Esikhawini at the weekend, where RBM owns more than 300 homes for its employees, a number of strikers indicated they would return to work on the Monday. Groups of workers in favour of continuing the strike went on the rampage against them. A number of workers beaten up were treated in hospital after being rescued by police.

A group of about 25 strikers battered down the front door of a man who intended returning to work. He fled, but the gang broke his furniture, burnt carpets, smashed every window, hacked at tiles in the bathroom with iron bars and ripped all his mattresses.

### Notice to move

Yesterday the occupants of the homes were given two weeks' notice of eviction.

The workers struck last week on the advice of the National Federation of Workers who claimed to have the majority of black employees at the company as members.

During discussions with RBM management union officials were asked to produce evidence of such mem-

bership. Management also said they would pay for an official audit of union books to confirm claimed paid-up membership.

Union officials refused to make the books available and the strike continued.

Early on Monday morning the workforce gathered outside RBM's main gates and repeated their demands for union representation. They still refused to meet management requests.

Management then informed the strikers that because of intimidation of many workers and their families and because of the continuation of the strike, they had to dismiss all the workers.

### Refused money

RBM tried to pay out the men but they refused the money. They were then ordered into buses which took them under police escort, to Esikhawini.

On Tuesday all was calm but tense, in the township, and police were on stand by.

The managing director of RBM, Mr B J Gmerson, said employment of a new workforce had already begun. Operations at the company had been maintained by remaining staff.

After another strike, more than 500 workers at Umhlatuzi Valley Sugar Company, between Empangeni and Richards Bay, returned to work yesterday morning. They struck on Monday after advising management they wanted a workers' liaison committee. Management at first refused but, after further discussion, it was agreed on.

Sept 24

MT5

Sept 28

MT6

# 160 workers at PE factory on strike

Post 1/7/81

152

## Post Reporters

MORE than 160 workers have been on strike for a week at the Repco motor component factory in Port Elizabeth — but the firm's management refuses to discuss the matter.

The strike started last Wednesday in protest against the dismissal last month of three men. The strikers are also seeking management recognition of their union, the Motor Assemblies and Component Workers Union of South Africa (Macwusa).

The men dismissed are Mr Don Kondlo, Mr Bantu Mogale and Mr Raymond Ncoko, who had worked at Repco for two years, three years and three months respectively.

According to union officials they were read a statement compiled by Repco's management which insisted on the firm's right to discipline workers and also made it plain that

Macwusa would not be recognised unless it became part of the Industrial Council.

Macwusa is not a registered union.

A meeting of Repco workers was held at the Holy Spirit Hall in KwaZakhele last Thursday. They were addressed by their three representatives and by Mr Siphio Pitvana, a Macwusa organiser.

A deputation was elected to see management. According to union officials, it met the firm's works secretary, Mr Brian Phillips, who is also apparently in charge of labour matters. He said he was prepared to discuss the dismissals — but not in the presence of Mr Pitvana, union officials claim.

On Friday, Mr Pitvana was detained by the Security Police. Since then management has said it is prepared to

recognise Macwusa but is not prepared to budge on the issue of the men dismissed.

The Evening Post tried to speak to Mr Phillips, only to be told that he was not available to the Press. The matter was referred to the firm's managing director.

His secretary refused to divulge his name and said that no questions would be answered over a telephone. All questions must be put to him in writing.

A reporter drove to Repco's factory in Deal Party. The receptionist refused to allow him to see the managing director without an appointment and suggested the reporter post the questions. She refused to take written questions to the managing director.

Later the questions were accepted. When the firm was approached for a reply, an employee said that no comment would be made.

# Richards Bay

NH 1/7/81

# Strikers on rampage

(152)

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Mercury Reporter

THIRTEEN blacks have been arrested and charged with public violence in the Esikhawini township, near Richards Bay, after striking workers from the Richards Bay Minerals company went on a rampage at the weekend.

More than 800 employees of the company were dismissed on Monday morning after donning tools and equipment following a dispute over trade union representation.

In Esikhawini at the weekend where RBM owns more than 300 homes for use by their employees, a number of strikers indicated that they would be returning to work on the Monday.

Groups of workers who were in favour of ending the strike then went on the rampage against those who wanted to return. A number of workers were beaten-up by strikers and had to be treated in hospital after being rescued by police.

### Fled

A group of about 25 strikers fled down the front door of the home of an employee who refused to return to work. The man fled, but the gang broke all his furniture, burnt carpets, smashed every window, hacked at the bathroom with iron bars and ripped all

addresses

Dr. Mdlalose said that Mr. Grierson had said the workers could reapply for employment but he refused the right to employ those he wanted.

I asked Mr. Grierson to restate the workers' unconditional because the workers who are my people, who some of them will be left out," he explained.

All the workers are asking for is the recognition by management of their trade union, he added.

### Ballot

"They have even offered to stage a secret ballot so management can be assured that more than 50 percent of the workers belong to the union."

Mr. Grierson says that employees of a new workforce has already started.

After another strike, more than 300 workers at the Umhlatzi Valley Sugar company, situated between Empangeni and Richards Bay, returned to work yesterday morning.



THE company-owned home of a Richards Bay Minerals employee who wanted to go back to work was wrecked



THE inside of the house after the wreckers struck

NM

11/7/81

152

...the residents of the more than 300 homes were given notice of eviction. The former employees all have two weeks to vacate the houses.

The workers went on strike last week on the advice of the National Federation of Workers who claimed to have the majority of black employees at the company as members.

During discussions with RBM management, union officials were asked to produce evidence of such membership.

Management also said they would pay for an official audit of the union's membership books in order to confirm the claimed paid-up membership.

The union officials refused to make their books available and the strike continued.

Early on Monday the entire workforce gathered outside the main gates of RBM and repeated their demands for union representation. However, they also still refused to meet the management requests.

Management then told the strikers that because of serious intimidation of many of the workers and their families, and because of the continuation of the strike, they had no choice but to dismiss all the workers.

#### Pay

Although RBM attempted to pay the men, the workers refused to accept the money. The former employees were then ordered on to buses which then took them, under police escort to Esikhawini.

Yesterday all was calm, but tense, in the township, and police were on constant stand-by.

Mr B J Grierson, the managing director yesterday refused to reinstate the 800 workers unconditionally after being asked to by the KwaZulu Minister for the Interior, Dr Frank Mdlalose.

Chemical

NM 1/7/81

workers

(152)

(187)

back

(MAD)

at jobs

**Mercury Reporter**

THE 400 workers from S A Tioxide (Pty) Ltd, who had refused to work since Friday, started again yesterday after an agreement had been reached between union officials and management

The workers from this Umbogintwini firm downed tools following management's refusal to dismiss the personnel officer — against whom they had registered several complaints

Mr J G Sommerville, the managing director of S A Tioxide, said after negotiations with officials of the Chemical Workers' Industrial Union that they had come to an agreement

He would not say whether the agreement involved a possible dismissal of the personnel officer

Union officials could not be reached yesterday

# Saldanha Workers Sent Home

27/8/1

## Labour reporter

ABOUT 900 workers at the Sea Harvest fish factory in Saldanha were sent home today in what the Food and Canning Workers' Union has described as a clear case of a lockout.

A spokesman for the union said almost this morning about 100 workers were sent home and left the factory on the instructions of the managing director, Mr. H. E. Kramer, after he refused to address the workers on a pay dispute

The union had been trying to negotiate with the firm for higher wages over the past six weeks. On Tuesday, however, Mr. Kramer made a pay offer which was rejected at a meeting last night.

When Mr. Kramer was told the number of strikers up, the workers' spokesman said:

"I refused a request from the workers' committee today to speak to all the workers. He told them they all had to leave the premises immediately."

"It seems rather embarrassing to me that the workers are refusing in White City, Saldanha, to decide what is to be done," the spokesman said.

Mr. Kramer was not available and a spokesman for the company said there was no comment at the moment on the trouble.

The Sea Harvest factory, one of the biggest fish factories on the West Coast, experienced a number of strikes in the 1970s.

In a four-month wrangle over what the workers called "slave wages", they demanded a minimum wage of R30 a week.

Of the companies again in a dispute at another plant, are the Ford and General Motors plants.

A spokesman for the National Union of Motor Vehicle and Rubber Workers (Nunmarose) said today that workers at at least five major plants will refuse to handle parts manufactured by the Durban company if the company persists in attempting to recruit "slave labour" at its strike-hit Uitenhage plants.

In Port Elizabeth the labour dispute in the "hazardous" work force is threatening to spread, The Atlas Bureau reports.

A strike of about 150 workers at a motor component plant has again disturbed labour peace.



Argus 1/7/81

Leyland

(152)

'should

(152)

get out

of SA'

#### Labour Reporter

IF British Leyland could not pay workers here a decent wage it should get out of South Africa, speakers told a meeting in support of striking Leyland workers in Elsie's River last night.

A singing, chanting crowd of about 2,000 people filled the Monaco Cinema in Halt Road for the meeting, which was part of the Leyland workers' support week.

Messages of solidarity and support for the strikers were delivered by representatives of Western Cape trade unions, community organisations and women's and student groups.

#### TUTU

Bishop Desmond Tutu, general secretary of the SA Council of Churches, was among the churchmen who addressed the meeting.

A resolution was unanimously adopted to call on the British ambassador in South Africa to intervene so that this dispute can be settled to the satisfaction of both parties concerned.

'Failing this, we, as part of the oppressed community of South Africa, have no option but to call on Leyland to withdraw from our country.'

#### CONCERN

The resolution noted 'with great concern' that Leyland SA was refusing to pay its workers a living wage and refusing to negotiate with the workers and then democratically elected representatives.

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of SA (Numarwasa), told the meeting that Leyland SA was owned by British Leyland, which in turn was owned by the British Government.

#### CODI

The British Government was a signatory of the European Economic Community's code of conduct, according to which British companies in South Africa should pay .50 percent

more than the household subsistence level.

This would mean a minimum of R1.97 an hour, but the minimum rate at Leyland was R1.30 an hour.

Workers in other motor assembly plants in South Africa were all earning at least R1.60 an hour and this would increase to R1.80 an hour in July, Mr Forster said.

The strike began seven weeks ago, with Leyland workers demanding more than the 9c an hour increase from July agreed to by the union last year.

# Star 2/7/81 Natal workers ~~1981~~ 152 ~~129~~ ~~127~~ ~~125~~ ~~123~~ arrested after strike

Thirteen workers have been arrested and charged with public violence in the Eskhawini township near Richards Bay, after the recent strike at the Richards Bay Minerals company.

They are alleged to have assaulted would be strike breakers at the weekend.

And Sapa reports that 300 of the 800 workers dismissed after the strike have been given two weeks' notice to quit company homes in the town-

ship

The strike, which began on June 26, centred on a dispute over union recognition between management and the National Federation of Workers, which claims majority membership at the plant.

The company demanded documentary proof that the union had 50 percent paid-up membership at the plant, while union officials held out for a secret ballot as a means of testing membership.

th

S A Read

General J B M Hertzog Prize  
For the best final year student.

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 Dunckley

Sixth Year

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

ARCHITECTURE

# Union fills positions of detained leaders

Star 2/7/81

3000 1488A 152 152

**Labour Reporter**  
The South African Allied Workers Union (Saawu) has elected new officials and opened a new office in East London after last week's detention of the branch's leadership, the union's general secretary, Mr Sam Kikine, said today.

Last Friday Security Police detained Saawu's president, Mr Thozamile Gqweta, and East London branch secretary, Mr Xolani Kota. Saawu's vice president, Mr Sisa Njikelana, was detained earlier last month.

Mr Kikine said police had confiscated all the

documents at their old office as well as correspondence with union members and overseas unions. The office had been closed down.

"Such State action confirms our stand against registration," Mr Kikine said.

He also accused the Security Police of trying to infiltrate Saawu.

Attempts had been made to infiltrate the union by police "spies" at the plant level. But Saawu was aware of this and had warned its members, Mr Kikine said.

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Shown

URBAN &  
REGIONAL  
PLANNING

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

C W von During  
subject of Building Construction.  
For the best student in the  
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

Professional Practice.

For the highest marks in  
the student obtaining

Surveyors' Prize

Cape Chapter of Quantity

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)

BUILDING  
(Continued)

Chas. McCarthy & Sons Building  
Prize  
Awarded

the final year student  
he best combined marks  
Construction III & IV.

EDM 27/81  
**UK envoy  
asked to  
settle  
dispute**

Stewart Building  
Prize

the final year student  
proceeded to postgraduate  
judged to have  
best overall results  
year of Building.

Own Correspondent

CAPE TOWN — The British  
Ambassador to South Africa,  
Sir John Leahy, will today official-  
ly receive a call to inter-  
vene and settle the dispute in-  
volving Leyland workers, who  
have been on strike for the past  
six weeks.

This follows a resolution  
adopted at a mass meeting this  
week in Elsie's River, organised  
in support of the strikers and  
attended by about 2 000 people.

A spokesman at the British  
Consulate-General confirmed  
late yesterday afternoon that a  
letter had been delivered to the  
British Embassy.

Earlier, she said that al-  
though Sir Leahy had been in-  
formed of the situation imme-  
diately after the resolution was  
made known yesterday, no official  
approach had yet been  
made.

The contents of the letter  
was not yet known, but the  
ambassador would be informed  
of details of the latest develop-  
ment, she said.

Mr Joe Foster, secretary of  
the National Union of Motor  
and Rubber Workers of South  
Africa (Numarwosa), said yester-  
day that the letter contained  
a covering letter from him and  
a copy of the resolution adopted  
at Tuesday's meeting.

"The call on the British Am-  
bassador is not specifically  
from the striking Leyland  
workers, but from that section  
of the community that attended  
the mass meeting," Mr Foster  
said.

On Tuesday night the meet-  
ing also pledged to call on Ley-  
land to "withdraw from "our  
country" if the ambassador did  
not intervene and settle the  
dispute.

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FINE ART

QUANTITY  
SURVEYING

the best student obtaining  
honours standard in Quantities.

Quantities III

P C Key

Quantities V

Mrs J R Einhorn

CL 27/81 (S2) #6A 174

# Leyland dispute call

Staff Reporter

ambassador today

THE British ambassador to South Africa, Sir John Leahy, will today receive a call to intervene and settle the dispute involving Leyland workers who have been on strike for the last six weeks.

Earlier, she said that although Sir John had been informed of the situation immediately after press reports of the resolution appeared yesterday, no official approach had yet been made.

This follows a resolution adopted at Tuesday night's mass meeting in Elsie's River, which was organized in support of the strikers and attended by about 2 000 people.

The actual contents of the letter delivered to the embassy were not yet known to her, but the ambassador would be informed of details of the latest development as soon as possible, she said.

A spokesman at the British Consulate-General's offices confirmed late yesterday that a letter had been delivered to the British embassy and that the contents of it would be forwarded to the

The secretary of the National Union of Motor and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, said yesterday that he himself had delivered the letter to the British embassy about lunch-time.

# Motor firms, Ev. Post 2/7/81 union men talk over parts threat

By SANDRA SMITH  
MEMBERS of the executive of the National Union of Motor and Rubber Workers of South Africa (Numarwosa) met with the management representatives of Ford today and will meet Volkswagen next week to discuss the possibility of Numarwosa members refusing to handle parts manufactured by Dorbyl — a strike-hit Tutenbaga motor component manufacturer

The Secretary of Numarwosa, Mr Freddy Sauls, said today "If Dorbyl continues in its attempt to hire scab labour to replace our striking members, then our members at Ford, Volkswagen and General Motors will refuse to use the parts manufactured by scab labour"

About 1 000 workers at Dorbyl downed tools on June 18 when their R2 an hour minimum wage demand was rejected by the firm's management

Mr Sauls explained that the support action was not expected to take place immediately, as the Dorbyl plants were not operating because of the shortage of labour as a result of the strike.

"Worker representatives and their employers must reach an acceptable settlement. We are merely considering this as a possibility for the future, and this action is not going to take place tomorrow. In fact I hope it will not come to this at all," Mr Sauls said.

The Public Affairs Manager of Volkswagen, Mr Ruben Els, said today that Numarwosa shop stewards had met Volkswagen industrial relations representatives yesterday.

"They expressed their con-

cern at the Dorbyl situation and asked if there was anything that the company could do to improve the situation," Mr Els said.

"The matter is being considered and discussions with our shop stewards will continue next week."

The Public Affairs Director of Ford, Mr Dunbar Bucknall, said the Numarwosa executive met Ford's industrial relations personnel this morning.

He said "The meeting took place to notify the company officially that should the dispute between their union and Dorbyl not be resolved, a possibility exists that the union membership may refuse to handle Dorbyl products at the company."

The Press liaison officer at General Motors, Mr Mike London, said that the firm had received no notification from Numarwosa of the proposed action. No meeting between the General Motors management and the union was planned.

The managing director of Repco, a Port Elizabeth motor component factory hit by a strike last week, today continued to refuse to comment on the situation — or reveal his name.

About 160 Repco workers went on strike on Wednesday last week after three of their colleagues were dismissed last month, and the company refused to recognise their union, the Motor Assembly and Component Workers Union of South Africa (Macwusa).

In a statement read to union officials, Repco management said that the company had the right to discipline workers and would recognise them if it became part of the industrial Council.

# Pay decent wage or get out, Leyland told

CAPE TOWN - If British Leyland could not pay "a decent wage," it should get out of South Africa, striking Leyland workers - supported by Bishop Desmond Tutu - have told the company.

The managing director of Leyland SA, Mr David Beek reacted yesterday by saying the community "could only be worse off" if Leyland withdrew from South Africa. The company employed some 2200 workers.

He refused to comment on claims that Leyland paid lower wages than the rest of the motor assembly industry in South Africa.

Bishop Tutu, general sec-

retary of the SACC, resolved, together with 2000 people at a meeting to call on the British ambassador to intervene and settle the seven-week-old strike.

Bishop Tutu warned those who had everything and refused to share, that they were going to lose everything.

"Sometimes when we look at some of the things happening in this country we begin to wonder if we are not ignorant. If they do not remove the causes of the grievances then we are going to have an explosion."

"But when newspapers and journalists warn of what is going to happen they say in predicting you cause what you predict, and what they do then is

that they ban those who are warning them.

Bishop Tutu said people from overseas had been allowed to come to this country because of the "kindness of our heart."

"We said they could use a little bit of our land and we shut our eyes. When we opened our eyes, our land was gone."

"We say to them now, we have had enough. We don't want to drive anybody into the sea, all we want is a new kind of South Africa that is truly democratic."

Speeches were interspersed with loud cries from the audience of "amandla ngawetu" and singing.

Messages of support for the strikers came from trade unions, community organisations, women's and student groups.

APUS 3/7/81 (404) (152) (12) (67)

# UK 'cannot intervene' in Cape strike

## Labour Reporter

THE British Embassy cannot intervene in an industrial dispute, even though it involves a British subsidiary, the British Consul General in Cape Town has said.

Mr Alan Elgar issued a statement in response to a resolution adopted at a public meeting this week calling on the British Ambassador to intervene in the Leyland strike.

He said: 'Although the British Embassy takes a close interest in industrial relations involving British subsidiaries in South Africa and has taken note of the contents of this resolution, the embassy

cannot intervene in any industrial dispute.'

The embassy hoped that the differences could be resolved through the usual channels.

Mr Elgar said British Leyland had been publicly owned since 1975, and 96.6 per cent of the equity was vested in the Secretary of State for Industry.

It was not however, nationalised.

'Full responsibility for the day running is in the hands of British Leyland's boards of directors. This includes responsibility for industrial relations at home and overseas.'

The strike at Leyland South Africa began seven

weeks ago. About 1900 workers downed tools in support of a demand for a bigger increase in wages than their union had agreed to in December.

About a third are still on strike.

The secretary of the Western Cape branch of the National Union of Motor Assemblies and Rubber Workers (Numarwosa), Mr Joe Foster, said today it was ironic that the British Government, through its ambassador, should refuse to intervene in the strike.

British Leyland, the parent company, was almost entirely owned by the British Government, which was a signatory of the EEC code of conduct, he said. The code laid down clear guidelines to be followed by companies with interests in South Africa.

He said the public meeting had resolved to call on Leyland to withdraw from South Africa if the ambassador refused to intervene.



Argus 3/7/81 (128) (129) (130) (152)

# Talks expected in wages dispute

## Labour Reporter

NEGOTIATIONS aimed at settling the dispute at the Sea Harvest fish processing factory in Saldanha are likely today, with both management and worker representatives saying they are ready to talk.

The workers, who are dissatisfied with wage increases announced this week, are demanding a minimum wage of R40 a week.

This would be 'no problem', the managing director, Mr E H Kramer, said today.

'We are prepared to pay a minimum of R40 a week, but then allowances and bonuses would fall away. We are paying more than R40 a week now with the allowances and bonuses'

More than 700 workers mostly women, left the factory yesterday in what their union called 'a clear case of a lockout

They said Mr Kramer refused to address all the workers together on the wage issue as he had agreed, and sent them home.

Mr Kramer, who was not available for comment yesterday, said today there was 'no question of a lockout

'Whoever told the workers to go home, it certainly wasn't me.'

He said it was necessary to hold meetings in groups, as there was no place at the factory to accommodate 1 000 people.

A series of meetings was arranged with the

workers' committee and they proceeded to organise the meetings. That was the last I saw of the committee or anyone else yesterday.'

Mr Kramer denied an allegation that he had tried to bypass the Food and Canning Workers' Union by announcing increases while the union was trying to negotiate on wages.

'We have a policy of twice-yearly wage increases. At the beginning of the year we had committed ourselves to a general wage increase in the first week of July.'

He said that while some workers might have been prepared to wait for a

negotiated agreement, others were not.

Mrs L Abrahams, Paarl branch secretary of the union, said small increases were 'eaten up tomorrow' by the rising cost of living.

In a notice dated July 1, management announced an increase in the minimum wage for women of 14c or 17c an hour, depending on length of service. The minimum is presently between 60c and 72c an hour for a 46-hour week.

New minimum wages of between 70c and 77c an hour were set for male factory workers excluding contract workers.

A LEYLAND spokesman in Cape Town recently declared "As far as we are concerned, there is no strike."

On the contrary, the strike by about 600 workers at Leyland's two motor assembly plants in the Cape — now in its seventh week — seems very much alive.

The situation initially looked bleak for the remaining strikers and their union — the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers — after the company fired its whole work-force of 2 000 and filled its labour complement with former and new workers.

But the strike has been kept alive through the development of a widespread community support structure — a key feature of recent labour disputes in the Cape. The community-based campaign has been growing steadily in importance and scale.

In the latest development, a formidable array of 60 Cape organisations has called on the British Ambassador to South Africa to settle the dispute — an awkward demand to field as Leyland is indirectly almost wholly-owned by the British Government.

Though Leyland is not nationalised, almost all its shares are held by the Secretary of State for Industries.

The Leyland-strike was triggered off by wage demands.

The union and the company negotiated a wage agreement in December last year in terms of which workers received an increase in January and were to receive a further 6c increase in June.

The union informed management early in May that the workers wanted a bigger increase as they believed the company could afford it as they were hiring new workers — but the company refused to review the agreement.

The entire work-force of about 2 000 at both Leyland plants downed tools on May 14, demanding a bigger increase.

Management dismissed all the workers on May 20 after an ultimatum to work was ignored, and started recruitment.

Many strikers went back — but a core group of mostly long-service and skilled workers, stayed out and resolved to stick to their demands.

Soon afterwards, the company announced it had filled its labour complement, that production would soon be back to normal and that there was no dispute between it and the former workers or their union.

However, the union then started organising support committees in areas where strikers lived, to provide them with material assistance and involve their communities in the issue. Committees have been set up in areas as far-flung as Stellenbosch, Paarl, Macassar, Kleinwaai, Strand, Elsenriver and Belhar.

The support campaign gathered momentum until 60 organisations in the Western Cape, including three major trade unions, pledged their support to the strikers at a meeting last weekend.

In a statement, they condemned Leyland for refusing to negotiate with the workers

# Now Leyland faces a community challenge

RDM 3/7/81



By RIAAN DE VILLIERS

PLANNING  
REGION  
URBAN

It also claims that the situation in the plants is unstable, that workers are unhappy and that they are walking out in increasing numbers due to the community campaign.

This was borne out at a recent meeting for strikers when a number of "scab"

the union

As evidence, he says the company has requested re-employed workers to sign forms stopping deduction of union dues.

A company spokesman has confirmed this, but said it was voluntary, and added that the agreement with the union had lapsed.

This touches on a key issue.

The company claims the agreement lapsed when the workers struck illegally and that it also provided for their dismissal.

In turn, the union believes it is still binding and that the firm breached it by firing the strikers. It is applying for a court order, due to be heard next week, instructing the company to reinstate the workers on this basis.

Company spokesmen have not been available for comment about the latest developments.

The union is pinning some of its hopes on its legal action.

Whatever the outcome of this, community support campaigns for strikers have developed into a formidable tool in the Western Cape and judging by previous examples, community pressure is unlikely to abate until a settlement is reached.

If the company sticks to its guns, a drawn-out war of attrition — reminiscent of the marathon Falls and Mons strikes which was settled after eight months following a widespread boycott campaign — may be in the offing.

If the campaign is successful, it is likely to further reinforce bonds between the Cape unions and worker communities and become a permanent factor which employers there will not be able to leave out of the reckoning.



workers reportedly apologised for having returned to work.

Mr Joe Foster, regional secretary of the union, says workers are "continually flowing out" but adds that it is difficult to monitor this.

He is confident that the strike can still be settled. "The remaining strikers are determined to keep the dispute alive. They are committed and are prepared to make sacrifices."

He is also encouraged by the community campaign.

The union's demands, he says, remain unchanged. They are an increase of 25c an hour, unconditional reinstatement of all workers, no victimisation or intimidation, and negotiations with the union aimed at establishing a minimum wage of R2 an hour.

The union has heard nothing from the company since mid-May. "We have submitted our demands and are waiting for them to come back to us," he says.

Mr Foster says the company is clearly out to smash

(Cont'd)  
SURVEYING  
QUANTITY

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RDM 3/7/81  
MMA MORA 152 60  
MRA

By RIAAN DE VILLIERS

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PLANNING  
REGION  
URBAN

(Continued)  
SURVEYING  
QUANTITY

and their representatives and employing methods to "break the strength of the union".

They added "We, the community, hereby declare that we will not let the workers starve," and called out a Leyland Support Week.

On Tuesday night, a mass meeting was held in Elsternriever where Bishop Desmond Tutu, general secretary of the SA Council of Churches, was the main speaker.

It was reportedly attended by over 2 000 people, including delegates from the 60 support organisations.

The meeting adopted a resolution calling on the British Ambassador to South Africa, Sir John Leahy, to intervene and settle the dispute.

The meeting also pledged to call on Leyland to withdraw from South Africa if the Ambassador failed to settle the dispute.

The resolution was handed to the British Consulate-General in Cape Town two days ago and a statement was expected yesterday.

By yesterday afternoon, it had not yet been issued but was expected to say that the Ambassador could not intervene.

It's a delicate issue. Although a previous Labour government also laid low during a dispute at Leyland, it has been quick to capitalise on this one under a Conservative government.

In a recent statement, the general secretary of the party condemned Leyland management's action and said he was "horrified" that it was compounding its actions by attempting to break the strike by employing "scab" labour.

He added it was "intolerable" that a company almost wholly-owned by the British Government should behave in this manner.

British and international labour organisations have also pledged solidarity with the strike.

Leyland may still have internal problems too.

In a recent interview, a company spokesman said the company was to reach full production soon. While he conceded that certain skills had been lost, these had been replaced from outside and by promoting workers in the plant.

New workers were also undergoing intensive training. He also disputed the union's estimate of the number of strikers, which he put at 460.

However, the union claims that production is still far below normal due to the loss of most of the skilled workers.

It claims that 60 vehicles were recently returned to the factory due to poor workmanship.

# Fired strikers' union may sue Sasol builder

RDM 3/7/81 878 52 11/81 2/81

## Labour Reporter

THE strike by Bester Homes workers at the Sasol 2 plant is over — but yesterday a black trade union was considering legal action against the company on behalf of fired strikers

Workers struck on Wednesday in support of wage and other demands. Workers claim over 1 000 were involved, but police say only 500 struck

Yesterday, about 50 fired strikers gathered at the office of the Building, Construction and Allied Workers Union and made statements to union lawyers

They made allegations about conditions at the site and the handling of the strike

The union's general secretary, Mr. Frank Mohlala, said the union was investigating legal action against the company, including the possibility that work conditions violated the industry's binding industrial agreement. The company's managing di-

rector, Mr. L. Bester, declined to discuss the dispute on Wednesday and yesterday when the Rand Daily Mail put worker allegations to his office, he was unavailable

By yesterday evening, Mr. Bester had not responded to the allegations

The workers said they struck in support of demands for a R3 an hour wage and that lowest-paid workers earned 63c an hour and the highest-paid R1,30

They alleged there was no lighting, stove or hot water in the compounds, where they paid R16 a month rent and had to provide their own food

They also claimed they were transported to work in open trucks in contravention of the building industry's industrial agreement

Workers claimed they had elected a five-man committee to discuss these complaints with management on Monday, but a

company representative fired all five men and refused to discuss demands. This had led to the strike, they alleged

After they had gone on strike, management told a group of 200 they were dismissed and that they must leave the compound, workers said

They said most were taken to Springs and left to find their way back to the homelands

The workers claim police assisted management in removing them from the compound, but police say they were simply standing by during the strike

The Council of Unions of SA yesterday accused the firm of taking advantage of the State-created influx control system

It added, "That workers are not able to exercise their rights without threat of dismissal makes a mockery of the Wiehahn Commission and any legislative changes the state wishes to embark on"

URBAN REGION PLANNING

subject of Building Construction.

For the best student in the  
S A Brick Association Prizes

III : No award

II : A R Low keen

I : N D G Sessions

fifth years respectively.

II and III in the third, fourth & the courses of Building Economics I, For the best student in each of

LTA Prizes

P R Swiff

Professional Practice.

the highest marks in

For the student obtaining

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

in any year of study. For the best all-round student

Bell-John Prize

QUANTITY SURVEYING (Continued)

Pay scales start fish plant row

About 900 workers at the Sea Harvest fish factory at Saldanha in the Cape, sent home yesterday after management refused to meet their wage demands, today expressed their willingness to return to work and hold negotiations.

Workers had demanded a minimum R50-a-week wage and rejected management's offer on Monday of increases.

Union said the pay offer was unacceptable because of cost of living increases. It accused management of conducting a "lock-out".

The managing director of the company, Mr H E Kramer, has not commented on the dispute.

Women workers earn between 60c and 72c an hour depending on length of service, and men receive 70c to 74c.

ng to

For the Best  
Prisman Prize

ANAESTHETICS

C W Sperry

year of the medical course.  
For the best student in the first  
Zwarsstein Prize

J M Cornell

graduating with honours.  
For the most distinguished student  
University Gold Medal in Medicine

Miss C H Botha-Reid

for the 3rd year of the MB ChB course.  
completing the courses prescribed  
For the overall outstanding student  
Award

Stanley Phillip Neumann Memorial

J M Cornell

honours  
for MB ChB with first class  
For the best student qualifying  
Barnard Fuller Prize

J T Taylor

to student affairs.  
has made a special contribution  
adequate academic standard and  
For the undergraduate who is of  
Forman Prize

Dr D W Beatty

or CHM.  
thesis for the degree of MD, PhD,  
submitting the most meritorious  
For the student (35 years or under)  
Bronte Stewart Research Prize

BUILDING  
(Continued)

Chas. McCarthy & Sons Building Prize

Awarded to the final year student obtaining the highest marks in Building

M Yeats

The Murray & Co Management Prize

Awarded to the student who has produced the best study in the final year

R W Kohne

Sonny Cohen Prize

For the most industrious student

H R Proud

Simon Gerson Prize

For a most industrious student

M D H Wells  
A McL Kennecott

David Marais Prize

For a most industrious student

R D Morrison

Michaelis Prize

For best composition

Mrs M van Niekerk

Association Prizes

For the best student in the following subjects

Quantities

P C Key

Quantities

Mrs J R Einhorn

FINE ART

QUANTITY SURVEYING

**More Labour unrest looms**

By Tony Davis  
Labour Reporter

A new wave of sympathy strikes are again threatening the motor industry in the Eastern Cape.

In May this year workers went on strike at Ford and General Motors (GM) in Port Elizabeth after refusing to handle Firestone products in support of their colleagues who had been dismissed from the tyre plant.

Now the motor industry has been warned of further sympathy strikes as the result of a dispute at the Dordoyl components plant.

plant

Yesterday officials of the National Union of Motor Assemblers and Rubber Workers (NUMAW) told management at Ford that unless the Dordoyl dispute was settled they would refuse to handle that company's products.

Union shop stewards also met Volkskrans officials in Uitenhage about the Dordoyl dispute and further talks are expected.

A GM spokesman said it had not yet been approached although management has stated it would discuss the dispute with

GM

About 1000 workers were dismissed at the Dordoyl plant last month after management demanded a minimum R2 an hour wage.

NUMAW is hoping pressure will be brought on Dordoyl to re-employ the dismissed workers.

During the Firestone sympathy strike, Motor Assemblers and Component Workers' Union (Mawu-sa) members closed down several Ford plants and returned partial success as management agreed to take on dismissed workers as

jobs became available

Sympathy strikes are common overseas and labour experts view the Eastern Cape developments as a recent development in South African labour unrest.

Dordoyl has been unwilling to discuss the wage dispute and on Monday management dismissed workers who had to their mind been dismissed.

● About 450 workers at Repco component plant in Port Elizabeth went on strike over union recognition demands and the dismissal of several colleagues

Arthur Grobelaar, 'bread' implications



# Security Police detain four Uitenhage union organisers

CAPE TOWN — Four organisers of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) who have been involved in a strike in Uitenhage were today detained by Security Police

The secretary of Numarwosa, Mr Freddy Sauls, said the chairman of the

Dorbyl Workers' Committee, Mr Lucky Benbile, and three shop stewards, Mr Caldon Ngalwa, Mr Ronnie Baartman and Mrs M McConarthy, were taken from their homes by Security Police early today

The union has been locked in dispute with Dorbyl, a motor component manufacturer, where 1 000

workers are said to have dismissed themselves

The detention of the four Numarwosa organisers has been confirmed by Security Police

They were detained under the Criminal Procedure Act and were being held

● Page 19 More labour unrest looms.

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Professional Practice.

For the student obtaining  
highest marks in

Surveyors' Prize  
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The Committee of the Western

P C Key

For the best all-round student  
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Bell-John Prize

QUANTITY  
SURVEYING  
(Continued)

URBAN &  
REGIONAL  
PLANNING



CT 3/7/81  
Consul  
rejects  
Leyland  
appeal

Staff Reporter

AN APPEAL to the British ambassador to intervene and settle the six-week old dispute between Leyland management and former workers, was yesterday turned down in a statement issued by the Consul General in Cape Town, Mr Alan Elgar.

While a close interest is taken in the industrial relations of British subsidiaries in South Africa, we cannot intervene in any industrial disputes even though it may involve a British subsidiary, he said.

The text of the resolution adopted at a mass meeting in Elsie's River on Tuesday night and delivered to the embassy in Cape Town on Wednesday had been transmitted to the ambassador and note had been taken of its contents.

"The embassy hopes that differences involved in the Leyland South Africa dispute will be resolved through the normal channels, Mr Elgar said.

Later a spokesman for the Consulate General pointed out that Leyland was not a nationalized company. It only received financial backing from the British Government and it could therefore not involve itself in management policies.

On Tuesday about 2 000 people at the mass meeting pledged to call on Leyland to withdraw from the country if the ambassador did not intervene and settle the dispute.

## Post Focus

# Minimum wage campaign makes headway in E Cape

(R2) (1.92) (1.40A) EV Post 3/7/81

By BILL GARDINER

THE strike by 1 000 workers at the Uitenhage motor component firm, Dorbyl, this month is one outcome of the nationwide launching of a campaign last year by the Federation of South African Trade Unions for a "living wage" minimum of R2 an hour.

Dorbyl workers have refused to accept the company's pay offer of R1.96 an hour from July 1, as prescribed by the Industrial Council for the steel and engineering industry, and have stuck to their original demands for a R2-an-hour minimum.

But in a key development this week, two Uitenhage motor component firms, SKF Bearings and Borg-Warner, agreed to abandon the prescribed Industrial Council pay scales and pay workers the R2-an-hour wage minimum.

A major development in the wage agreement secured at SKF and Borg-Warner is that the pay increases have been gained through in-company agreements, with both firms abandoning the pay scales prescribed by the Industrial Council.

Says the secretary of a Fosatu affiliate, Numarwosa (the National Union of Motor Assembly and Component Workers' Union of South Africa), Mr Fred Sauls: "We prefer in-company negotiations as we feel the Industrial Coun-

cil is too powerful for us. Fosatu believes there must be national bargaining on minimum wages but in-factory bargaining on actual wages."

The Fosatu campaign for a "R2 living wage" began in the Eastern Cape less than a year ago. About 3 500 workers downed tools in a wildcat strike for higher minimum wages at the Volkswagen motor plant in Uitenhage.

The action set off further strikes, involving some 6 500 workers at seven factories in the area.

After three months of intense negotiations, a major Fosatu affiliate representing the striking VW workers, Numarwosa and the East Cape motor industry agreed to a comprehensive pay package.

The employers accepted the principle of a "living wage".

The agreement provided for an immediate pay increase, with a graduated increase every six months, to a "living wage" minimum of R2 an hour, by January, 1982.

A major gain in the negotiations was employers' acceptance that wage negotiations should in future depend on the concept of a "living wage", as proposed by Numarwosa, rather than subsistence wages.

The concept has since become a major plank in negotiations, not only in the Eastern Cape and within Numarwosa, but throughout Fosatu in general.

The Fosatu central committee this year decided to cam-

major breakthrough for the union and likely to give further impetus to Fosatu's campaign in the Eastern Cape.

At Borg-Warner, workers boycotted overtime last year to force management to negotiate with the workers' committee.

Talks have since resulted in management's accepting an hourly minimum of R2 from April next year. Meanwhile wages will increase to R1.70 an hour in October this year and R1.60 in January, 1982.

SKF Bearings have agreed to pay male workers R2 an hour and women workers R1.80 an hour next month. This is the result of an in-company agreement made after workers downed tools last year to force management to enter talks on the "living wage" demand.

The agreement includes an undertaking by Numarwosa to make sure workers stuck to the agreement and do not go on wildcat strikes.

Union leaders have compromised on the wage difference between men and women employees, but recognise it could divide workers. They are therefore making renewed demands for women to receive equal wages.

Although workers at Volkswagen, Ford and General Motors are bound to the wage

settlement agreed to last year, Numarwosa intends to press for an earlier implementation of the R2-an-hour offer, to offset inflation.

And at Veldspan, the Fosatu-affiliated National Union of Textile Workers' plant committee has gained recognition from management after winning the support of 90% of the employees in a referendum.

The union plans to step up demands for the R2-an-hour minimum in November, when the current wage agreement in force will be re-negotiated.

### Mr FRED SAULS ... bargaining

paign for the "R2 living wage", says Fosatu national secretary, Mr Joe Foster. Fosatu also plans to form a sub-committee to monitor developments in the campaign.

Although the workers' demands have met strong resistance from Dorbyl's management, the "R2-an-hour" campaign by Fosatu has made significant gains in the Uitenhage area.

The agreement by the Uitenhage motor component firms, SKF Bearings and Borg-Warner, to pay workers the R2 hourly minimum is a

# Security police ev. Post 2/7/81 hold four trade union organisers

## Post Reporters

AT LEAST four organisers of the National Union of Motor Assembly and Rubber Workers, of South Africa (Numarwosa), who have been involved in a strike in Uitenhage, were detained by Security Police today

The secretary of Numarwosa, Mr Freddy Sauls, said the chairman of the Dorbyl Workers' Committee, Mr Lucky Benbile, and three shop stewards, Mr Caldon Ngalwa, Mr Ronnie Baartman, and Mrs M McCarthy, were taken from their homes by Security Police this morning

Their detention has been confirmed by a spokesman for the Security Police who said they were being held under the Criminal Procedures Act

Mr Sauls said a fifth unionist, Mr L Windvoel, was detained by Security Police at the union offices later in the day but this has not yet been confirmed

The four men whose detention has been confirmed means that all the Numarwosa shop stewards at Dorbyl are being held. The union has been involved in a dispute with Dorbyl, a motor component manufacturer, where 1 000 workers are said to have "dismissed themselves"

The Dorbyl strike began on June 18 over a demand for a minimum wage of R2 an hour. The firm's management saw the workers as having "terminated their contracts by failing to work"

The union said this week that their members at three East Cape motor manufacturers, Volkswagen, Ford and General Motors would refuse to handle Dorbyl products if the company continued to recruit "scab" labour

At the Valley Textiles factory in Middelburg, workers went on strike over a salary issue this week

Sawetlan 3/7/81

# Sasol 152 (3) (208) strikers (32) (173) are fired

STRIKING black Sasol workers who have refused to return to work until their demands are met have been fired, according to a union leader

The workers, employed by Bester Homes at the Sasol 2 plant at Secunda, struck on Wednesday, apparently over a pay dispute

The secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said some of the workers had returned to their jobs, but those who had refused to do so had been fired and were taken from the company site in trucks

Reports on the number of workers involved varied between 500 and 2000

Mr Mohlala said workers complained to him over pay and charges levied against them for compound housing, as well as having to pay for company transport to and from work

## Bully boys

Sawyer 443 (52) 360  
317181 22

We see the giant employer and Government-subsidised Sasol 2 is treading in the footsteps of another such big body, the Johannesburg City Council, in the way they are treating their workers, and handling labour relations.

When hundreds of workers downed tools at Sasol the manager did not stop to reflect on defusing a dangerous situation. Instead his reaction was the typical draconian reflex of South African companies. "Fire the lot and then ship them back to their homelands."

We look at this kind of reaction with supreme disdain. Not only is it bad for labour relations, but morally it's bullying.

This reaction may show manliness and the macho nonsense toughness of the typical capitalist, but in the long run is bad for labour and race relations. We realise that such drastic action has immediate results. Many other workers are brought to heel through fear of similar action.

In the long run however, many blacks the country over are watching Sasol and, incidentally, are still looking at the Johannesburg City Council, with undisguised bitterness.

NM 3/7/81

## Fired workers will not reapply, says union

### Mercury Reporter

FIVE hundred of the workers recently fired by Richards Bay Minerals have decided not to apply for re-employment on management's terms, trade union sources said yesterday

Eight hundred workers of the company downed tools on Thursday last week after a dispute with management over trade union representation

The workers were subsequently fired on Monday, and management, refusing a request by Dr Frank Mdlalose, the KwaZulu

Minister for the Interior, that they re-employ the workers unconditionally, insisted that the workers re-apply for employment

Mr Mathews Oliphant, the general secretary of the National Federation of Workers, said "The workers decided this after Mr B J Grierson, the managing director of the company, had told them that the members of their local union committee would not be re-employed

"They have decided to stick together and fight for unconditional re-employment of all the workers"

# 'Hire and fire' policy 'could have dire results'

**Own Correspondent**  
**PORT ELIZABETH** — Spokesmen for major trade union groups yesterday warned that managements' policy of firing workers when there were labour disputes could have "dire consequences" for South Africa.

They were commenting on a speech delivered in Grahamstown this week by a sociologist, Mr Winston Middleton, who warned there were signs that the country's traditional methods of handling labour disputes needed to be changed.

According to newspaper reports, more than 15 000 workers have been fired, or as some managements prefer it, have "terminated their own contracts", in disputes this year.

Of those, just over 4 000 were in the Eastern Cape.

The acting general secretary of Fosatu, Mr Joe Foster, said managements' practice of "hire and fire" had been going

on for years, and was accelerating.

He said existing industrial relations machinery needed a "serious re-think", as it was "grossly inadequate" to resolve labour disputes with the swiftness that was necessary.

"At some stage workers will get completely fed up, and this could have dire consequences".

The general secretary of the South African Allied Workers' Union, Mr Sam Kikine, said fired workers would increasingly challenge not only management, but the State as well.

Workers who lost their jobs in Eastern Cape disputes (some of them were subsequently re-employed with the same company) include

- 1 500 "deemed to have fired themselves" on January 28 after a strike over a pension dispute at Firestone in Port Elizabeth,
- 700 fired on March 19 when they went on strike at Murray

and Roberts in Port Elizabeth over a pension dispute,

- 216 fired on March 25 by Strydom, Basson and Tait, a Port Elizabeth engineering firm, after they went on strike over a pension dispute.

- 40 fired on May 12 by Armstrong Hydraulics in Port Elizabeth after a strike over pay and working conditions,

- 240 fired on May 21 at Boskor, a Taitzamma sawmill, after a strike over pay,

- 16 fired on June 11 at the Louisa Meyburg old age home in Port Elizabeth, allegedly because of their affiliation to a union.

- 160 fired on June 17 by Federated Timbers in Port Elizabeth after a strike over pay,

- 1 000 "deemed to have terminated their contracts" on June 19 at Dorbyl in Uitenhage after a strike over pay and

- 100 fired on June 25 at Repco in Port Elizabeth after a strike over union recognition.

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III: No award

II: A R Low Keen

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II and III in the third, fourth &

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For the best student in each of

LTA Prizes

P R Swift

Professional Practice.

the highest marks in

For the student obtaining

Surveyors' Prize

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P C Key

in any year of study.

For the best all-round student

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(Continued)

QUANTITY  
 SURVEYING

# Stalemate in fish factory pay dispute

CAPE TOWN — The labour dispute at the Saldanha plant of Sea Harvest, a major fish processor, was deadlocked yesterday after action on Thursday by about 900 workers over pay.

Interviewed in Cape Town yesterday, the general secretary of the Food and Canning Workers' Union (FCWU), Mr Jan Theron, claimed workers had been locked out, while Sea Harvest's managing director, Mr H E Kramer, said the workers had "walked out."

Both men denied workers had struck. But although the union said it was ready to negotiate yesterday, management remained non-committal.

The dispute arose after a series of meetings this week between management, union officials, a works committee, and about 900 employees, mainly women

Mr Theron said management made a wage offer on Tuesday which was rejected on Wednesday after discussion among workers.

He said FCWU officials, who claim 1 600 members in Sea Harvest's 2 700 workforce, reported that workers were unhappy because they said their wages were lower than those paid by rival Irvin & Johnson.

Mr Theron said Mr Kramer indicated he was not satisfied that workers understood the wage offer and wanted to address them personally, in groups. "The workers were not agreeable to that for understandable reasons," he said. "Then Mr Kramer told them to get out."

About 900 workers left the premises.

"As far as the union is concerned, we are still talking. We are open to negotiations."

Mr Kramer said workers

involved in the dispute did not arrive at work yesterday. However, wages from last week were to be paid later yesterday.

In a detailed statement, Mr Kramer said management had a 13-year working relationship with the FCWU, which also represented Transkei contract workers.

A works committee was established last year.

Sea Harvest gave a general wage increase at the start of this year and announced that a further general increase would be paid in the first week of July.

Mr Kramer said the increase would bring minimum gross weekly pay, excluding overtime, to R39.

Less than 30% of the workforce received the minimum wage, he said. The average wage exceeded R42 a week.

He said the union told management it had to agree on any

increase, and a meeting was held in June.

On July 1, a meeting was held with union officials. About 500 workers were then addressed by the works committee and the wage proposals were rejected.

Mr Kramer said he was asked to speak to the workers. He agreed to have a series of meetings, but the workers elected to go home.

Management had urged workers to return, then on Wednesday night made a further attempt to resolve the dispute, he said.

The union then changed its initial demands and asked for a weekly minimum wage of R40. "Management agreed to this, but allowances would fall away," he said.

This was rejected by the union.

The Sea Harvest factory experienced a number of stayaways in late 1979 — Sapa

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C W von Düring

QUANTITY  
SURVEYING  
(Continued)



CT 4/7/81 (152) (140) 279

# 5 more union officials detained

Own Correspondent

JOHANNESBURG — Five Uitenhage officials of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers have been detained by security police, bringing to 16 the number of unionists in detention throughout the country.

The detained unionists are the chairman of the Dorbyl Workers' Committee, Mr L Benble, and four union shop-stewards, Mr C Ngwala, Mr R Baartman, Mr L Windvoel and Mrs M McCarthy.

Mrs McCarthy has been elected a South African delegate to a meeting of the International Metalworkers' Federation and all five were involved in negotiations with Dorbyl, where union members are on strike, according to the union's general secretary, Mr Fred Sauls.

Police say they are being held in terms of the Criminal Procedure Act.

The detention comes as Numarwosa's members are

on strike at Uitenhage components plants owned by Dorbyl.

The company has fired the strikers, saying they "dismissed themselves" by striking. The union has rejected this and has warned that its members at Eastern Cape motor assembly plants may refuse to handle Dorbyl products if the workers are not reinstated.

Mr Sauls described the detentions as "a deliberate attempt to break the Dorbyl strike". He added, however, that "this will not succeed as it is the workers as a whole, rather than union officials, who are sustaining the strike".

Unions which have been affected by the latest spate of detentions are the SA Allied Workers' Union, the Motor Assembly and Components Workers' Union of SA, the Black Municipality Workers' Union, the Media Workers Association of SA and now Fosatu's Numarwosa.

CT 4/7/81

# Wage dispute at Saldanha fish firm

Staff Reporter

MANAGEMENT and worker representatives were last night negotiating a settlement on a new wage deal for workers at the Saldanha Sea Harvest Fish factory where 700 workers were "locked out" on Thursday

Late last night, officials were still deciding on the terms of the agreement, which could bring an end to the week-old dispute

Negotiations started at noon yesterday and continued throughout the afternoon and evening

The dispute arose when management this week announced wage increases which were unacceptable to the 1 000 workers at the factory

The wage offered by management was an average of R54 a week, while workers were demanding a minimum wage of R40 a week

Workers were also demanding a clear wage rate for the various grades of work

According to a spokesman for the Food and Canning Workers' Union to which the workers belong, workers were locked out on Thursday after management had refused to speak to them

The more than 700 women who then left the factory did not return to work yesterday

The spokesman said others, mainly contract workers, had returned to the factory "under protest"

The company's managing director, Mr E H Kramer, denied yesterday that workers had been locked out

He said management was prepared to grant a minimum wage of R40 a week, but then travel allowances and bonuses which workers had previously been given outside their basic salaries, would fall away

TT 41 7/81  
Union  
leaders  
warn on  
sackings

Own Correspondent

PORT ELIZABETH — Spokesmen for three major trade union groupings yesterday warned that managements' policy of sacking workers when there were labour disputes could have "dire consequences" for South Africa.

They were commenting on a speech in Grahamstown this week by sociologist Mr Winston Middleton, who warned that there were signs that the country's traditional methods of handling disputes needed a revamp.

According to the newspaper records more than 15 000 workers have been fired, or, as some managements prefer it have "terminated their own contracts", in South African labour disputes so far this year.

Of these, just over 4 000 were in the Eastern Cape.

The acting general secretary of Fosatu, Mr Joe Foster, said managements' practice of "hire and fire" had been going on for years, but was now accelerating.

He said existing industrial relations machinery "needed a 'serious rethink' as it was 'grossly inadequate' to resolve labour disputes with the swiftness that was so often necessary.

"At some stage workers will get completely fed up, and this could have dire consequences for the country," he said.

The general secretary of the SA Allied Workers' Union, Mr Sam Kikine, predicted that fired workers would increasingly challenge not only management but the State as well.

"It's obvious that management has the backing of the State when it fires workers. This policy will only lead to greater confrontation."

Mr Wilson Sidina, a national organizer of the Cape Town based General Workers' Union warned that workers would not "sit back" when they were treated in this way. Mass firings only increased the potential for conflict.

Workers who lost their jobs in Eastern Cape disputes (some of them were subsequently re-employed with the same company) include:

● 15 fired on January 6 over a dispute over pay and working conditions at Freight Services Forwarding Ltd in Port Elizabeth.

● 10 endorsed back to Whittlesea on January 21 after a strike over pay and working conditions at a

building contractor, Manmana and Yeko Bios, who were erecting homes in Fordville.

● 1 500 "deemed to have fired themselves" on January 28 after a strike over a pension dispute at Firestone in Port Elizabeth.

● 700 fired on March 19 when they went on strike at Murray and Roberts in Port Elizabeth over a pension dispute.

● 216 fired on March 25 by Stivdom Basson and Tait a Port Elizabeth engineering firm, after they went on strike over a pension dispute.

● 40 fired on May 12 by Armstrong Hydraulics in Port Elizabeth after a strike over pay and working conditions.

● 240 fired on May 21 at Bokor a I-tsitikamma sawmill after a strike over pay.

● 16 fired on June 11 at the Louisa Meyburg old age home in Port Elizabeth allegedly because of their affiliation to a union.

● 160 fired on June 17 by Federated Timbers in Port Elizabeth after a strike over pay.

● 1 000 "deemed to have terminated their contracts" on June 19 at Dorbyl in Uitenhage after a strike over pay.

● 160 fired on June 25 at Repco in Port Elizabeth after a strike over union recognition.

By BILL GARDNER

AN East Cape academic who specializes in the labour field, Professor Michael Whisson today sharply attacked yesterday's detention of five Lichenge trade unionists.

And he warned the police that detention of labour leaders would lead to a "political confrontation" that would end in a no hope, no win" situation, between employers and trade unions.

Prof. Whisson was reported to the detention yesterday of five members of the National Union of Motor Assemblies and Rubber Workers of South Africa (Numarwosa), who are organisers at the strike-hit, Dordoyl motor component firm in Lichenge. Mr. C. G. are Mr. Lucky Dendale, Mr. Cecil Ngaba, Mr. Tommy Bester, Mrs. Mary McCarrin and Mr. L. Wandooegel, who

# Detention of unionists attacked by professor

CV Post 4/7/81

are being held under Section 185 of the Criminal Procedure Act, which allows for a maximum detention period of 180 days.

This brings to the number of Eastern Cape trade unionists detained in recent weeks the chairman of the Motor Assemblies and Component Workers' Union of South Africa (Macwusa), Mr. Dumile Makhanda, and four Macwusa officials are being held under section six of the Terrorism Act.

The move follows a crackdown on trade unionists across

the country, including leaders of the Food and Canning Workers Union, the Johannesburg Municipal Workers Union and the South African Allied Workers Union in East London.

Prof. Whisson, who is one of the authors of "the audit" reports on the implementation of the Sullivan Code at Ford, said by detaining leaders who commanded real support from workers, the police were "opening up the way to direct political confrontation".

"Police have already detained Macwusa officials and if they are trying to do the

same thing with Numarwosa, then this is a recipe for mutual anarchy," he said.

Prof. Whisson said Numarwosa had stuck firmly to organising workers along "classical trade union lines". But he warned that if the Government continued to respond to labour disputes as if they were politically inspired, then workers would react politically as well.

"And if the police want political confrontation to demonstrate that they control the country, and that they can wipe

out any political opposition, then they are really looking for a no-hope, no-win situation."

Professor Whisson warned that when management refused to negotiate on workers' demands and the union members were subsequently detained, "the obvious conclusion that any reasonable man will come to is that the police and employers are working in collaboration."

"It's a very direct reflection of what we called an 'unholy alliance' in our first Ford report," he said.

The issue at stake was not whether employers were collaborating actively with the police, but whether a "reasonable man" would believe that management by the way it reacted to labour disputes, was collaborating with the Security Police.

KDM 6/7/81  
 Firm  
 urged to  
 talk to  
 workers

Own Correspondent

CAPE TOWN — The Wilson-Rowntree Boycott Support Committee in the Western Cape has written to the management of Wilson-Rowntree and its parent company, Wilson Ford in Johannesburg urging them to negotiate with the workers dismissed from the company's East London factory in February and with their trade union, the South African Allied Workers' Union (SAAWU).

The letter said the 17 organisations represented on the support committee had "watched with anger and dismay the treatment of workers at Wilson-Rowntree in East London".

The committee said the local management had refused to accept the right of workers to have a union of their own choice representing them, and had dismissed first 50 then 500 workers who struck in sympathy after the initial dismissal of three fellow workers.

The management had also tried to force another union onto workers, although the majority of workers felt that union had not done anything for them.

It said the management of Wilson-Rowntree was violating all the tenets of progressive industrial relations and obstructing the long struggle of black workers for democratic non-racial trade unions of their own choice.

The support of the wider community was being compassed for a boycott of the company's products which would continue until the workers were reinstated.

We urge you to begin negotiations immediately with the dismissed worker, and to discuss with you to discuss both your interests in South Africa are only those of a foreign company and workers.

It is up to you to demonstrate to the people of South Africa your often stated claim of being a progressive multinational company. Until then the boycott of your products will continue," the committee said.

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Forman Prize

For the undergraduate who is of

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has made a special contribution

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J T Taylor

Barnard Fuller Prize

For the best student qualifying

for MB ChB with first class

honours

J M Cornell

Stanley Phillip Neumann Memorial

Award

For the overall outstanding student

completing the courses prescribed

for the 3rd year of the MB ChB course.

Miss C H Botha-Reid

University Gold Medal in Medicine

For the most distinguished student

graduating with honours.

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gent in the first

al course.

Wage discussions earlier last week were interrupted when, according to the union, about 800 workers were "locked out". Management claims the workers "walked out". Sapa

But a joint statement by the company and the Food and Canning Workers Union said that in spite of the dispute having been settled, there was strong disagreement over the causes of the situation which arose last week.

CAPE TOWN — The wage dispute between the management of Sea Harvest and its workers at Saldanha Bay was resolved at the weekend.

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Wage talks  
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or student submitting a subject related to

ANAESTHETICS

# Rise for fish factory workers

Staff Reporter

WORKERS at the Sea Harvest fish factory in Saldanha Bay will receive across-the-board increases in terms of a settlement reached between management, workers and representatives from the Food and Canning Workers Union

Mr Jan Theron, general secretary of the Food and Canning Workers' Union said the minimum wage rate would be raised from R27 60 to R35 88, excluding a travel allowance

The managing director of the Sea Harvest fish factory, Mr H E Klamer, said last night that he could not recall the exact details of the new rates. But the wages agreed on were "substantially the same as those offered to workers before they walked out"

He said that less than 30 percent of the work force received the minimum wage while the average wage before the settlement was R42

A joint statement issued by management and the union said it had been agreed that a further increase would be granted in January, 1982, bringing the minimum earnings to R40 a week

Workers earning above the minimum rate are to receive increases of between R8 28 and R9,20 a week, depending on their earnings. They will receive a travel allowance of between R2,50 and R5,50

Mr Theron said the encouraging thing about the negotiations was the support shown by workers at other fish factories

Fish which could not be processed in Saldanha was sent to a major fish-processing factory in Cape Town, but workers there refused to work it until a pay settlement had been reached at the Saldanha factory. Workers at the Sea Harvest Fish factory return to work today

# Security Police

Ev Post 6/7/81

## detain 4 more

## Dorbyl men

By SANDRA SMITH and BILL GARDINER  
ANOTHER four Dorbyl workers were detained for questioning by the Security Police early today

This brings to nine the number of workers at the strike-hit motor component firm who are in police custody

According to a spokesman for the National Union of Motor Assembly and Rubber Workers' of South Africa (Numarwosa), four Dorbyl workers were detained today

Two of the detained workers are Mr Tenbile Bob and Mr Roy Ntjanvana. The other two have not yet been named

According to a police spokesman in Uitenhage, four men were being held for questioning in connection with alleged intimidation. Two of the men were Dorbyl workers and the other two were "unemployed"

Meanwhile, workers who downed tools at Valley Textiles in Middelburg last week over a pay dispute returned to work today

The company's financial director, Mr P L van der Merwe, said today that the workers went out on strike because of dissatisfaction with the increases they received

"Since they hadn't asked for an increase in the first place, we thought it was rather ungrateful of them," Mr Van der Merwe said

When asked how many workers had been involved, Mr Van der Merwe said, "We didn't

count"  
At a meeting held at the weekend, 160 striking workers at a Port Elizabeth motor component firm, Repco, decided to continue their stayaway until management agreed unconditionally to reinstate them all

The workers went on strike to demand recognition for the Motor and Component Workers Union of South Africa (Macwusa) and in solidarity with three dismissed colleagues

In a statement today Repco said that Macwusa officials were advised that the firm "could not consider recognising Macwusa until an audited certificate indicating the number of current paid-up members who were Repco employees was supplied" The certificate was not submitted

The statement said that since the strike began on June 25, production had been maintained at a satisfactory level

It also claimed that a number of former employees had contacted the firm advising that they wished to return, but had not done so because they feared reprisals

It was not possible to process more than 30 applicants a day from former employees

The workers rejected management's proposal that workers be re-employed in stages and selectively

A Macwusa delegation is to meet Repco management later today

14508  
152  
329



# 2 000 furnace men in East Rand strike

RDM 7/7/81

(152)

By STEVEN FRIEDMAN  
Labour Reporter

AN EAST Rand smelting works Salcast — a subsidiary of the Stewarts and Lloyds group — has been hit by a strike by about 2 000 workers over pay demands.

The strikers agreed to return to work yesterday afternoon after the company agreed to discuss their demands with shop stewards and officials of the Metal and Allied Workers' Union (Mawu).

A Mawu spokesman yesterday said workers had returned after being told they would receive an answer to their demands next Monday. "The atmosphere is still tense and a lot will depend on the outcome of the talks," he said.

The strike began on Friday in Salcast's foundry after workers rejected increases contained in the metal industries' industrial council agreement, which came into force last

week

Friday night's shift did not work and there was no production yesterday morning.

The strike is the biggest to hit the East Rand area for some time. Unionists say the area could develop into a key centre of worker militancy.

A Salcast spokesman confirmed the strike had occurred and that the company was now talking to union shop stewards on the wage issue.

He said Salcast had been dealing with Mawu on "domestic issues affecting their members" for about a year. There is, however, no formal recognition agreement between Salcast and the union.

According to a union source, management agreed to pay strikers for the period they were on strike, but the company spokesman said he was not aware of this agreement.

The dispute began when management announced to workers

that the new industrial council agreement was coming into force and that workers would be receiving increases.

Workers apparently became angry when they learned that, in terms of the agreement, some of them would be receiving 28c an hour more, while others would be getting 14c. They demanded that all receive a 28c rise.

Mawu has not applied to become a party to the industrial council and was therefore not involved in the negotiations that resulted in the agreement.

On Friday morning, foundry workers walked out, leaving hot metal in the furnaces. They were later followed by the rest of the workforce.

According to Mawu, management was originally unwilling to discuss the issue, arguing that Salcast was bound by the industrial council agreement. Later, however, the company agreed to discussions with union representatives.

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QUANTITY  
SURVEYING  
(Continued)

Star 7/2/81  
2 000 quit  
152

**in Benoni**  
Labour Reporter  
About 2 000 employees of a Benoni smelting firm stopped work yesterday over wage demands with management.  
The workers had called for equal wage increases in terms of an Industrial Council raise for the industry which came into effect this month.

Under the Industrial Council agreement some categories of workers would receive 26c an hour increases and others 14c. Workers had demanded all employees receive the 26c increase and stopped production at the plant yesterday morning.

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QUANTITY  
SURVEYING  
(Continued)

Star 7/7/81  
 SP held  
 4 more (152)

**unionists**

Labour Reporter

Another four union members were held by the security police in Uitenhage at the weekend in connection with the Dorbyl strike

This brings the number of workers held by police in Uitenhage to nine. All are members of the National Union of Motor Assembly and Rubber Workers (Numarw)

A Numarw spokesman said the workers were picked up over the weekend and were expected to appear in court on Thursday

About 1 000 workers were dismissed from Dorbyl last month after management refused to meet their R2 an hour wage demands

In Port Elizabeth Numarw officials have told Ford that they were unwilling to handle Dorbyl products Union shop stewards at Volkswagen in Uitenhage have issued similar warnings to management

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QUANTITY  
 SURVEYING  
 (Continued)

Sta 8/7/81  
**Strike at Cape  
 concrete factory**

**Labour Reporter**

The entire work force at a Cape Town concrete factory downed tools today because one of their colleagues was dismissed

About 70 employees at H Blackman and Co claimed their colleague had been dismissed arbitrarily

The precast concrete firm has been the scene of several work stoppages due to dismissals and disputes about overtime payments.

WM The workers, members of the Western Province General Workers Union

(WPGWU), have demanded the reinstatement of their colleague as a condition of returning to work

The general secretary of the union, Mr Dave Lewis, said the firm's manager, Mr Blackman, was unwilling to discuss the dispute with the WPGWU and had refused to speak to the workers committee

An inspector from the Department of Manpower Utilisation was called in but workers refused to talk to him.

Mr Blackman was unavailable for comment

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QUANTITY  
 SURVEYING  
 (Continued)

Saturday 8/7/81  
152 (152) (152) (152)  
**Springs workers stay out**

By MZIWAKHE DUBEZANA

WORKERS at the Telephone Manufacturers of SA who went on strike on Monday after a production dispute said at a meeting in Kwa-Thema, Springs, that they will not go back to work until their problems have been solved.

Disregarding this decision, a management spokesman said yesterday morning that all the workers were back at work as 90 percent of their problems had been solved.

Workers at Department 70 of the company downed tools in protest against the "high percentage of work — up to 150 percent per week" — demanded from them by management. They demanded that the situation be reversed to a normal 100 percent work production as the 150 percent production was overloading

them with work and they could not manage.

They also claimed they feared they would be expelled if they did not meet the new 150 percent production demanded from them.

At the meeting, which was attended by members of the Metal and Allied Workers' Union, a black instructor also came under fire from colleagues who claimed he was reporting them and telling the management that they were lazy.

The company's spokesman said there were minor problems which had been ironed out and that the workers were back at work yesterday morning. He did not want to comment about the alleged "high percentage production" the workers protested about.

April 9/7/81 (157)

# 65 workers reject management offer

SIXTY-FIVE workers of the H Blackman precast factory in Wetton, who walked out yesterday over the dismissal of a fellow worker, rejected an offer by management today to settle the dispute.

A spokesman for the General Workers' Union said management offered to take back all the workers except the dismissed

worker who will be given

three weeks' severance pay. The workers rejected this and saw management's offer as an admission it was wrong in the first place.

The workers are demanding the reinstatement of the worker or full payment for the remaining four months of his contract,' the spokesman said.

A spokesman for the General Workers' Union said the men, mostly contract workers had not reported to the factory today. Their elected committee would seek a meeting with management again later in an attempt to resolve the problem.

The union yesterday delivered a letter to the firm calling on it to nego-

ciate with the committee and to establish grievance procedures.

'The workers are willing to go back to work if the issue is resolved,' the spokesman said.

They claimed no reason had been given for the dismissal of the worker.

The managing director of the firm, Mr H Blackman, was not available for comment.

# Workers' contract: Judgment reserved

August 9/7/81

MM (52) (W) (P)

JUDGMENT was reserved in the Supreme Court, Cape Town, yesterday on an application by nine dismissed Leyland workers and their union for an order declaring their dismissal on May 20 a 'wrongful breach' of their contracts of employment.

Counsel for the applicants, Mr C Plewman, SC, said Leyland had purported to act in accordance with agreed disciplinary and grievance procedures in suspending the workers.

But by dismissing them on May 20 without instituting a disciplinary inquiry, Leyland had broken the agreement between itself and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), which formed the basis of the workers' contracts of employment.

## 'LAWFUL'

Mr C Cohen, SC, for Leyland SA, argued that the termination of employment was lawful. The workers were in flagrant breach of the agreement by refusing to work and the union had failed to meet its obligations under the agreement by not discouraging them from striking.

'There is nothing in the agreement which says the employer will hold a disciplinary inquiry in every case before terminating employment.'

The applicants are also seeking an order restraining Leyland from requiring its employees to refuse or to retract permission for union membership

dues to be deducted from their pay.

Mr Cohen said Leyland was not seeking confrontation with the union and was prepared to make deductions from the wages of employees who want payment to be made to the union.

He argued, however, that the union was not entitled to the interdict it sought.

The Judge President Mr Justice Munnick was on the Bench.

Mr Plewman appeared with Mr M Bracken, instructed by A M Omer and Company.

Mr Cohen appeared with Mr M Cohen, instructed by Syfret Goddinton Fuller Moore Inc.

# Firm hit by fourth strike

## Labour Reporter

A SMALL Cape Town company, H Blackman, which manufactures concrete products, was hit by a strike yesterday — its third in six months and the fourth in a year, union sources said.

A spokesman for the General Workers Union said all 65 workers walked out over the dismissal of a colleague and claimed workers were "angered" by the firm's decision to "call in Department of Manpower Utilisation officials instead of dealing with worker representatives".

Management spokesmen could not be contacted yesterday. The Rand Daily Mail was told they would only be available this morning.

According to the union, which says it represents H Blackman workers, the firm was unwilling to discuss the dismissal with a worker committee elected under union auspices, or with union officials.

The spokesman claimed the firm had called in the department during each stoppage increasing workers' anger.

Management spokesmen could not be contacted yesterday. The Rand Daily Mail was told they would only be available this morning.

According to the union, which says it represents H Blackman workers, the firm was unwilling to discuss the dismissal with a worker committee elected under union auspices, or with union officials.

The spokesman claimed the firm had called in the department during each stoppage increasing workers' anger.

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SURVEYING  
(Continued)

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**GENERAL NEWS**

8 Oct 9 / 7/8  
Building firm sacks  
2 000 striking workers

Own Correspondent

DURBAN — Two thousand workers were sacked from the Phoenix yard of Ilco Homes (Pty) Ltd today after they went on strike

Ilco's managing director, Mr A C Demmers, said he had no idea why the workers had decided to strike and was not interested in finding out

"We are not even discussing it with them," he said. "They have all been fired and will be paid off. We will engage more staff on Monday"

Ilco was last hit by a strike two months ago, when the workers said they wanted to be paid once a fortnight instead of once a month.

Today's strike began when the 2 000 workers arrived at the yard at about 9 am and refused to begin work

Sacked workers included bricklayers and other skilled men

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QUANTITY  
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(Continued)

# Motor workers <sup>star 9/7/81</sup> challenge firing after strike

152  
 140  
 130

The court action yesterday by nine of the 1900 workers dismissed after the recent strike at Leyland in Cape Town may be of 'seminal importance for labour law' say lawyers.

The workers and the National Union of Motor Assembly and Rubber Workers, of which most are executive members, asked the Cape Town Supreme Court for a declaratory

order for their reinstatement.

They contend that their employment contracts were never terminated because, in dismissing them after the May strike, the company failed to follow the disciplinary code laid down in a collective bargaining agreement.

Mr C Plewman, SC, for the applicants, argued that the contracts had been "unlawfully repu-

diated" by Leyland and remained in force after the dismissals.

If the court orders "specific performance" or enforcement of the employment contract, it will "break a 70-year logjam in South African labour law," lawyers say.

In contrast with their British counterparts, South African courts have declined to enforce such agreements, arguing that they depend for their effectiveness on a relationship of mutual trust between employer and employee, which cannot be restored by an order of court.

Mr Plewman argued that the dispute had been organisational rather than personal, and would not undermine Leyland's future business or the agreement.

Judgment has been reserved.

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QUANTITY  
 SURVEYING  
 (Continued)

# Fired workers in court action

ST 9/7/81  
Staff Reporter

JUDGMENT was reserved in the Supreme Court yesterday after nine dismissed Leyland workers and their union made an urgent application for an order declaring Leyland's dismissal of workers on May 20 a wrongful breach of their contracts of employment

It was alleged that, in dismissing the workers, Leyland South Africa (Pty) Ltd had not followed the correct procedure according to the terms of an agreement reached last year between it and the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa)

In an affidavit the secretary of the Western Cape branch of Numarwosa, Mr Joe Foster, submitted that, in terms of the agreement, Leyland could not dismiss an employee unless there had been a proper and impartial hearing at which the employee was given an opportunity to present his case

## Out-of-hand

The dismissals of May 20 this year had been summary and out-of-hand and not preceded by any of the steps contemplated in the disciplinary procedure

It was contended that the dismissals were therefore invalid and that the workers should still be regarded as employees of Leyland.

Mr C Cohen, SC, appearing for Leyland, said there was no provision in the agreement obliging the employer to hold a disciplinary in-

quiry before terminating a contract of employment

Strikes were not even covered in the list of offences for which certain disciplinary measures had been provided in the agreement.

Leyland had been faced with an impossible situation, with all except 288 of its employees refusing to work, and it had had no alternative but to dismiss them

The only possible recourse the applicants had was to claim damages if they felt they had been wrongfully dismissed

## Breached

In papers before the court, Mr Aubrey Haylett, group personnel manager of Leyland South Africa, said the union had breached the agreement by condoning and even supporting the strikers

In a replying affidavit, Mr Foster said it was not the function of officials of the union to dictate policy to members. It was the policy of unions throughout the world that its members should abide by the decision of the majority and maintain an attitude of solidarity

Management had failed to appreciate that this role and that of the union itself was not to lead and direct its members, but to serve them

Mr Justice Munnik, the Judge President, was on the bench. Mr C Plewman, SC, with Mr M Brassey, for the former workers, was instructed by A M Omar and Company. Mr C Cohen, SC, with Mr M Odes for Leyland, was instructed by Syfret Godlonton Fuller Moore Inc

# Workers seek talks over sacking

Staff Reporter

A WORKERS' committee at a Wetton precast concrete factory, where 65 workers walked out yesterday in protest against the sacking of a fellow worker, will try to negotiate with the factory manager today over the dismissal.

The factory manager, Mr H E Blackman, said last night that he did not know if he would meet the delegation "I do not want to make any comment on the matter at this stage."

A representative of the Western Province General Workers' Union (WPGWU), to which the workers belong, last night said the manager had fired a worker for making an error in the cement-mixing process.

The workers are refusing to work unless management agree to negotiate with the committee on dismissals.

The general secretary of the WPGWU, Mr Dave Lewis and two other union officials went to see Mr Blackman yesterday but were told to leave the premises or they would be forcibly removed, said the WPGWU representative.

An inspector from the Department of Manpower Utilization was called in, but workers refused to meet him saying the department was sympathetic to the factory management.

There was no production at the factory yesterday, the representative said.

# Workers in PE strike are all fired

By BILL GARDINER  
and SANDRA SMITH

THE entire black work force at SA Cape Fellmongers in Port Elizabeth was dismissed today after a walkout yesterday by meat workers in the latest strike to hit the Eastern Cape.

About 150 meat workers walked out in solidarity with five colleagues who were dismissed by the firm's management.

According to a spokesman for the workers' committee — affiliated to the Cape Town based General Workers' Union — workers were told this morning by the manager, Mr J J Hurter, that all who had walked out in the solidarity action had been dismissed.

They were told they could return this afternoon to collect their severance pay.

In an interview, a spokesman for the workers' committee said workers were told the firm would start to recruit a new work force from tomorrow. Not all workers would be re-employed, however.

The manager, Mr J J Hurter, said today that the five workers had been fired for refusing to take instructions from their supervisors.

"We told workers this morning we would re-employ most of them but we certainly cannot re-employ all of them, particularly the five who were dismissed yesterday and others who are not suitable for the job."

A meeting of dismissed workers had been called for later today.

Meanwhile, in a key development in the three-week old strike at the Corbyl motor component firm in Uitenhage, the joint executive of factory committees belonging to the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' of South Africa have organised community support for the dismissed workers.

RDM 10/7/8

# Dismissals cause 2 000 builders to down tools

152

By STEVEN FRIEDMAN  
Labour Reporter

ABOUT 2 000 workers employed by the construction firm Ico Homes on the site of a major Durban housing development were dismissed yesterday after striking in protest over the retrenchment of women workers

This is the second strike to hit Ico's Durban operation this year. Recently workers at two sites struck in support of demands that they be paid fortnightly

Yesterday's strike hit Ico's Phoenix site where it is engaged on one of the biggest Indian housing developments yet undertaken by the Durban Corporation

Ico's managing director, Mr Jos Demmers said the site

would be closed today and management would try to recruit new workers on Monday.

He said the dismissed strikers could apply for re-employment but that each applicant would be "individually screened"

The general secretary of the SA Allied Workers Union, Mr Sam Kikine, claimed yesterday that the strike had followed the appointment of a new management representative on the site whom workers regarded as "hostile" to them

He claimed that management had begun "laying off women workers without reason" and had said it was planning to reduce the number of men on the site.

Mr Kikine added that management had refused a request by strikers to discuss griev-

ances with "elected worker representatives" and had insisted on addressing workers as a whole

He alleged that Ico had said it would deal with his union in the future but not on issues raised by this strike

Mr Demmers said the strike was prompted by the dismissal of 14 women workers who were "unproductive" He confirmed that a new manager had been appointed at the site but added "He is simply carrying out company policy"

Mr Demmers denied agreeing to deal with SAAWU.

"All negotiations in the industry are carried out between unions and the Building Industries Federation of SA. We are not involved at all. If a union wants to negotiate, it must talk to BIFSA," he said

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QUANTITY  
SURVEYING  
(Continued)

Star 10/7/81  
 Metal firm  
 still at odds  
 with staff

The dispute at the Selcast smelting company in Benoni where about 2 000 workers staged two brief stoppages in the past week — remains unresolved, despite talks between management and the Metal and Allied Workers Union

in

The stoppages were sparked by the workers' rejection of the differentiated minimum wage rates in the new metal industry agreement, effective from July 1. They wanted the 26 cent increase for higher categories of work extended to all workers.

in fourth

Selcast management stated today the minimum wage at the company had risen 21 cents an hour since March — and that further across the board increases were "out of the question".

1 year student.  
 Tzoga Prize

The demands had been prompted by the promotion of 36 black employees into higher skilled jobs in the past year. Selcast management feels that employees who have been promoted will get higher rates of pay and consequently higher allowances.

Quantity  
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 practice.

Workers received an attendance bonus which was not a statutory requirement and the company would review the allowance for those on the lowest grades who work in difficult conditions.

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Talks would be resumed next week.

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ARCHITECTURE

Star 10/7/81  
**Entire staff  
dismissed  
after walkout**

(186)  
(145) (152)

Own Correspondent

**PORT ELIZABETH** — The entire black work force at SA Cape Fellmongers in Port Elizabeth was dismissed yesterday after a walkout by meat workers in the latest strike to hit the Eastern Cape

About 150 meat workers walked out in solidarity with five colleagues who were dismissed by the firm management

According to a spokesman for the workers' committee the labour force was told yesterday by the manager, Mr J Hurter, that all who had walked out in a solidarity action had been dismissed

They were told they could return this afternoon to collect their severance pay

About 90 workers gathered in small groups outside the factory gate in Bui-man Road yesterday. There was no sign of police

Mr Hurter could not be reached for comment, but a spokesman for the firm said he would be available later

In an interview a spokesman for the workers' committee said workers were told the firm would start to recruit a new work force from tomorrow. Not all workers would be re-employed

**MEETING**

A meeting of those dismissed was called

At the Dorbyl motor component firm at Uitenhage, factory committees belonging to the National Union of Motor Assembly and Rubber Workers have organised support for dismissed workers

Pay talks on minimum wages have failed to settle the dispute but union officials indicated that management was considering new proposals to end the deadline

**D H Pr** At a meeting in Kwano buncle this week a 15-man community support committee was elected to provide and financial support for the 1000 dismissed workers

**S A R** The local secretary of the Federation of South African Trade Unions Mr Edwin Maepo said the move was the first time that FOSATU had organised community support during a strike in the Eastern Cape

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QUANTITY  
SURVEYING

(Continued)

80/107/81  
**Talks after 2 000**  
**men dismissed**

By Tony Davis,  
Labour Reporter  
Brief talks between union  
and management were  
held yesterday in Durban  
after the dismissal  
of about 2 000 workers from  
Iico Homes  
Mr Sam Kikine, general  
secretary of the South  
African Allied Workers  
Union, said the dispute  
stemmed from worker  
dissatisfaction with the  
project manager  
Mr Demmers talked to  
ing director, who said  
workers could be  
for jobs from Monday  
but certain workers  
would not be  
employed.  
The union blamed the  
pute on the

Homes project manager  
who had earlier been  
involved with another  
dispute at a different  
firm

**SCARED**

Mr Demmers said 40  
workers were dismissed  
on Wednesday and yester-  
day some workers had  
called for their rein-  
statement and "scared"  
other workers into sup-  
porting this stand.  
"We dismissed those other  
workers because they  
were unproductive," Mr  
Demmers said  
"From next week we will  
re-employ people."  
● There was a dispute at  
the project site in April  
when there was a work  
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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  
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K Strong

Student Planners Award

For the student who has shown  
greatest promise at the end  
of the first year.

M P Morkel

URBAN &  
REGIONAL  
PLANNING

QUANTITY  
SURVEYING

(Continued)

8/10/7/81  
Union men  
accused of  
illegal strike

Labour Reporter

Nine union members were released on bail yesterday after appearing in a Uitenhage court on charges of participating in an illegal strike.

The men, who are members of the National Union of Motor Assembly and Rubber Workers (Numarw), were held by the Security Police over the last week.

They were each released on R250 bail and the case was postponed until July 20.

A Numarw spokesman said union members were charged with intimidating other workers and for calling and participating in an illegal strike at the Dorbyl plant

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FM 10/7/83  
LABOUR RELATIONS

## Why they strike

Wages were the single most important factor causing strikes and work stoppages in 1980," according to the latest annual report of the National Manpower Commission. More than 89 involved wage issues and 140 000 man-days were lost.

But wages were far from the only factor — and overall they featured in a minority of disputes. Wage demands figured in 38% of strikes but 62% occurred for reasons such as union recognition, suspected intimidation, disciplinary measures, working conditions or fringe-benefits. Many strikes were probably political-ly motivated but possibly some could have been avoided by improved handling of sensitive non-wage issues.

There is no doubt that strikes are becoming a daily reality and a harsh fact of life for managements. Last year, 207 strikes and work-stoppages resulted in the loss of 174 615 man-days. By comparison, 101 strikes and work-stoppages in 1979 lost 67 099 man-days. According to one labour observer "1981 figures already reveal an average of more than one strike a day this year."

Although the recognition versus registration argument continues, it appears that unregistered unions have been using increased muscle. According to the report, "statistics are not available, (but) it is known that nearly all trade unions involved (in strikes) were unregistered."

In 1979, membership of registered trade unions represented 35% of white coloured and Asian workers outside agriculture. With the inclusion of blacks post-Wiehahn union membership now represents 15.3% of all population groups outside agriculture.

Trade union membership can be expected to increase rapidly but already it is not that much out of kilter with the international scene. According to Kate Jowell, assistant director of UCT's Graduate School of Business. Approximately 30% of the economically active population in Germany and Japan belong to trade unions, 22% in the USA and 50% in the UK.

Sectoral analysis shows that some sectors like manufacturing are more strike-prone than others. The majority of strikes (57%) took place in industry and involved 41 391 workers. The second significant area of strike action was construction with 5 802 workers involved. The majority occurred in the Port Elizabeth/ Uitenhage East London area followed by Durban/ Pietermaritzburg. However the 20 708 workers who struck in the PWV area represented the greatest number of workers, but a smaller number of individual strikes.

SA lost only four days/1 000 economically active people through strikes, and work stoppages between 1975 and 1977. By comparison Germany lost 24, the UK 249, and the US 387. But according to Jowell, "even with the large increase in the number of strikes in 1980, only between 15 and 20 man-days/1 000 economically active persons were lost — which still compares favourably with other countries. SA thus appears to be relatively fortunate in its labour relations. But as things are going, there's no room for complacency."

# Leyland pledge to UK unions

Staff Reporter

BRITISH Leyland met representatives from two trade unions in England this week, and told them it would instruct Leyland SA to begin talks with the union representing the striking Leyland workers within 12 hours.

This underlaking was given on Tuesday, according to the secretary-general of the Western Cape branch of Numarwosa Mr Joe Foster. But last night Leyland SA had not yet approached the National Union of Motor Assembly and Rubber Workers of South Africa to begin negotiations.

Mr Foster said last night the union was aware of instructions issued to Leyland South Africa.

"We have not heard from Leyland SA yet. If I have still not been contacted by today I am going to inform the unions," he said.

The unions which met with British Leyland were the Transport and General Workers' Union, and the Amalgamated Engineering Union.

Numarwosa and nine dismissed Leyland workers have applied for a Supreme Court order declaring Leyland's dismissal of workers a wrongful breach of contract.

A representative of the Transport and General Workers' Union, Mr Brian Bolton, contacted Mr Foster on Wednesday to tell him of British Leyland's decision.

Mr Foster said last night he did not know what action the two unions would take if Leyland South Africa did not open negotiations with Numarwosa.

# Talks, held after dismissal of 150 factory workers

By BILL GARDINER

sv post 10/7/81  
145 (152) 186

THERE was a meeting today between management and workers at the strike-hit factory, SA Cape Fellmongers (Pty) Ltd, where 150 workers were fired yesterday after a walkout

The 150 men, the firm's entire black workforce, were dismissed after a walkout on Wednesday in a demonstration of solidarity with five colleagues who were dismissed for refusing to take orders from their supervisors

At a meeting yesterday the dismissed meat workers decided to stay out until a settlement was reached between management and the workers' committee

According to the manager, Mr J Hurter, production had not been stopped completely. A few people had been recruited to get production past the critical stage

The dismissed workers have been told to collect their severance pay and that they

could be screened for re-employment. They are members of the Cape Town-based General Workers Union (GWU)

In a statement today, a union spokesman welcomed the fact that the worker representatives had begun negotiations with the firm. He said one of the most serious grievances of workers concerned the behaviour of supervisors

"In a situation as volatile as that in Port Elizabeth, management need to look into the way orders are transmitted by supervisors to workers," he said

"At the heart of the matter, however, is the inadequate channels of communication between the workers' committee at the factory and management

"We are pleased that discussions have taken place and hope reason will prevail on both sides to resolve the dispute, and that permanent channels of communication will be opened"

# Leyland denies orders from Britain

By STEVEN FRIEDMAN  
Labour Reporter

BRITISH Leyland has intervened in the strike at its South African subsidiary's Cape Town plant and has told Leyland SA to re-open talks with the union representing the strikers, union sources claim.

But Mr Joe Foster, of the National Union of Motor Assembly and Rubber Workers, told the Rand Daily Mail's Cape Town correspondent that the company had not yet asked to re-open talks.

Leyland's public affairs director, Mr Arne Pitlo, denied yesterday that Leyland had received such an instruction.

"There can be no instructions from Britain because the authority to negotiate with the union lies with local management," he said.

But at the same time, Mr Pitlo claimed there had been contact this week between the company and the NUMARW. This would be the first contact between the two parties since the strike in which 2 000 workers were fired.

Most of the jobs vacated by strikers have been filled but NUMARW claims that several hundred skilled workers have refused to return to Leyland and that this is hampering production.

Leyland denies any production difficulties.

Mr Foster said that British Leyland met representatives of two British unions — the Transport and General Workers Union and the Amalgamated Engineering Union — on Tuesday and told them it would instruct Leyland SA to begin talks with NUMARW within 12 hours.

He said in Cape Town that a representative of the Transport and General Workers Union had contacted him on Wednesday to tell him of British Leyland's decision.

But he added: "We have not heard from Leyland SA yet."

He said he was planning to inform the British unions of this.

Mr Pitlo said the contact with the union had taken place before Wednesday, when the union and nine of the dismissed strikers applied in the Cape Supreme Court for an order declaring Leyland's dismissal of workers a wrongful breach of contract.

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QUANTITY SURVEYING

FINE ART

(Continued)

BUILDING

2. Unionists 11/7/81  
1454 (152)  
re-detained (152)

Two black trade unionists held by Security Police under section 22 of the General Laws Amendment Act have been re-detained under section 6 of the Terrorism Act.

Mr Thozamile Gqweta, president of the SA Allied Workers Union (Saawu) and Mr Sipho Pityana, an organiser for the Port Elizabeth-based Motor Assembly and Component Workers Union (Macwusa), may now be held indefinitely without trial.

Ten unionists are now known to be detained, eight of them under the Terrorism Act.

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subject of Building Construction.  
For the best student in the 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  
Professional Practice.  
For the highest marks in the student obtaining Surveyors' Prize  
Cape Chapter of Quantity  
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)

30.11.75 (1975) 152  
**Union move**  
 on sackings

The Motor Assembly and Component Workers Union of South Africa (Macwusa) has organised a community support meeting at the weekend for 150 employees dismissed by Repco, a Port Elizabeth components firm in a union recognition dispute.

A number of Eastern Cape component firms have been hit by labour unrest.

Security Police are still holding Macwusa's chairman, Mr Dumile Makanda, and several other union officials.

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URBAN &  
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 PLANNING

QUANTITY  
 SURVEYING  
 (Continued)



# PE firm may take back 150 workers out on strike

W. Post 11/7/81  
152  
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Weekend Post Reporters  
THE management of SA Cape Fellmongers in Port Elizabeth, where 150 workers downed tools after the dismissal of five colleagues this week, would consider re-employing all the striking workers as well as the five originally dismissed, the manager, Mr J J Hurter, said yesterday

The entire black workforce at SA Cape Fellmongers was dismissed when it walked out on Wednesday in sympathy with five colleagues who were sacked for "refusing to take instructions from their supervisors"

Mr Hurter said that all the dismissed workers would be considered for employment and would be taken back at the same rates of pay as before, including the increase which came into operation recently

However, Mr Hurter rejected unconditional employment (immediate re-instatement) of all strikers as demanded by the workers

He said that SA Cape Fellmongers had employed a temporary workforce of 100 yesterday and that it would be employed on a permanent basis if the dismissed workers did not return on Monday

A spokesman for the General Workers' Union (GWU) said today that Mr Hurter refused to speak to union repre-

sentatives because the union was not registered

The union was happy to see SA Cape Fellmongers' management negotiate with the elected workers' committee instead

The spokesman said that when members of the workers' committee went to see Mr Hurter yesterday with the intention of settling the dispute, they found the gates of the premises locked

A watchman was sent to call Mr Hurter, who spoke to the committee through the gate railings. Mr Hurter repeated his previous statement that the workers should return for their severance pay and should reapply for their jobs

The workers refused to collect their severance pay as they said this would be an acceptance of their dismissal

The spokesman said that the GWU appealed to unemployed workers not to accept the jobs of striking workers because by doing so they "would be defeating their solidarity"

The spokesman also said the workers felt Mr Hurter was not examining the situation from the workers' as well as the supervisors' positions

"The reports of the workers' committee don't seem to hold much weight with Mr Hurter and he seems to discount the workers' grievances about the supervisors," the spokesman said

# Macwusa backs principle of Dorbyl boycott

E. Post 13/7/81

152  
~~140~~ ~~139~~

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) supports the principle of a boycott of car parts manufactured by Dorbyl which has been considered by the National Union of Motor and Rubber Workers of South Africa (Numarwosa).

This is seen as a conciliatory step in the light of the tension between the two unions, particularly at Ford where they found themselves in different camps during a recent strike.

Last week Numarwosa said its members would refuse to handle parts manufactured by Dorbyl — where 1 000 workers downed tools on June 18 over a R2 an hour minimum wage demand — if the firm persisted in its attempts to recruit "scab" labour.

Macwusa's organising secretary, Mr Government Zini,

said in a statement "Macwusa has been approached by some of the workers who have been dismissed by Dorbyl Automotive of Uitenhage to ask our view on the situation."

"We told them Macwusa believes the needs of the workers cannot be separated from those of the community and we regard their situation as a community issue."

Mr Zini said the interests of the workers on the shop floor were the same, irrespective of what union they belonged to.

Therefore, as soon as Numarwosa — a Federation of South African Trade Unions (Fosatu) affiliate — took a clear stand on the matter, Macwusa would address itself to the issue.

Mr Zini said Macwusa agreed with the principle of supportive boycotts of products

1300 hired  
 7500 after  
 Labour Reporter

About 1200 workers were taken on early today by Iico Homes in Durban after last week's dismissal of about 2 000 workers.

Workers were dismissed en masse as the result of a work stoppage in protest at the earlier dismissal of 40 workers who management said were unproductive.

Iico's managing director, Mr Jos Demmers, said there would be selective re-employment of former workers.

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 For the best work in fourth

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General J B M Hertzog Prize  
 For the best final year student.

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

Molly Gohl Memorial Prize  
 For the best woman student  
 in third year.

P A Rappoport

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

P F Dunkley

Sixth Year

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

ARCHITECTURE

FINE ART & ARCHITECTURE

1500 hired after firings

Labour Reporter

About 1200 workers were taken on early today by Ileo Homes in Dublin after last week's dismissal of about 2,000 workers.

Workers were dismissed en masse as the result of a work stoppage in protest at the earlier dismissal of 40 workers who management said were unproductive.

Ileo's managing director, Mr. Jos. Demmeis, said there would be selective re-employment of former workers.

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Cape Provincial Institute

ARCHITECTURE

# New workers in E. Post 13/7/81 ~~13/7/81~~ ~~13/7/81~~ strikers' jobs UR

By BILL GARDINER

TEMPORARY staff at the strike-hit skin processing factory, S A Cape Fellmongers (Pty) Ltd, in Port Elizabeth were today employed as fulltime workers, the manager, Mr J Hurter, said.

About 160 meat workers were dismissed last week after they walked out in protest over the firm's dismissal of five colleagues who had refused to take orders from their supervisors.

The strikers decided to stay out until all were unconditionally reinstated.

About 100 temporary workers were taken on last week to enable production which involves perishable products to get past the critical stage.

In an interview today, Mr Hurter said about 80 workers were employed today on a permanent basis. Production would be maintained "at a small scale" until the new work force had been allocated various positions and trained.

Management has stated that all dismissed workers, including the five whose dismissal led to the strike, would be considered for re-employment though the firm could not undertake to re-instate them unconditionally. The decision to hire 80 workers on a permanent basis meant there would be fewer vacancies.

According to a spokesman for the dismissed workers, workers were dissatisfied with the attitude of supervisors to staff. The Cape Town-based General Workers Union, which represents the workers, has warned that in a situation as volatile as in Port Elizabeth, management needed to look into the way orders were transmitted to staff.

Asked about the attitude of supervisors to workers, Mr Hurter said he had received no complaints. He attributed the strike to the general state of unrest in the Eastern Cape, which he believed had caused growing tension in the plant.

RD M 14/7/81 (152) (186) (187) (188) (189) (190) (191) (192) (193) (194) (195) (196) (197) (198) (199) (200)

# Firm's no to strikers

**Own Correspondent**  
**PORT ELIZABETH** — The 150 striking workers at SA Cape Fellmongers in Port Elizabeth decided at a meeting yesterday that they would return to work this morning only if they were reinstated unconditionally by the company

However, this proposal has been rejected by the company. An organiser for the General Workers' Union, to which the Fellmongers Workers' Committee is affiliated, said the committee conveyed the workers' proposal to management yesterday morning

Management reiterated its stand that the workers would be taken on as new employees

The manager of Fellmongers, Mr J Hurter, said about 80 people who were taken on last week as temporary employees were hired yesterday as full-time workers

"I explained to the people who came to see me that while they were waiting, the number of remaining jobs was dwindling very rapidly," he said

In a statement issued yesterday, the GWU said management had stated it believed the

dispute was generated in part by the volatile labour situation in Port Elizabeth

However, its refusal to reinstate the workers would only heighten the tension and hostility in the city

Meanwhile, the situation at Dorbyl Automotive Products at Uitenhage, where 1 000 workers are on strike over a R2-an-hour minimum wage demand, remained unchanged yesterday

No firm decision had been taken on the possibility of a boycott of Dorbyl products at Ford and Volkswagen

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URBAN &  
 REGIONAL  
 PLANNING

QUANTITY  
 SURVEYING  
 (Continued)

1981  
 Dispute at  
 Colgate  
 flares afresh

By Drew Forrest

The entire workforce at the Colgate - Palmolive plant in Boksburg — about 250 workers — downed tools this morning, barely three weeks after the industrial dispute there appeared to be settled.

Urgent talks were in progress this morning, involving Colgate management, the Chemical Workers Industrial Union (CWIU), which represents the workers, and the Federation of SA Trade Unions to which the CWIU is affiliated.

Last month the company agreed "in principle" to negotiate wages and working conditions with the union at plant level, after insisting for more than a year that it would do this only at industrial council level.

Its about-face followed threatened legal strike and a consumer boycott of Colgate products by the CWIU and Fosatu.

It is believed that negotiations on a recognition agreement have since reached a stalemate. A source close to the plant claimed that management was seeking through the agreement to rule out any further strike or boycott action, and to re-introduce "in disguised form" a liaison committee system.

The parties are believed to have resorted to conciliation board proceedings last week, but without success.

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 the highest marks in  
 Professional Practice.  
 P R Swift

QUANTITY  
 SURVEYING  
 (Continued)

Star 14/7/81 (1480A) (1455A) (1466) (152) (147)

# Fosatu backs Saawu action

The Wilson-Rowntree consumer boycott took a surprise turn yesterday as the Transvaal region of the Federation of SA Trade Unions (Fosatu) pledged its support for the campaign against the East London company

The decision will intensify pressure on the company to reinstate the 500 members of the SA Allied Workers Union (Saawu) sacked after striking in February this year. Since relations between Fosatu and Saawu have

been less than cordial, the move is seen as a highly significant bid for closer co-operation. Fosatu's Transvaal region decided to back the boycott two months ago, but would now move to implement its decision after discussions this week with Saawu officials and Wilson-Rowntree workers, according to a Fosatu statement.

The boycott would be publicised at all Fosatu general meetings and at shop-stewards meetings of its affiliated unions, it was stated.

Fosatu has also pledged "moral and financial" support for an affiliate, the National Union of Textile Workers, and 90 NUTW members dismissed from Stag Packings in Springs last week.

Stag Packings management comment could not be obtained last night.

URBAN &  
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For the best all-round student  
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Bell-John Prize

QUANTITY  
SURVEYING  
(Continued)



# Call to PE plant to reinstate all striking workers

E. Post 14/7/81  
152

Post Reporter

THE Cape Town-based General Workers' Union, which represents dismissed workers at the strike-hit skin processing factory, SA Cape Fellmongers, in Port Elizabeth, today appealed to management to adopt a reconciliatory approach to the dispute.

The union said the firm had an ideal opportunity to exhibit its commitment to industrial peace by agreeing to the unconditional reinstatement of all workers.

About 160 workers were dismissed last week after they walked out in protest at the dismissal of five colleagues. Although management has agreed to screen all workers for re-employment, it has refused to reinstate the entire work force.

The firm has meanwhile taken on about 80 new workers and is maintaining production on a small scale. Last week's walk out was sparked by the firm's dismissal of five workers after they refused to take instructions from supervisors. But the manager, Mr J Hurter, has said the strike came at a time of increased tension in the plant which he attributed to the volatile labour situation in the city.

In a statement today, the General Workers' Union has called for a more sensitive approach by management to grievances by workers, particularly over the approach of supervisors.

"Management has stated publicly that they believe that the situation is due in part to the volatile labour situation. However, the upshot of management's refusal to reinstate the workers is a further heightening of tensions and a hardening of already hostile attitudes.

Industrial peace will be restored only by sensitive and reconciliatory attitudes on the part of companies genuinely concerned with harmonious industrial relations.

"Management at SA Cape Fellmongers are ideally placed to exhibit their commitment to further industrial peace by agreeing to the unconditional reinstatement of all workers."

Sowetan 14/7/81

# Strikers back at work

**By SFILO RABOTHATA**  
**WORKERS** at Salcast in Dunsbart, Benoni, who went on strike over a dispute over wages have since gone back to work, although their demands have not been met as yet.

Talks between the Metal and Allied Workers Union (Mawu) the shop stewards and the Salcast management have not as yet brought a settlement. Management said that it felt the demands were unjustified and unrealistic.

The workers are demanding that the metal industries statutory minimum increase of 14 cents an hour implemented on July 1 should be increased to a minimum of 26 cents an hour.

A statement released by Salcast said that over the past 12 months 36 black

employees were promoted to higher skilled jobs and received the higher wage increase of 26 cents an hour which applies to the higher job grade.

Since March the minimum wage has risen a total of 21 cents an hour, an increase of 23 percent. A further across the board increase is out of question.

In addition to the basic wage Salcast management voluntarily pay an attendance allowance of an additional 8 cents in hour over in above the minimum rate.

This is as a result of management policy and is not in any way a statutory requirement. Salcast are advancing employees of all races as a result of the policy of promotion from within and it follows that employees who have been promoted to higher jobs

will get a higher rate of pay consequently a higher increase.

The work stoppage caused by the loss of one shift on Friday night and half the shift on Monday last week. Management agreed with employees that even though these shifts had not been worked employees who were at work would be paid.

Some employees complained that the jobs which required them to work in onerous conditions were the lowest paid.

A Mawu spokesman yesterday said talks were still being held with management and the workers believe that their demands were justified and realistic.

At the time of going to Press the meeting was still on and a statement is expected today.

# Fish Agosto 15/7/81 workers in dispute over pay

## Labour Reporter

ABOUT 80 workers at two small West Coast fish factories face the prospect of being 'signed off' in a dispute with management over wages.

Workers at the white fish processing factory of Gourmet Fish Products (Pty) Ltd in Stompens Bay stopped work on Monday. They were followed yesterday by workers at the firm's dried fish factory in St Helena Bay.

A management offer of a minimum wage of 68c an hour, or R31,28 a 46-hour week, has been rejected by workers as too low.

They want their wages brought into line with wages introduced at the Sea Harvest factory in Saldanha after a dispute there two weeks ago, according to a spokesman for the Food and Canning Workers' Union.

## EXPENSIVE

Mr G de Gruchy, a director of Gourmet Fish Products, said he was prepared to discuss an increase with the workers as 'things have got very expensive'.

However, the market would not allow him to pay any more than he had offered. This amounted to a 13 percent increase in the minimum wage.

Mr de Gruchy said the workers, mainly women, were doing 'very rough work' which was less specialised than work done at Sea Harvest.

He was waiting to hear today what the workers wanted to do.

'If they don't accept the proposal, I am happy to sign them off and get another team of girls. There are a number of girls here who are unemployed and willing to fill in,' Mr de Gruchy said.

## BY HAND

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, said the workers believed other people would not take their jobs while the dispute continued.

He said the work being

done at Gourmet was relatively more skilled than at Sea Harvest as the operations were done by hand rather than machine.

Whereas Sea Harvest was now paying a minimum of R35,88 plus a travel allowance to unskilled labourers, Gourmet was offering a R31,28 a week minimum to skilled workers.

CT 15/7/81 (152)  
**Strikers  
back at work**

**BENONI** — The 2 000 smelting factory workers who went on strike last week returned to work on Monday with their wage dispute unresolved

The workers employed at Salcast in Benoni had objected to new Industrial Council wages not being extended equally to all employees

In spite of their return the workers are still pressing for talks over wage increases. However, a spokesman of Salcast said all was well and the dispute was settled —  
sapa

# Police warn on illegal strikes

C. Post

15/7/81

25/11

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By CHRIS OLCKERS, Chief Reporter

**POLICE today warned they would not tolerate wildcat strikes, intimidation or attempts to force employers to reinstate workers by refusing to handle their products.**

This warning was issued today by the Divisional Security Police Chief for the Eastern Cape, Colonel Gerrit Erasmus.

Col Erasmus said union members should not attempt to call strikes outside the guidelines as defined by law.

"The law empowers us to act in cases where illegal strikes are called and where strikers have not followed procedures which allow workers to strike as set out in the Industrial Conciliation Act," said Col Erasmus.

"Union members will also not be allowed to meddle in affairs which do not concern their particular union.

"There have been incidents in which union workers tried to force employers other than their own, to reinstate workers who have been fired

"In effect they tried to 'blackmail' companies other than their own to reinstate people.

"This, as they well know, is against the law and will no longer be tolerated."

Col Erasmus also warned that intimidation of workers who refused to join striking colleagues, or new workers employed to replace strikers, was illegal and that police would take harsh action.

"We cannot allow the situation to get out of hand. Workers must realise it is their democratic right to strike if, and only if, they stay within the framework provided by law," said Col Erasmus.

"We will, however, not get involved in any union matter or strike where workers follow the correct legal procedures."

# Colgate workers walk out

**MORE** than 300 employees at Colgate-Palmolive in Boksburg yesterday downed tools, claiming that although management had said it would recognise the Chemical Workers' Industrial Union (CWIU), it still refuses to let the union function properly.

The union had earlier threatened to call for a strike among its members and to launch a boycott of the company's products. A meeting held between Colgate-Palmolive and CWIU officials later averted the action after management agreed to recognise the union.

A spokesman for the workers said yesterday that they had decided to go on strike after they had asked to see one of the directors and were told he was not in — although his car was seen in its usual parking place on the premises.

The spokesman said it seems the company only agreed to recognise the union to make sure we do not go on strike. Last month we had a ballot vote and agreed to go on strike if the company does not recognise the union and they quickly came to a settlement because the company could have lost a lot of money and the public would have boycotted their products.

Now, although the union is said to be recognised we still don't feel its representation. It is as good as being a white elephant. Management does not give it the necessary flexibility. Colgate-Palmolive had agreed in principle to recognise the union straight

## By SELLO RABOTHAMA

to negotiate wages and employment conditions on behalf of its members on an in-plant basis. The agreement was conditional upon the provision by the union of a written undertaking to call off strike threats and the consumer boycott.



Some of the workers at Colgate-Palmolive leaving the premises yesterday.

IVM  
15  
ILCO takes  
back staff

Mercury Reporter  
ILCO Homes in Phoenix has re-employed about 80 percent of the 2,000 staff they fired last week after workers had downed tools in protest against the dismissal of 14 colleagues.

The managing director, Mr A C Demmers, said yesterday that about 200 of the workers would not be taken on again because he regarded them as 'trouble-makers'.

RDM  
16/7/81  
152

# Confusion over BL role in Cape strike

By RIAAN DE VILLIERS and BRUCE STEPHENSON  
 CONFUSION is mounting over allegations that British Leyland has agreed to intervene in the strike at the Cape Town plants of its South African subsidiary. This week a leading British trade unionist repeated claims that British Leyland had agreed at a meeting with unionists last week to advise Leyland SA to reopen negotiations with the strikers' union.

This would be done on condition that the union — the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) — agreed to drop legal action against the company, he said. However, Mr Arne Pitlo, Leyland SA's public affairs director, again denied that the local management had received any instructions from its parent

company. And a spokesman for British Leyland said the firm regarded the strike as a "local issue" and it was confident its SA management could resolve it.

At the same time, Mr Pitlo confirmed that the local management has had "contact" with the strikers' union for the first time since the strike in mid-May, during which over 2 000 workers were fired.

In Britain last Tuesday, the president of the Transport and General Workers' Union (TGWU), Mr Alec Kitson, and the president of the Amalgamated Union of Engineering Workers, Mr Terry Duffy, called a meeting with the managing director of British Leyland's commercial vehicle group, Mr Ron Hancock, to protest against the sacking of the Cape Town workers.

The national secretary of the TGWU vehicle building and automotive group, Mr Greg Hawley, who was at the meeting, said this week the union could not accept British companies treating foreign workers in a way that would be unacceptable in Britain.

"We do not support mass sackings and it was insisted at the meeting that such action was unreasonable, and that we could not support Leyland on this matter," he said.

Mr Hancock told the trade union leaders, Mr Hawley said, that within 12 hours he would advise Leyland's managing director in South Africa, Mr David Beck, to meet Mr Joe Foster, regional secretary of Numarwosa, with the aim of resuming negotiations.

The unions were satisfied with Mr Hancock's assurance

According to reliable sources, the two unions considered "blacking" Leyland exports to South Africa if the company did not resolve the dispute.

Mr Hawley denied "blacking" was raised at the meeting, but sources within the unions confirm they would have spelled that out to Mr Hancock if agreement could not be reached.

Mr Hawley confirmed earlier information that Mr Hancock's instructions to Mr Beck included the proviso that negotiations between Leyland SA and Numarwosa be re-opened on condition the union dropped its court action against the firm. "Yes, it was discussed, but not that specifically. Nevertheless, it would be misleading to say that was not touched upon," Mr Hawley said.

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 Professional Practice.  
 P R Swift

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

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

QUANTITY  
 SURVEYING  
 (Continued)



KRM 16/7/51  
Sigma

signs

union

deal

-By STEVEN FRIEDMAN  
Labour Reporter

THE Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers Union which contains a unique system for electing worker representatives

The agreement provides for wage and work condition negotiations between Sigma and NUMARW in which the union's recognition will replace Sigma's liaison committee, according to a Sigma statement yesterday

It also contains procedures which could lead to the re-employment of many of the 400-odd workers fired after the strike at the company

Sigma employs more than 4 000 workers at its Pretoria plant. After the strike, the company agreed to negotiate with NUMARW on recognition

About 400 workers were not taken back after the strike and some have left NUMARW for the rival Motor Assembly and Components Workers Union

Since the strike about 50 of those not initially re-engaged have been taken back

In terms of yesterday's agreement, those workers "whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur"

Yesterday Sigma gave NUMARW a list of workers it considers suitable for re-employment. But the union has the right to negotiate for all workers whom the company says it will not take back

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29. Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts

If a non-union member is elected, he will have one month in which to join NUMARW. If he refuses, a new election is held and the worker originally elected may stand again. If he is re-elected, he does not have to join the union

A union source said yesterday NUMARW had accepted this procedure because there are a substantial number of non-union members in the plant. "This is not a precedent for plants in which we have an overwhelming majority

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of the first year.  
greatest promise at  
M P Morkel

K Strong  
subject of Building  
For the second best

C W von Doring  
subject of Building  
For the best student  
S A Brick Associate

III : No award  
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fifth years respected  
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the courses of Building  
For the best student  
LTA Prizes

P R Swift

The new shop steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant. If it loses representation, Sigma will not bargain with it but will not reinstate its liaison committee, the NUMARW source said

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity

A NUMARW spokesman said the union was to meet workers yesterday evening to explain the agreement. This would be followed by a meeting with dismissed workers today

URBAN &  
REGIONAL  
PLANNING

(Continued)

QUANTITY  
SURVEYING

# 250 strikers return but 1,500 walk out

By STEVEN FRIEDMAN  
Labor Reporter

ABOUT 1,500 black workers at Hunter and Penley, Polaburg went on strike yesterday evening.

But 250 workers on strike from the nearby Colgate Polaburg plant have agreed to return to work today pending further action in negotiation between the Communist Industrial Workers of the World and management.

The Colgate plant struck on Tuesday, claiming that progress in negotiations had not been made.

workers stand at longhams yesterday of a strike of 1,500 workers in progress. It is also that contained in the industry.

It is understood that management is not ready to return to work.

It is understood that management is not ready to return to work.

It is understood that management is not ready to return to work.

It is understood that management is not ready to return to work.

country's second legal strike by workers in a year.

country's second legal strike by workers in a year.

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

QUANTITY  
SURVEYING  
(Continued)

Sto 16/7/81  
**Dismissal  
threat at  
fish plant**

**Own Correspondent**  
CAPE TOWN — About 80 workers at two small west coast fish factories face the prospect of being signed off after a dispute with management over wages.

Workers at the White Fish processing factory of Gourmet Fish Products (Pty) Ltd in Stompneus Bay stopped work on Monday. They were followed yesterday by workers at the firm's dried fish factory in St Helena Bay.

A management offer of a minimum wage of R31.28 for a 45-hour week has been rejected by workers as too low.

They want their wages brought into line with those introduced at the Sea Harvest factory in Saldanha after a dispute there two weeks ago, said a spokesman for the Food and Canning Workers Union.

**MARKET**

Mr G. de Gruchy, a director of Gourmet Fish Products, said he was prepared to discuss an increase with the workers but the market would not allow him to pay more than he had offered. This amounted to an approximate 13 percent increase on the minimum wage.

He was expecting a reply from the workers today.

# 'Peace talks'

## at Sigma bear fruit

16/7/81  
152  
A settlement has been negotiated between the National Union of Motor Assembly and Rubber Workers and Sigma Motor Corporation. Four months ago 4 000 Sigma workers were locked in bitter dispute with the company. TONY DAVIS traces the steps to conciliation.

Yesterday's announcement of a negotiated settlement between the Sigma Motor Company and the National Union of Motor Assembly and Rubber Workers (NUMARW) marked the end of a four-month-long dispute.

The unrest started in early April when workers at the Sigma plant near Mamelodi demanded a minimum starting wage of R3 an hour

Unsuccessful meetings with management resulted in a walk-out by the company's 4 000 workers. Despite warnings the workers continued to stay out and were subsequently dismissed en masse

Sigma soon began a process of filling the positions and rehired many former workers

The company was unwilling to negotiate with the union until it proved it had 50 percent representation in the work force. The dismissals and rehiring delayed NUMARW's recognition attempts but it was soon able to produce proof of its membership

Talks began in late April but the two parties only yesterday released their final settlement statement

Despite providing a point of entry for NUMARW in the Pretoria area motor industry the strike caused some bitterness among union and worker hardliners who had demanded that all workers be rehired before negotiations.

A few hundred workers were not rehired or had not met Sigma's deadline for application for re-employment. Members of the workers' "Committee of 20" also found themselves without jobs

These disaffected workers talked about forming a branch of the Eastern Cape Motor Assembly and Components Workers Union (Macwusa) in the Pretoria area. But in the settlement NUMARW was successful in obtaining a commitment from Sigma to rehire former workers as vacancies occurred

NUMARW also obtained the right to have elected shop stewards in the plant — one shop steward per 100 workers. Shop stewards will be granted time off to conduct union duties and will have an office to operate from. Shop stewards need not be union members

Both parties rejected any form of intimidation of workers regarding union membership or plant elections

NUMARW also obtained shop steward elections this month as a means of reawakening union interest among workers. Grievance and disciplinary procedures were also laid down

The settlement was not concluded in time for Sigma's deadline for determining wages for 1981-82. NUMARW scaled down its objects considerably from the demand for a starting wage of R3 an hour. But Sigma has increased basic starting pay from R1 an hour to R1.60

16/2/78  
 Salt workers  
 stage strike

In Johannesburg a salt and packing company in Industria was hit by a strike over wage demands yesterday.

Several hundred workers at Buffalo Salt and Packing downed tools and called for higher wages.

Management held talks with workers today in a bid to resolve the dispute.

Police were on the scene yesterday when workers gathered outside the premises.

of the first year.  
 greatest promise at the end  
 For the student who has shown  
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 For the second best student in the

C W von Düring  
 subject of Building Construction.  
 For the best student in the  
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III: No award  
 II: A R Low Keen  
 I: N D G Sessions  
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 II and III in the third, fourth &  
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Surveyors' Prize  
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The Committee of the Western

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 in any year of study.  
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QUANTITY  
SURVEYING  
 (Continued)

81/16/7/81  
**Strikers vote to go back**

About 250 workers at Colgate-Palmolive have voted to end their two-day strike and return to work today.

A spokesman for the Fosatu-affiliated Chemical Workers Industrial Union said the decision was reached after a general meeting at the plant, led by shop stewards.

The root cause of the strike was the workers' concern at what they saw as slow progress in negotiations at Colgate over union recognition.

Management warned yesterday that unless they returned to work by tomorrow they would be fired.

URBAN & REGIONAL PLANNING

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 For the student who has shown greatest promise at the end of the first year.  
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QUANTITY SURVEYING  
 (Continued)

# Strike action warning is contrary to policy — claim

By BILL GARDINER

Yesterday's warning of a security police crackdown on illegal strikes is in direct opposition to the declared Government policy on State interference in industrial relations, a Cape Town sociologist and prominent labour observer said today.

And a spokesman for the Department of Manpower Utilisation in Pretoria said the ultimatum on wildcat strikes in Port Elizabeth should have come from his department and not the security police.

In an interview today, Mr Johann Maree, a lecturer in the Department of Industrial Sociology at the University of Cape Town, said the Government, and the Minister of Manpower Utilisation in particular, has stressed that they support a policy of "self-government" in industrial relations.

"This means that industrial conflict is an issue to be resolved between management and workers with minimal or no State interference."

The surprise warning by the head of the Security Police in the East Cape, Colonel Gerrit Erasmus, was, as such, a direct denial and contradiction of the Minister's declared policy, Mr Maree said.

"There obviously needs to be some liaison between the Security Police in Port Elizabeth and the Department of Manpower Utilisation in Pretoria," he said.

Mr Maree added that statistics showed that between 1973 and 1979 there had been 743 strikes. Only one of these had been declared "legal".

"It is characteristic of South

Africa's industrial relations system that strikes are illegal because the procedures to follow are too cumbersome and do not reflect the reality of industrial conflict in this country," he said.

And in the sole instance when a strike was declared "legal" in the 70s, picketing workers were arrested and charged by police for contravening the Riotous Assemblies Act.

The director-general of the Department of Manpower Utilisation, Mr Jaap Cilliers, was unavailable for comment. However a spokesman for the department said an ultimatum on wildcat strikes in Port Elizabeth should have come from the department and not the security police.

He said the Minister had previously warned against wildcat strikes and the police could be forced to enforce the law against such strikes, "but I think the initiative should have come from this department."

The Progressive Federal Party spokesman on labour, Dr Alex Boraine, said today current confusion over labour legislation and Government labour policy, coupled with the high inflation rate, had led to a situation where workers took matters into their own hands.

Far greater initiative was required from management and trade unions to avert illegal strikes, he said. The police were in a difficult situation when it came to wildcat strikes, but the real problem was the need "to clear up industrial relations problems between management and labour confrontation."

Firestone  
e. Post 16/7/18  
dispute (52)  
(29) (72)  
over pay (62)

Post Reporter

A NUMBER of workers in one department at Port Elizabeth's Firestone Tyre plant stopped work yesterday

According to a union source, workers in the tyre-building department had downed tools over incentive pay

"The issue has been going on for some time now, so the workers in that section have decided not to work until management comes with a reasonable offer," he said

The managing director of Firestone, Mr Peter Morum, confirmed there was a dispute but there was "no necessity for sensation". He didn't know how many workers were involved as he had just returned from leave

Production had been affected but this was not significant, he said



# No incidents as police face strikers

WORKERS at the giant Buffalo Salt and Packing Company downed tools yesterday morning demanding higher pay.

Police rushed to the firm at No 4 Watt Street, Industria, after the workers refused to work and gathered outside the offices of the factory.

There were no incidents but the police presence caused a little excitement among the strikers. They

felt when management asked them to do so.

One of them said they had been promised increases but nothing had been done. She said she had been working for the firm for three years but was earning only R23 a week.

## INCIDENT

Management had promised them a R2 increase but they felt this was not enough.

A spokesman for the firm said he just saw the employees gather outside and he did not know what they were striking for.

"We are doing everything for our employees here. We try our best and we have spoken to them about this incident trying to make them understand our position," he said.

The strikers went home just before midday yesterday but said they would come back to work today.

# Colgate workers Return

WORKERS at Colgate-Palmolive yesterday decided to call off their strike after management urged them to return to work by tomorrow or be regarded as having terminated their employment

The decision to return to work was reached after worker representatives met with management and



Some of the workers who were on strike at Colgate-Palmolive.

agreed to having further talks next week. The dispute arose after management was accused of applying delaying tactics" in the recognition of the Chemical Workers Industrial Union

of the nationalist movement and, through the system of patron-client linkages with the rural mass, was able to gain access to political and economic power at the centre."<sup>29</sup>

In the social system in the reserves, the patron-client linkages between rich and poor fulfil important functions. "The big landowner within a village, even within an extended family, is seldom simply a Wicked Exploiter, he owes his position as patron to his readiness to provide consumer loans, jobs, help with (or against) outsiders and in particular officials; and, in general, security against disasters".<sup>30</sup>

In the South African black rural areas, patron figures are not landowners because they cannot be. Mostly they are professional people and/or engaged in trade or transporting. The economic situation makes it very difficult for any significant agricultural development to take place or for infant industries to grow up. Competition from cheaper South African produced goods means that small indigenous capitalist enterprises have no "protected" period in which to grow up.

Thus it can be argued that there is no room for indigenous capitalism to develop fully in the homelands and that the richer classes will remain mainly professional people and involved in middleman and transport activities rather than production. (Both transport riding and trading often lead to exceptionally fast profit accumulation because of the vulnerable position of the mass of people in their isolated villages).

## 6.2 Recurrent trends in projects, reserves and other underdeveloped economies

### 6.2.1 Economic Factors

#### 6.2.1.1 Poverty of Resources

I have already discussed in detail how the lack of the above resources restricts the viability of projects. This applies to all activities in the homelands. There is a lot of literature on agriculture in the reserves showing that lack of any one essential makes successful agriculture on land tenure have the land profit. "The reserves dislike an is not work seeds, for it intensively. The rate of failure is too high. This is due to the lack of capital for basic requirements such as irrigation and urgent credit (to buy seeds and other inputs at the right time), the extreme difficulty of marketing produce; and the difficulty of competing with heavily subsidised and favourably-treated white farmers."<sup>31</sup>

#### Labour Reporter

A dispute at an Industria, Johannesburg, firm has been settled after management agreed to workers' wage demands.

Several hundred employees at Buffalo Salt went on strike on Wednesday, demanding an additional R10 in weekly wages.

A company spokesman said that after talks they agreed to the increase after workers rejected management's counter-offer of an extra R5 weekly.

on Land Tenure have the Land Profit. "The reserves dislike an is not work seeds, for it intensively. The rate of failure is too high. This is due to the lack of capital for basic requirements such as irrigation and urgent credit (to buy seeds and other inputs at the right time), the extreme difficulty of marketing produce; and the difficulty of competing with heavily subsidised and favourably-treated white farmers."<sup>33</sup>

#### 6.2.1.2 Supplementary or Primary Projects

Both the dairies and communal gardens function well as supplementary sources of income for people with some measure of security but it seems that neither can provide enough, as a sole source of income, to keep members out of magrancy.

ARCHITECTURE  
(Continued)

Mrs. Thornton White Prize  
For the best work in  
first year.

Miss M F J Sandlands

S A Brick Association Prize  
For the student who has made  
best use of bricks in his  
design work.

J G Kirkman

R Stubbs Award  
For the best project in  
structure and design.

M R I Ness

National Development Fund  
For the Building Industry  
Book Prizes

For the best student in each  
year of study of the degree  
course.

BUILDING

Conciliation board talks  
scheduled for yesterday  
were postponed until next  
week because management  
felt it was wrong to hold  
negotiations when workers  
were on strike, the  
statement said.

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Conciliation  
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at Colgate

**NEWS**  
 Star 17/7/81  
**Pay row**  
 strikers  
 given <sup>199</sup>  
 deadline

By Drew Forrest

The entire workforce at the Bisonbord wood factory in Boksburg has downed tools — the fourth strike to hit the East Rand in a fortnight.

The strike was sparked on Wednesday over pay demands, and the 270-odd workers, mostly members of Fosatus Paper, Wood and Allied Workers Union (PWAU), have been warned by management that unless they are back today they face dismissal.

The company had agreed "in principle" to recognise the PWAU, said Bisonbord general manager Mr Ron Lucke, but because the relationship with the union had not been formalised, it was dealing with an elected in-plant committee.

Mr Lucke said the R46 a week minimum wage paid by the company was "well above" the current wage determination for the plywood industry.

Workers received a 15 percent increase in January and were now demanding a similar rise in place of a R322 flat rate increase in the weekly wage introduced on July 1.

Meanwhile, talks between management and the Metal and Allied Workers Union yesterday, failed to resolve the strike, by 2 000 metal workers at Hendler and Hendler.

URBAN &  
 REGIONAL  
 PLANNING

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 in any year of study.  
 P C Key

QUANTITY  
 SURVEYING  
 (Continued)

100 tyre  
C. Post 17/7/81  
workers  
still out  
on strike

By BILL GARDINER

ABOUT 100 tyre workers in one department at the troubled Firestone factory in Port Elizabeth stayed away for the third successive day today.

According to a union source, workers in the tyre-building department downed tools on Wednesday and have refused to return until the firm's management comes up with a "more reasonable pay offer".

The workers are believed to be on strike over production bonuses, which they say are too low.

Firestone's managing director, Mr Peter Morum, said the tyre-building section had not shut down, but confirmed that production had been affected by the incident.

"But we are resolving the issue," he said.

Firestone employs about 1300 workers at its Kempston Road plant and has been the scene of major labour unrest this year. In January, the entire work force downed tools over proposed pension legislation.

In May, most of the black workers at Firestone — about 700 — joined striking Ford and General Motors workers in support of 160 former Firestone employees who lost their jobs during the pension strike.

The strike was resolved after Firestone management agreed to reinstate 21 of the 150 dismissed workers and the rest as vacancies arose.

# R10 increase after one-day strike

STANDARD PRESS

Buffalo, Wednesday, August 11, 1954

By Associated Press

By Associated Press

**STRIKING workers at the Buffalo Salt and Packing Company yesterday**

**SAUBEN (R) & SONS**  
**(152)**  
**BY WRITING BOARD**

THE 200 workers at Buffalo Salt and Packing Company here struck for higher pay this week, went back yesterday after accepting a R10-a-week across the board increment.

The situation was defused when members of the Sweet, Food and Allied Workers' Union intervened and, after holding talks with management and the employees, accepted management's offer of the

R10 increase a week. Management also agreed that none of the workers would be victimized.

Earlier in the morning the workers had refused a R5-a-week offer by management who desperately

tried to convince them that they could not pay more than R5, which was going to cost the company R500,000 a year.

The workers downed tools on Wednesday morning after rejecting an

initial offer of a R2-a-week increase. Although management claimed the workers had had an increase at the beginning of the year, the employees said some women were earning R22.50 while the men \$04 R25

## BUT STRIKE AT HENDLER GOES ON

<sup>Swedish 12/281</sup>  
MORE than 2000 <sup>(152)</sup>burgs, who went on  
workers at Hendler <sup>(100)</sup>strike on Wednesday  
and Hendler in Boks <sup>(100)</sup>over wage demands,

have not yet returned to work.

They downed tools on Wednesday after a demand for a wage increase of 50c an hour. The workers are now getting R1.30 per hour.

Yesterday they refused to go back to work and left the plant, saying they will only return today to collect their wages, and will not work until their demands are met.

About 90 percent of the Hendler workers are members of (HAWU)



210M 12/7/91  
**Strike**  
 goes on  
 as more  
 join

Labour Reporter

THE strike by workers at Hender and Hender in Boksburg is continuing and has spread to the company's night shift — bringing to 1 800 the number on strike

Meanwhile, a stoppage lasting a day-and-a-half by about 500 workers at Buffalo Salt in Industria was settled yesterday as management agreed to pay workers a R10 a week increase after talks with the Fosatu affiliated Sweet, Food and Allied Workers' Union

And at Colgate's Boksburg plant, the company confirmed that its 250 workers returned to work as expected and said in a statement that negotiations on union recognition would continue through an official conciliation board

Colgate expressed its "regret" that the strike had caused "further delay in the Conciliation Board proceedings"

At Hender and Hender a management spokesman said workers were still on strike and confirmed that the night shift had joined the strikers

He estimated that 1 800 workers were on strike and said the company had negotiated with the Metal and Allied Workers' Union on the dispute yesterday

Workers are demanding an increase over and above that granted to them in the metal industries' industrial agreement in lengthy negotiations with MAWU yesterday, the company reiterated its refusal to grant an additional raise

A MAWU spokesman said workers had decided to collect their pay today and to return on Monday. They were demanding a 50c an hour rise, but were willing that the company deduct from this the amount it had already paid in accordance with the industrial council agreement, he said

He said workers would return on Monday and expected to meet the company's board of directors

At Buffalo Salt, a management spokesman said workers who struck on Wednesday agreed to return yesterday after management had agreed to their demand for a R10 a week raise, which he described as "massive"

The cost of this increase would have to be passed on to the companies which Buffalo supplied

He denied reports that the company had called the police and Department of Manpower officials

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URBAN &  
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PLANNING

QUANTITY  
SURVEYING  
(continued)

"I don't know who called them. We begged them to leave as their presence could not help a settlement"

Mrs Maggie Magobane, general secretary of the Sweet, Food and Allied Workers' Union, said she had been asked to intervene in the dispute by members at the plant. The union represents a small number of Buffalo workers

Management had been prepared to meet her and had been "pleased by our role in the settlement"

She said workers had refused to deal with Manpower officials

# Leyland strikers reject settlement proposals

RDM 18/7/81 (PBA) (152) (LAWDA)

By RIAAN DE VILLIERS  
Labour Correspondent  
WORKERS dismissed by Leyland SA during a strike at its Cape Town plants more than two months ago yesterday rejected proposals for a settlement of the dispute

The proposals were formulated at a meeting between the company and the workers' union — the National Union of Motor Assembly and Rubber Workers — this week

Details of the Cape Town talks were disclosed yesterday but union and company spokesmen differed in their accounts of the proposals

Mr Joe Foster, the union's

regional secretary, said the firm had undertaken to re-employ 350 of the dismissed workers by the first week of next month and also to re-employ all the other workers as normal vacancies occurred

These proposals were rejected at a general meeting attended by about 450 of the 520 remaining dismissed workers held yesterday morning

Mr Foster said the union would seek further talks with Leyland to try to improve the proposals

Mr Arn Pitlo, Leyland's public affairs director, denied yesterday that the company had undertaken to re-employ 350

workers by the beginning of next month. The firm had agreed to "do the best it could" to re-employ the workers but no time limit had been set

Leyland would not dismiss any workers to make way for its former employees but they would be given "preferential consideration"

He said that workers would not necessarily return to the same jobs but would return to their former work sections whenever possible and be in line for promotion as soon as vacancies occurred

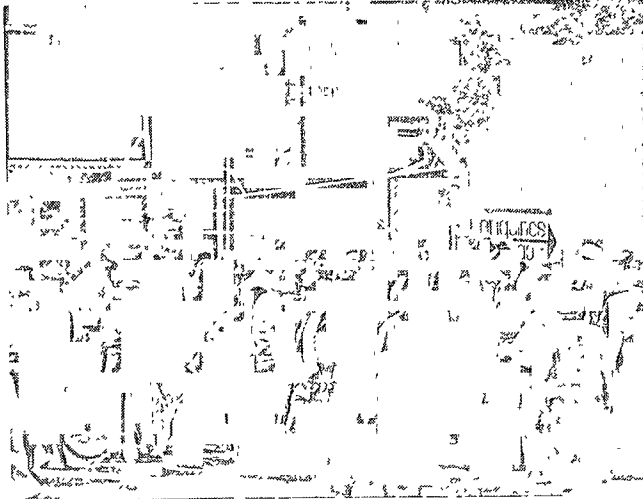
He declined to comment on the rejection of the proposals by the dismissed workers

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Professional Practice.  
P R Swift  
LTA Prizes  
For the best student in each of  
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QUANTITY  
SURVEYING  
(Continued)

# Returning strikers won't work overtime



URBAN &  
REGIONAL  
PLANNING

Strikers gather outside Hendlers and Hendlers in Boksburg, where 1 800  
workers have demanded tools to collect their pay

By STEVEN FRIEDMAN  
Labour Reporter

AT ONE of the biggest worker meetings held on the East Rand in recent times, strikers at Hendlers and Hendlers, Boksburg, agreed to return to work on Monday, but to refuse to work overtime until the company met their wage demands.

Meanwhile labour unrest continued to grip the East Rand yesterday and, in other developments, about 300 strikers at a Boksburg firm Bisonboard were fired and there were reports of unrest at the EMI factory near Alberton.

There have been five stoppages on the East Rand in the past two weeks.

At Hendlers and Hendlers,

1 800 strikers who are demanding a wage increase over and above that granted in the metal industries industrial council agreement returned to work yesterday, according to a company spokesman.

Yesterday, about 1 000 strikers attended a meeting in Benoni and accepted a recommendation from union shop stewards that they return to work on Monday.

But the meeting resolved not to work overtime until management granted an additional increase.

Later strikers returned to the factory to collect their pay. They were handed a company notice which said they were striking "illegally" and added

"You have thereby dismissed yourselves from the company's employ."

But it said workers would be given their jobs back if they returned by 7 15 on Monday.

At Bisonboard, where workers struck on Wednesday following a dispute over an increase in July, general manager Mr Ron Lucke said the company had terminated the services of the 300-odd workers involved. "They dismissed themselves by striking," he added.

At EMI, management refused to comment on reports of a stoppage. But a source in the company said "we had some trouble which has been cleared up."

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(Continued)

QUANTITY  
SURVEYING

# One strike ends in strife-hit industries

By Drew Forrest

Hundreds of singing, foot-stamping and slogan-chanting metal workers from strike-bound Hender and Hender in Boksburg voted at a meeting yesterday for a provisional return to work after the weekend.

But labour unrest is believed to have spread to the nearby Langeberg canning factory — the fourth Boksburg company to be hit by strike action in a week.

Worker sources reported that about 800 day-shift workers at Langeberg walked out at lunchtime yesterday over a pay demand. Confirmation could not be obtained from management or the African Food and Canning Workers Union, which represents the workers and which is party to a conciliation board agreement with the Langeberg group.

## RETURN

The Hender and Hender workers decided on a provisional return to work after a four-hour emotion-charged meeting in Actonville with officials of Fosatu's Metal and Allied Workers Union (Mawu).

The debate — punctuated by cries of 'Mandla' (power) and 'Si-

munvo' (Unity) — centred on whether to go back before or after next Tuesday's meeting between Mawu and company directors.

About 2 000 workers struck at the enamelware manufacturing company on Wednesday. Their original demand for a 50-cent-an-hour increase, in addition to the 14 cent minimum wage increase under the industry's industrial agreement, has since been reduced to 20 cents.

It was finally agreed to return to work on Monday, pending the outcome of negotiations.

## SACKED

Meanwhile, at the Risonbord wood factory — also in Boksburg — about 270 workers who struck on Thursday for a 15 percent pay rise have been fired. The general manager, Mr Ron Lucke said they had ignored a return to work deadline and would be paid off next week.

A spokesman for the Fasatu-affiliated Paper Wood and Allied Workers Union, said the union had been consistently denied access to the plant, despite having strong support there.

# Strike ends after worker reinstated

THE strike at H Blackman and Company in Weyton has ended with management agreeing to the demands of the workers.

Agreement was reached on Friday afternoon between representatives of the 65 strikers and management

The workers had downed tools after a fellow-worker had been dismissed. Their call for his immediate reinstatement, was agreed to.

The man in the middle, Mr Witness Mandu, 41, was back at work with his colleagues on Monday morning.

The strikers had ignored an ultimatum to return to work by Friday morning or to face dismissal.

A spokesman for the General Workers' Union — to which the workers belong — hailed the settlement as a 'tremendous victory'.

The spokesman warned, however, that a similar situation could arise again at the company. (This had been the fifth strike of its kind at H Blackman this year.)

The only way to prevent a recurrence was to establish a negotiating proce-

MR Witness Mandu, the man in the middle at H Blackman and Company. His fellow workers went on strike in demand of his reinstatement and on Friday they succeeded.

cedure between management and employees.

This procedure should be contained in an overall agreement and would ensure adequate consultation between the two parties, the spokesman said.

The managing director of the company, Mr H Blackman could not be reached for comment.

# Sackings are challenged in 2 courts

*Argus C. Herald*  
18/7/81 (152) (401) (197)

**TWO** black, trade unions last week went to court to challenge the sacking of members who had gone on strike. They met with mixed fortunes.

In Johannesburg, the National Union of Textile workers on Monday failed in their bid to have the sacking of 90 of their members declared unlawful.

And in Cape Town, judgment was reserved on Wednesday after nine Leyland workers and their union had made an urgent application for an order declaring Leyland's dismissal of workers a wrongful breach of their contracts of employment.

Both cases were heard in the supreme courts in the two cities.

The National Union of Textile Workers lodged an application after the work force of Stag Packings in Selcourt, Springs, had been dismissed.

## RELUCTANT

In rejecting the application, Mr Justice Nestadt said he was reluctant to force the former workers on an unwilling employer who had dismissed them on the grounds that they were unproductive.

Mr Joe Foster, secretary of the Western Cape branch of the National Union of Motor Assembly and Rubber Workers of South Africa (to which the Leyland workers belong) said in an affidavit that the company had failed to follow disciplinary procedures agreed upon by the union and the company.

The dismissals on May 20 should therefore be regarded as invalid, Mr Foster contended.

But, Mr C. Cohen, SC, appearing for Leyland, replied that the agreement between Leyland and the union did not oblige the company to hold a disciplinary inquiry before firing a worker.

## LIST

Strikes were not even covered in the list of offences for which certain disciplinary measures had been provided for in the agreement.

Mr Aubrey Haylett, group personnel manager of Leyland, said in papers before the court that the union had breached the agreement by condoning and supporting the strikers.

Mr Foster said in a replying affidavit that it was not the function of officials of the union to prescribe policy. Officials should serve instead of lead and direct, and management had failed to appreciate this role, Mr Foster said.

4 East Rand strikes unresolved (52)

JOHANNESBURG — Strikes by more than 8,000 workers at four East Rand companies over the past fortnight have still not been resolved

The firms are Bisonbord, Hender and Hender, Buffalo Salt and Packing and Colgate-Palmolive's factory in Boksburg, although their work-force has returned to work — S.A.P.A.

# 1 200 canning 8 Nov 20/7/81 (29) workers strike (29) (2) (12) over pay demands

Nightshift workers at the Langeberg co-operative canning factory in Boksburg have downed tools and the entire 1200-strong workforce is now on strike.

About 800 workers on day shift struck on Friday and were told to leave the factory premises after talks between management and a committee of the unregistered African Food and Canning Workers' Union (AFCWU) had broken down.

The strike was the fourth to hit industry in Boksburg last week and, like the stoppages at nearby Hendler and Hendler and Bishard, was sparked by pay demands.

Langeberg is bound by a conciliation board agreement reached with the AFCWU's sister union, the coloured Food and

Canning Workers' Union, and extended to black canning workers in Boksburg and other areas. In terms of this workers are to receive a 15 percent increase in October, which will bring the minimum weekly wage at Langeberg from R32 to R36.80.

The AFCWU recently approached the company for an interim payrise to counter cost of living increases — and it was this demand that workers took to management on Friday.

Workers have resolved not to work today but will return to the factory to await the outcome of negotiations.

At another East Rand factory, FMI in Steddale near Alberton, about 60 warehouse workers are reported to have been fired on Friday after a four-day strike.



Star 10/2/81  
Backing  
for boycott  
is swelling

Representatives of more than 20 worker, student and community organisations met in Johannesburg at the weekend to pledge their backing for the Wilson-Rowntree consumer boycott

The meeting — the largest demonstration of organisational support in the Transvaal to date — is a clear sign that the campaign against the East London company is gathering momentum

Added pressure will now be brought to bear on the company to reinstate the 500 members of the SA Allied Workers' Union who were dismissed after a strike in February, and to recognise Saawu as representative of Wilson-Rowntree workers.

Among the bodies represented at the meeting were Soweto's Committee of 10, the Soweto Chamber of Commerce and Industries, Azapo, Cosas and the Federation of SA Trade Unions

The meeting also resolved to call on British trade unions and student bodies to put pressure on Rowntree-Blackintosh, the parent company

**Nine in court on charges relating to U'hage strike**

Post 20/7/81  
192  
152  
152

**Court Reporter**

UITENHAGE — Nine members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) appeared briefly in two separate courts today on charges of intimidation and calling an illegal strike

The charges were a sequel to the walkout of an estimated 1 000 Dorbyl workers in Uitenhage over a pay dispute last month

Both cases were postponed to August 3

Appearing before Mr G Bruwer in the Magistrate's Court on charges of calling for

or taking part in an illegal strike were Mr Lucky Dendile, 28, Mrs Mary McCarthy, 43, Mr Ronnie Baartman, 25, Mr Hlumile Windvoel, 29, and Mr Pumelelo Ngalwa, 31

Mr Ndzimani Ntshanyana, 29, Mr Thembile Bob, 31, Mr Buyisile Rasmeni, 21, Mr Mbulelo Somana, 32, Mr Pumelelo Ngalwa, 31, and Mr Lucky Dendile, 28, appeared before Mr M Groenewald charged under the Riotous Assemblies Act

Mr N J du Toit appeared for the State in the case relating to the strike and Mr H van Rooyen appeared for the State in connection with the intimidation case

# Workers return until

MORE than 850 workers on strike at Hendler and Hendler in Boksburg resolved at a meeting held at the St. Joseph's Catholic Hall in Vintonville to return to work today pending the outcome of a meeting between management and worker representatives.

The meeting held at the weekend heard worker representatives saying management agreed to having talks with the shop stewards and members of the Metal and Allied Workers Union (MAWU) on Tuesday in order to solve the 50 cents an hour increment demanded.

More than 1500 workers at the plant downed tools on Wednesday last week after a demand for a wage increase of 50 cents an hour.

The workers are presently earning \$1.30 per hour.

The workers were told to report for duty at 7.15am and to knock off at 5pm. All overtime work has been suspended until after a report-back meeting by the union to the workers.

They were also told that if the meeting with the directors fails then workers are to down tools again.

Mr Solly Hendler, a director at the firm, was last week quoted as saying the demand for a wage increase over and above that contained in the industry's industrial agreement had been turned down.

He said workers were told Hendler and Hendler was not prepared to grant an additional increase despite the strike.

# Strikers go back after pay talks

By STEVEN FRIEDMAN and RIAAN DE VILLIERS

ABOUT 1 200 strikers who downed tools on Friday at the Langeberg Co-Operative in strike-hit Boksburg returned to work yesterday.

Management had agreed in talks with their union to pay them a special interim pay rise, the plant's branch manager, Mr Petrus van Zyl, said yesterday.

But he said workers had returned before this was granted.

And management at the Boksburg company Bisonboard, which fired about 300 striking workers last week, yesterday agreed to re-employ all of them.

They started work yesterday afternoon.

A spokesman for the Federation of South African Trade Unions said management had reversed its decision to fire strikers after talks with Fosatu representatives. Many of the workers belong to Fosatu's Paper, Wood and Allied Workers' Union.

But Bisonboard's general manager, Mr Ron Lucke, denied that Fosatu's intervention had prompted the management's decision to re-employ workers. "They came back entirely on our terms," he said.

Fosatu's spokesman said the company had re-employed the workers on condition they accepted a R3,22 weekly increase. The rejection of this had led to the strike in the beginning.

The company had agreed, he added, to discuss its 1983 wage increase with the union and recognition negotiations between it and the company were expected to "move ahead rapidly".

Mr Lucke said he believed management's decision to give workers an ultimatum to return or be fired had persuaded them to return.

He said he had been approached by Fosatu after workers were locked out yesterday and had agreed to re-employ them — provided the request to do so came from the workers' committee which had been active in the plant before the strike and that they accepted the increase which had already been granted.

Mr Lucke said the company had not agreed to negotiate the 1982 increase with the union, but had agreed it could make representations to management on wages before it made its final recommendation to the company's board.

Recognition talks with the union would continue, provided they accept some basic ground rules such as our right to manage, he added.

At Langeberg Mr Van Zyl said management had agreed in principle to an interim rise in talks with the African Food and Canning Workers' Union. He did not say what the increases would be as they had not been finalised.

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# Workers go back

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About 1200 workers who struck on Friday at the Langeberg Co-op in Boksburg have gone back to work.

The canning workers returned after management agreed to negotiate with their pay demands with officials of the African Food and Canning Workers Union.

The group personnel manager, Mr Martin Brand, flew from Cape Town yesterday for negotiations.

# 270 E Rand workers get jobs back

Labour Reporter

Union officials yesterday successfully negotiated an employment for about 270 workers who had been dismissed at an East Rand factory last week.

Workers at the Bison-board wood factory in Boksburg downed tools over wage demands and were dismissed after refusing to return to work Friday.

Most of the workers are members of the Paper, Wood and Allied Workers' Union, an affiliate of Fesatu.

Union officials discussed grievances with management yesterday, explaining that there had been a misunderstanding about 1981 wage increases.

A Fesatu official and workers believed they would receive two equal increments while management had decided earlier to grant a larger increase in January and a smaller one in July.

Management agreed to take over all the workers again and to hold wage talks for 1982 in December. A recognition agreement was also discussed.

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SURVEYING  
(Continued)

3) to provide a less clinical, more homely atmosphere to reduce the psychological stress of childbirth. The patients get to know the sisters and midwives at the MOUs during the period of ante-natal care. The system at hospitals is clinical and impersonal. Ante-natal care is provided at outpatients departments and the delivery in the maternity wing.

The specific aim of the MOUs is not to reduce the peri-natal mortality rate or the maternal mortality rate - that is the aim of all obstetric care. However, since the establishment of the MOUs, the peri-natal mortality rate has declined. (See Table 5.1 - this excludes information about deliveries performed by independent midwives.) There has been no significant change in the maternal mortality rate since 1973 as modern medicine in Cape Town has advanced to the stage where maternal deaths are not common and are not usually clinically avoidable.

Nor is the aim of MOUs to deliver babies. Nor is there will always be a need for a midwife in the area, due to the numerical disparity between Black women and white women. It is a pelvic disproportion. It is a result of the high mortality to the peri-natal mortality rate may still result in the need for specialist attention or for a midwife to be present.

Under the auspices of UCT/CPA, no more home deliveries are being conducted. Table 5.2 shows the percentages of deliveries performed in institutions. This includes cases of born before arrival but transferred immediately to an institution after birth. (Institution refers to hospitals and MOUs.)

MOUs and associated clinics also provide the ideal environment for the introduction of the concept of family planning. In 1976, 81% of the patients discharged from MOUs were on some form of family planning. The Day Hospitals themselves also provide a family planning service. Since 1972, there

has been a marked decrease in the number of births to Cape Town municipal residents, particularly the 'Coloureds'. (5)

The operational efficiency of neonatal paediatric care has also been improved by MOUs. Neonatal examinations are provided in 3 places -

- babies born at MOUs are seen by the MOU staff - midwives and paedia
- babies born at hospitals
- babies born at home

Well babies at MOUs are seen by the MOU staff - midwives and paedia

**Labour Reporter**

STRIKING workers at two small West Coast fish factories who walked out last week in a dispute over wages have been told they will be paid off on Friday.

About 80 workers, mostly women, stopped work at the factories of Gourmet Fish Products (Pty) Ltd in Stompneus Bay and St Helena Bay after rejecting an increased minimum wage of 68c an hour, or R31,28 a week.

A spokesman for the Food and Canning Workers' Union said management called workers in and instructed them to hand in their overalls and sign a paper resigning from work.

The workers refused to sign as they still regarded themselves as employees and wanted an answer on

**Fish firm strikers told they will be paid off**

*After 22/7/74*

*(12) (146) (122)*

their demand for higher wages.

A director of Gourmet Fish Products, Mr G de Gruchy, said he had asked workers to sign the resignation papers to 'cover' himself.

He had since been advised by 'Government authorities' that this was unnecessary as the workers had signed themselves off on July 13 when they went on strike.

Mr de Gruchy said the workers would be paid any money owing to them on Friday if they chose not to return to work.

'We can't leave the impasse indefinitely. A lot of girls want to come back, but they have been intimidated.'

**OVERSUPPLY**

The firm was busy enlisting workers at the new wages to start on Monday. It had an 'oversupply' of workers at the St Helena Bay factory and the fresh fish factory at Stompneus Bay.

Mr de Gruchy denied an allegation by workers that he had threatened to sack them with the police.

rate, a mortality rate which is accepted as being sensitive to the quality of obstetric care.

# Strike pays off for canning workers

22/9/81  
A black trade union has won a highly favourable settlement at the Langeberg Coop in Boksburg after a strike over wages at the company last week

The 1200 canning workers at Langeberg were due for a 15 percent

152 139  
wage increase in October, laid down by a conciliation board agreement last year

Their union — the African Food and Canning Workers Union — approached management for an interim pay-rise

and workers struck over this demand on Friday

In the ensuing negotiations management agreed to an interim R5 a week increase for the lowest skilled workers, bringing the minimum wage at Langeberg to R37.80. The new increases will boost

wages in higher categories by up to R4

A union spokesman said yesterday it was unprecedented for a company in the low-profit canning industry to pay wages so markedly above the conciliation board minima



NM  
22/ 181 (18/18) (52)

## Evicted workers will return to harvest crops

Pietermaritzburg Bureau  
WORKERS who were thrown out of the Dalton Union Co-operative Bark and Sugar Company compound over a pay dispute in April will return to harvest their crops today.

Many of the 414 workers who were evicted had lived at the mill for more than 15 years and regarded the compound and plots, where they had planted crops to supplement their income, as home.

An arrangement for members of the workers committee to harvest their

crops of maize and pumpkin was yesterday confirmed by labour attorney Mr Pat Stilwell.

'The arrangement is quite possible,' said Mr Tony Charlton, assistant to the manager of the mill, who refused to comment further.

The evicted workers will continue to pursue their reinstatement in the compound through the Supreme Court in August, following the reinstatement of a co-worker by a Supreme Court judge on

April 27.

Mr Cyprian Ngewu was granted a spoliation order after he and 44 other labourers had applied for an urgent interdict against their eviction before Mr Justice Page. The 44 were denied the order on the grounds that their affidavits supporting Mr Ngewu's case did not set out their own strongly enough.

A further affidavit later filed before the Supreme Court will be considered when it reconvenes in August.

2011 23/7/81 (1926) 4001

# Dispute over as sacked workers agree to terms

THE ten-week dispute between Leyland SA and workers fired after striking at its Cape Town plants was settled yesterday as dismissed workers voted to accept company proposals for their reinstatement

The dispute, which began when Leyland fired 2 000 strikers in May, had attracted the interest of British trade unionists who had threatened to take action on the fired workers' behalf and organise a community campaign in support of them

Mr Joe Foster, general secretary of the National Union of Motor Assembly and Rubber Workers, which represents about 500 of the strikers, said yesterday dismissed workers would begin returning to Leyland plants today

## Labour Reporter

He said the proposals accepted by workers yesterday had "differed slightly" from those rejected by them at a meeting last week

The proposals meant 170 workers would be taken back at Leyland's Elsies River and Blackheath plants before the end of the month

He said the company had also agreed to take back an additional 200 from August 3, when new vacancies will occur

"It will take a few days for these workers to return as the company will have to process them," he added

"The remaining workers would be taken back when vacancies arose

Repeated attempts to reach Leyland's public affairs director, Mr Arn Pillo, were unsuccessful yesterday

But last week he disputed the union's version of Leyland's proposal

The dispute began when Leyland fired its entire workforce at the Blackheath and Elsies River plants after they struck in support of wage demands

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For the best all-round student

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(Continued)

QUANTITY  
SURVEYING

# Leyland, strikers settle dispute

CT 24/7/81

Own Correspondent

**JOHANNESBURG.** — The 10-week dispute between Leyland SA and workers fired after striking at its Western Cape plants has been settled, according to the workers' union, with dismissed workers voting to accept company proposals for their reinstatement.

The dispute, which began when Leyland fired 2 000 strikers in May, attracted the interest of British trade unionists, who threatened to take action on the fired workers' behalf and organize a community campaign in their support.

Mr Joe Foster, general secretary of the National Union of Motor Assembly and Rubber Workers (Numarwosa), which represents about 500 of the strikers, said dismissed workers were due to begin returning to Leyland plants yesterday.

He said the proposals accepted by workers yesterday had "differed slightly" from

those rejected by them at a meeting last week.

The proposals meant 170 workers would be taken back at Leyland's Elsie's River and Blackheath plants before the end of the month.

He said the company had also agreed to take back an additional 200 from August 3, when new vacancies will occur "It will take a few days for these workers to return as the company will have to process them," he added.

The remaining workers would be taken back when vacancies arose.

Repeated attempts to reach Leyland's public affairs director, Mr Arne Pitlo,

were unsuccessful. Last week he disputed the union's version of Leyland's proposal.

He said Leyland had agreed to "do the best it could" to re-employ the fired workers but that it had set no time limit for doing so.

Mr Pitlo added then that workers would not necessarily return to their previous jobs but would return to their former work sections "where possible" and be in line for promotion as soon as vacancies occurred.

## Selection

No existing workers would be fired to make way for those dismissed, but the fired workers would be given "preference consideration", he said.

The dispute began when Leyland fired its entire workforce at the Blackheath and Elsie's River plants after they struck in support of wage demands.

The company said it would re-employ workers selectively and the majority returned. However, about 500 workers, most of them skilled, refused to return on these terms and have been attempting to win reinstatement ever since.

Leyland says that production returned to normal after the strike, although Numarwosa disputes this.

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# The challenge of the 80s

FM 24 | 7 | 81



No one doubts that SA managements face tough labour challenges. Black workers are set to make increasingly sophisticated use of collective bargaining rights. Government's belated — yet courageous — decision in 1979 to accept the Wichahn Commission recommendation to grant trade union rights to blacks also has a more far-reaching significance. As Professor Willie Bendix of the University of Stellenbosch Business School, points out, whether acknowledged or not, the power structure of SA society is changing with labour assuming a central position.

Employers are already feeling the effects as emerging black unions flex their muscles after having been ignored and suppressed for decades. Last year, 207 strikes and work stoppages, caused mainly by unregistered black unions, resulted in the loss of 174 615 man-days. Managements will have to become increasingly skilled in dealing with the aspirations of their workers if SA is to develop a system of industrial relations in which the potential for conflict is kept to a minimum.

They will have to improve their ability to communicate with their workers. Recent worker unrest over new fringe benefits has vividly illustrated the difficulties managements face in explaining complex issues to unsophisticated employees.

Black unions will have problems as they struggle to define their social role in the new labour dispensation. They will be under severe pressures to be vehicles for black social and political aspirations and those unions which do not have strong links with the broader black community may find themselves being rejected by the very people they are trying to serve.

Managements, naturally, fiercely resent what they perceive to be political issues being raised by unions. However, Fred Ferreira, Ford's director of industrial relations and a veteran in dealing with highly politicised black unionists, warns that whether they like it or not, managements should expect the bargaining table to be increasingly cluttered with issues which are not traditionally part of negotiating agendas.

The government, which for so long has feared black labour's political muscle, will have to learn to exercise restraint. Having created a climate for reform in the labour arena it should refrain from trying to define in great detail how employers and employees should relate to each other.

"The less the State becomes involved in 'relationship building' between organised

labour and management, the better for the future," says Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School of Business Administration. In its response to the draft Industrial Conciliation Amendment Bill, the Federated Chamber of Industries has warned that too much government interference can destabilise the framework of negotiation between employers and employees. Of particular concern is the government's wish to have a strong control over the registration of new unions.

The government will also have to curb its willingness to take arbitrary action against unionists who refuse to enter the official bargaining system. Bannings and detentions might result in short-term gains, but in the long term can only further increase the suspicions many unionists have about the new industrial relations system.

During the coming decade the three main participants in the labour arena — management, trade unions and government — are going to be involved in an intense debate about how SA's industrial relations system should evolve. At the heart of this will be questions about the future of the industrial council (IC) system through which wages and working conditions have been regulated in the past between employer associations and registered trade unions.

At present, there are about 100 ICs with agreements which cover about 40 500 employers, 205 600 white workers, 198 600 coloured workers, 73 400 Asian workers and 568 000 black workers. The IC system has in the past been credited with ensuring low levels of industrial unrest. But now

there are calls from both employers and unionists for the system to be reformed to cope with changing circumstances.

The effective operation of these councils in the future will be hampered by the very slow rate at which black unions are being registered and brought into the IC system, and the emphasis placed by many emerging black unions on plant-level negotiation as opposed to industry-level negotiation on IC's. This insistence on plant-level negotiation over wages was the cause of the recent Colgate Palmolive dispute and other such conflicts are likely to occur.

Most employers and trade unionists who have participated in the system in the past believe it is basically a sound one and point out that it can provide workers with a variety of fringe benefits on a cost-effective basis.

However, it is not surprising that black unionists view the councils with great suspicion and have strong reservations about taking seats on them. These unionists have been denied a voice on councils in the past and have seen how, in certain agreements, black wages in fact went down, while those of white artisans rose. The system has had, except in a few cases, the effect of removing the influence of the trade union from the factory floor and it has not enabled workers to have their grievances resolved speedily.

Ferreira points out that the system has evolved to a stage where few employers and very few direct labour representatives take part in council negotiations. Scores of employers and often thousands of workers have little opportunity for communication at this forum and must rely on the media to find out how the council agreement will



Black labour . . . placing great emphasis on shop floor negotiations

affect them, he says. Like many employers (and trade unionists), Ferreira believes that unless the councils are reformed, they will probably face disintegration soon.

The crisis which faces the councils is also rooted in the bypassing of councils in recent years by black unions using recognition agreements. They have used these to establish relationships with particular employers and at present about three dozen such agreements have been signed and another two dozen are said to be in the process of negotiation.

There is thus the danger that two different industrial relations systems (a development Douwes Dekker says bluntly) "The basic question facing the future structure of industrial relations in SA is whether recognition agreements and IC agreements will become competitors or will complement each other as instruments of governance. Unless the complementary aspect of the IC and recognition agreements are spelt out, and some general consensus reached regarding their mutual reinforcing functions, then the concept of the IC will be found to be increasingly inappropriate and open to criticism by the emerging black unions."

#### New dispensation

Professor Nic Wiehahn, architect of the new dispensation, recognises the dangers of a new dualism creeping into industrial relations. He tells the *FM* he believes it is a proven system and that there is nothing essentially wrong with it except that in the past it has been closed to more than 70% of SA's workers. However, he believes it runs the risk of being bypassed if the councils are "administratively and procedurally" closed to black workers.

Wiehahn also believes that the councils must consider trying to extend their activities down to shop floor level.

Associate Professor of Economics at the University of Natal, Jill Natrass, warns of the potential for conflict in the future. She says there is scope for growing differences between unions controlled by various race groups, between craft unions and general workers' unions, between reg-

istered and unregistered unions, and, probably most important, between unions who are members of an IC and those who are not, but who are seeking entrance.

In addition, in one IC there may be employers who deal with registered unions who are council members, employers who have to deal with unregistered unions or other unions which operate outside the system, employers whose workforces remain unorganised, as well as those who face some combination of all these possibilities. She says the system, which relies on a 100% acceptance vote for new membership, cannot accommodate a conflict between a union seeking admission and a member union which is blocking this.

There are, however, many people in the labour arena who believe the IC system is basically a sound one. They say modifications need to be made to it, but emphasise that total abandonment of industry-level bargaining will lead to chaos.

General Motors assistant MD Rod Ironsides, who heads the FCI's labour affairs committee, believes in the IC system, but says it may in some cases have been implemented too rigidly in the past. Shop floor level bargaining can be taken too far, he says. What is needed is a modified IC system.

"Employers have lagged sadly behind developments," says labour consultant Andrew Levy who adds that there are signs that the councils themselves are beginning to realise something has to be done.

#### Contact points

Happily, there appear to be points of agreement between some unionists and employers on the councils' future role. Says Andre Malherbe, president of the Trade Union Council of SA (Tuensa): "The new unions place great emphasis on shop-floor negotiations and I believe we might have to live with this in the short term. However, in the long term I think everyone will see the advantages of the IC system." Malherbe believes there is room for shop floor negotiations on some issues which affect workers in a particular plant, but says there is no substitute for bargain-

## DEFINITION

**An industrial council** A mutually formed and registered body created by registered trade unions and registered employer organisations for collective bargaining in a particular industry and area. It concludes industrial agreements under the law and administers the agreements.

ing at IC level over issues affecting a whole industry.

Joe Forster, president of the Federation of SA Trade Unions (Fosatu), says ICs have an important role to play, providing they do not deny workers the right to implant wage bargaining. He suggests that ICs should set minimum wage levels and that workers in different companies should then be free to bargain with their individual employers.

Some managements the *FM* spoke to, including industrial relations adviser Richard Sutton, express similar sentiments and believe there could be room for in-house agreements.

A crucial factor in shaping a new labour dispensation will be the ability of the government, employers and unions already serving on the councils to persuade the new unions to join the official system. Given all the abuses and prejudices of the past, this is not going to be easy. Having created a climate for drastic reform in labour, the government has to move quickly to abolish discriminatory laws. The draft Bill published earlier this year also revealed a government desire to have strong control over labour affairs. In the face of strong criticism from both employers and unionists it has now indicated that it is willing to reconsider some important aspects of the legislation.

A great deal more of this kind of flexibility will be needed from government, managements and unionists if a social partnership is going to be achieved between these three groups — a partnership which will ensure the skillful accommodation of the various interests at stake.

## CONSUMER BOYCOTTS

152

### Problems in E.L.

(129) (106) (112) (118)  
A national consumer boycott of British multinational subsidiary Wilson Rowntree products is being intensified. The aim is to pressure WR into reinstating 470 workers dismissed in February this year, after they downed tools in protest at the dismissal of three fellow workers. The workers are members of the SA Allied Workers Union (Saawu).

Last weekend representatives of more than 20 worker, student and community organisations met in Johannesburg to pledge support. These included representatives of the Soweto Committee of Ten, the Soweto Chamber of Commerce and Industry, Azapo and Cosas. Support for the campaign has also been pledged by the Transvaal region of the Federation of SA trade unions (Fosatu), the General Workers Union and the Sweet Food and Allied Workers Union.

According to WR MD Peter Preston: "There is no indication that the boycott is affecting us anywhere in the country. We are at full production and

sales are doing well." Saawu officials disagree. Emc Mntonga, acting chairman of Saawu's East London branch, says "As of this week East London traders have promised not to buy or stock WR products. Support is growing all the time. However, to date it has been much stronger in Cape Town and the Transvaal than in East London as a result of the security police clamp-down."

Reinstatement of the workers — who the company says have all been replaced — is no longer the only issue. According to the union, recognition of Saawu and the rights of workers to join a union of their choice are equally important. Management claims that the Tucsa-affiliated Sweet Workers Union, with which they have been negotiating since 1942, is supported by the majority of WR workers. But Saawu claims management is trying to impose an unwanted union on workers. According to Mntonga, "before dismissal 80% of workers supported Saawu and management had evidence of this." WR brands this as "a downright lie."

While labour unrest at WR is relatively new, Preston says that "Between October last year and February this year WR had 17 strikes and 42 work stoppages and we still don't know the real reasons. We believe they were contrived and political. We asked for a list of grievances and have never received them."

Mntonga claims "We decided not to give management a list of grievances until they recognised the union because no proper channels for grievances existed." WR denies this.

Star 24/7/87  
 (52) (57) (67) (70A)  
**Union appeal against dismissal of workers**

**Labour Reporter**  
 An appeal was lodged in Pretoria today against a ruling in the Rand Supreme Court earlier this month which did not find the dismissal of workers from a Springs company illegal.

Ninety workers, many of them members of the National Union of Textile Workers, were dismissed from Stag Packings over the issue of union membership.

The union attempted to have the dismissal declared illegal and also accused the firm of a lock-out.

When the Rand Supreme Court dismissed the case with costs the union's attorney was instructed to draw up an appeal.

Union officials and management from Stag Packings are expected to meet on Monday to discuss the dispute.

Student Planners Award  
 For the student who has shown greatest promise at the end

URBAN & REGIONAL PLANNING

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

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

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

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

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

QUANTITY SURVEYING  
 (Continued)

NOV 24 7/81

# E Cape workers to discuss boycott

Labour Reporter  
Workers in component factories in Uitenhage in the Eastern Cape meet at the weekend to decide whether to launch a boycott of products from the strike-hit Dorbyl plant

About 1000 workers at Dorbyl were dismissed last month following wage demands and the company has since taken on a new work force

The organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW) in Uitenhage, Mr Edwin Maepe, said former Dorbyl workers and workers from other component factories in the area would meet on Sunday to discuss a possible boycott

NUMARW represents most of the former workers. Mr Maepe said talks this week with Dorbyl management failed because the firm was unwilling to negotiate the dispute again

The union has already warned the nearby Volkswagen firm and Ford in Port Elizabeth of a possible boycott of Dorbyl component parts.

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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

CHEMICAL  
(Continued)



(Post Focus)

# Role in labour relations

EV Post 25/7/81 (152)

labour through the unions to jointly work out a *modus vivendi*. This requires negotiation, which implies a degree of concession on the part of both parties.

The white and coloured is a worker, like the black, and in unions should be careful not to alienate that element of labour in their efforts to achieve more overnight.

**Q** How does Government and Security Police intervention affect labour relations?

**A** I believe the Government's role in labour relations ought to be the creation of a broad legislative framework in which labour and management can effectively resolve their problems. When the Government's involvement goes beyond that, it is undesirable.

With respect to the Security Police, it does not really affect us, except that we do deplore the very strongly held attitudes which the Security Police take into custody individuals with whom we are negotiating or having a dialogue at the time.

This not only contributes to the breaking down of effective dialogue, but raises suspicion of the possibility of the company being hand-in-glove with the state security agencies, which are not.

However much we regret the occasion of State intervention, there is nothing we can do about that, except protest, which we certainly do.

I know that there are certain organisations which in

**WHEN 1 500 workers at Ford motor company in Port Elizabeth this year went on a 17-day strike in solidarity with 150 dismissed Freestone workers, the company once again became the focus of industrial strife in the Eastern Cape. As in the past, the actions of Ford workers, particularly at the company's Corina plant, brought production to a halt. Yet Ford takes pride in having built up a sophisticated labour relations system. Its labour relations department has been in operation for 17 years, and has a R500 000 annual budget and a staff of 20. At its helm is industrial relations director, Mr. Fred Ferreira. In an interview with SANDRA SMITH this week, Mr. Ferreira discussed his ideas about labour relations in the volatile Eastern Cape, trade unionism, and Ford's special position.**



MR. FRED FERREIRA

times of stress have regarded the Security Police as consultants, but we do not do that.

Assessments have been cast on the company and myself alleged "unholy alliances" with State agencies. But when Thozamile Botha was named, through our personal intervention on that part of the order which prevailed him from working at Ford he was going to be re-hired by this company if he had not left the country.

**Q:** What is Ford's attitude to secondary strikes?

**A:** We will under no circumstances become involved in secondary strikes. We experienced a secondary strike this year, and absolutely meticulously refrained from becoming involved in that, and at no time attempted to exert pressure on any party involved.

We took a tremendous loss during that period, and this is not meant to be a threat to anybody, but if the same thing was to happen again with the same people, we would have to consider alternatives.

**Q:** Is the company going to recognise the Motor and Commercial Workers Union of South Africa (Macwusa), and what

are the factors involved in recognition?

**A:** We have had several discussions with Macwusa this year on the question of recognition, and have received a formal application. We will be having meetings in the future to discuss the question.

Recognition is not something which will come about overnight — it is not simply a question of saying "yes" or "no". There are areas which have to be explored and fully understood by both parties — what exactly is meant by recognition, and what are its implications, how do we accom-

modate recognition of an unregistered union into the bargaining structure which already exists in this area?

One should bear in mind that before one should get to know the girl fairly well, and we would want to look for positive demonstrations in the areas in which we have concerns.

**Q:** Adult & evaluating the implementation of the Sullivan Code at Ford, said that progress in the area of increasing the number of blacks in management was not progressing sufficiently fast. What progress has now been made in this respect, and what has been done in terms of the suggestions in the field of worker education?

**A:** Regarding blacks in management — a person assumes a management role in this company not because of colour, but because he produces in a manner which the company demands of him, and a number of blacks have assumed management roles.

From this year we have made provision for employees to attend special programmes at the University of Port Elizabeth, primarily in business administration, to bridge the gap which may be a consequence of the differential education system we did not support any scholarships of students who were involved in boycotts at black universities. We advance funds to employees who wish to study further.

I think there has been positive proof of our intentions here.

**Q:** What has been done about the suggestion that training should include training in human relations to combat stereotyped attitudes on the part of white middle-management and supervisors?

**A:** We have employed a clinical psychologist and run intensive courses on, among other things, human interaction and relations.

**Q:** There has been criticism that the Sullivan Code does not go far enough towards solving the problems of workers and is merely a sophisticated means of emptying shareholders' pockets with selling, less policies like introducing mixed toilets. What is your opinion?

**A:** I don't think that any code of conduct is a statement of intent in itself. It is essentially change in behaviour in South Africa. In the workplace in particular. However, codes like the Sullivan Code can make a measurable contribution towards change, and it has made a very significant difference here in Ford in South Africa.

Since the trade unions and managements are interdependent, there is a necessary co-operation, and problems must be addressed jointly. It is desirable to develop a single room for all of us and out aspirations, and we should endeavour to find common aspirations and develop them initially.

# Stoppages cost 1,5-m days in 4 months!

By Andrew McNulty *26/7/81* *152.*

MORE than 1,5-million man-days were lost by South African companies in the four months from December to March 1981 as a result of work stoppages, disputes and lockouts

Organisations involved suffered losses resulting from loss of production totalling millions of rands.

The estimate is made in the first issue of the Industrial Relations Journal of South Africa, which lists details of known work stoppages, and their sequels, during the four months.

The incidents — a total of 33 during the period analysed — range from issues lasting from only a few hours to as long as two months

Numbers of workers involved ranged from as few as 14 to as many as 1 000.

They occurred in a wide range of organisations, including many of South Africa's best-known companies; at locations all over the country and in many types of industries

The analysis shows clearly the growing awareness of the "industrial action option" among workers, and the extent of vulnerability of companies to labour unrest

Also revealing are the reasons given for the

incidents — in 20 cases, or 60% of the total, the dispute was over wages and working conditions

The causes of another eight, or 24%, of the incidents was said to be dismissal of fellow workers. Another incident arose when white workers were required to teach blacks to do their work and the whites considered this unacceptable

Five cases, or 15%, were attributed to disputes over pension schemes

However, the editor of the Journal, Professor Wilhe Bendix of the Industrial Relations Research Unit of the University of Stellenbosch — who is carrying out a study into strike action since 1977 — says.

"The normal, stated reasons of wages usually do not really hold. Two trends we are seeing are the growing emergence of solidarity strikes and the tremendous influence of social forces."

It appears also, he says, that strikes are becoming more numerous and spontaneous, but generally of shorter duration.

12.

Purchase Cost of Drugs.

The following purchase prices are being used

in this discussion.

Isoniazid, INH, (H) 100mgm. 11 cents per 100.

Strept	Rifamp	Ethamb	Ethion	I.N.A.	Para-	Using the above	H (4C)	S (L)	R (4)	E (1)
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Et (1gm/day) 4,48c

I.N.A.T. (300/150) 1,04c

11.

Conclusions.

It is hoped that these few pointers will initiate discussion concerning the relative expenses, those of running costs, as against purchase price/capital costs for the argument, to me, seems very much smaller to that of the buying of a jet engine.

It is not so much the purchase price of a turbine engine but what do you intend doing with it? If to drive a jet aeroplane, then it is the best, the most economically efficient even if initially expensive, if it is to drive a bulldozer, it is uselessly expensive both in cost and in the running.

True evaluation must consider all relative items.

In this vein it is hoped that far more knowledgeable speakers will be provoked to supply more accurate and detailed information than comes from my contribution, for I can only assume that my name was put forward in the hope that an "Irishman" will argue about anything.

*John Pearson*  
Dr. J.O. Pearson, B.Sc. Control M.O.,  
The Divisional Council of the Cape.  
18 - Aug - 1978.

# Sweet boycott drive on Rand

Hotel 25/7  
REPRESENTATIVES of more than 20 worker, student and community organisations met in Johannesburg at the weekend to pledge their backing for the Wilson-Rowntree consumer boycott.

The meeting — the largest demonstration so far of organisational support in the Transvaal for the boycott — is a clear sign that the campaign against the East London company

is gathering momentum.

Added pressure will now be brought to bear on the company to reinstate the 500 members of the SA Allied Workers' Union who were dismissed after a strike in February, and to recognise SAAWU as representative of the Wilson-Rowntree workers.

Among the bodies represented at the meeting were Soweto's Committee of 10, the Soweto Chamber of Commerce and Industries, Azapo, Cosas and the Federation of SA Trade Unions.

K0017 27/7/81

# Constable escapes as blasts rock Durban

From Page 1

on the pavement outside the door of McCarthy Leyland, failed to detonate. It was identified as an explosive device by a police dog specially trained to detect explosives and was rendered harmless by police explosives experts.

Police experts sifted for further clues behind an area of pavement cordoned off with rolls of barbed wire.

A new car in the showroom window nearest to the explosion was extensively damaged and several others elsewhere on the floor were scratched by shards of flying glass from the 14 plateglass windows that were shattered.

Several plateglass windows of Forsdick Motors nearby were also blown out. No one was hurt in this explosion.

In the earlier explosion that wrecked McCarthy Sigma, two dockworkers — Mr Rulhsamy Moodley, 46, and Mr Christian Doorsamy, 32 — who were walking to work in Smith Street, were hit by shards of flying glass and both received cuts to their arms and legs. They were treated in hospital and discharged.

The blast, which could be heard at least 8km away, extensively damaged the showroom and surrounding premises.

The bomb had been placed on the pavement against a concrete pillar outside the door. It blew the entire street frontage

of seven plateglass windows away, ripped the ceiling out, sent pieces of flying concrete through the bodywork of two new cars on the showroom floor and shattered the windscreen of a truck.

The force of the blast was so great that it ripped through the entire length of the building, flattened partitions, and at the back buckled a massive steel door and blew out the plateglass windows fronting onto a lane.

Mr Denis Weston, managing director, said it was impossible at this stage to assess the cost.

Premises on either side of Sigma were also damaged. The entire glass frontage of Speedy Exhausts was blown away, six plateglass windows of Fiat Motors were shattered as were three of Italian Motors.

Across the street, Mr Tim Hooper examined new cars for scratches after 15 plateglass windows of Hooper Motors disintegrated and the blast also shattered the plateglass window of Suzuki.

The cordoned-off section of Smith Street in the vicinity of McCarthy Sigma was littered with glass and bits of metal shopfronts. Three privately-owned cars parked outside the showroom had shattered windows and pitted paintwork. They belonged to people who live in the flats above the Sig-

ma showroom. Most were still asleep when the blast rocked the entire building to its foundations and shattered scores of windowpanes.

One of them is a pensioner, Mrs Milly Lewis, who woke to see glass flying from her Smith Street windows over her enclosed balcony bed, through her lounge and to her front door where the blast blew out the glass panel in the door frame.

"I survived the bombings of two world wars," she said philosophically. "I got a fright, but I survived this one too," she added.

Mr Brian McCarthy, managing director, said in Durban yesterday that it was significant that the two firms, McCarthy Sigma and McCarthy Leyland, were members of the McCarthy group of companies.

"The possibility of the bombings being the work of a person or persons connected with the group cannot be overlooked," he said.

The South African Labour Bulletin of July 1981 features an article on "Strikes in the Motor Industry" and makes special mention of the strikes at Sigma in Pretoria in April and Leyland in the Western Cape in May, both triggered off by dissatisfaction over wages.

Sigma Motor Corporation announced last week that it was sponsoring boxing in South Africa to the tune of R1-million.

# Unions to get tough over sackings

By STEVEN FRIEDMAN  
Labour Reporter

OVER 100 worker representatives from 30 East Rand factories yesterday committed themselves at a meeting to a campaign against a Springs company, Stag Packings, which recently dismissed 90 workers

The meeting — of shop stewards from five unions affiliated to Fosatu — decided to try to persuade other workers not to take jobs at the company and to raise money to support the fired workers

Representatives of Stag could not be contacted last night for comment

Fosatu believes that the 90 workers were fired because of their membership of the National Union of Textile Workers. The company says the workers were fired because they were unproductive

Recently the NUTW took the company to court alleging that it had "locked out" the workers but lost when Mr Justice Nesbitt ruled against it on a point of law

The union has since an-

nounced that it will appeal against this decision and will institute other legal actions against Stag

A Fosatu statement issued last night said that a shop stewards council of Fosatu unions on the East Rand had met in Benoni yesterday and had been addressed by dismissed Stag workers

"The majority of these workers are still out of work and requested support from Fosatu shop stewards in the area" the statement said

It added that the meeting had "unanimously condemned Stag Packing management and pledged their support to the workers"

They would follow through this support by "advising other workers in their communities

not to take (the fired workers) jobs" and by collecting donations from Fosatu workers in the area on behalf of the dismissed workers

According to the statement the meeting also demanded "that Stag Packing management re-instates the workers immediately"

The East Rand has been a centre of increased worker militancy of late and was hit by six strikes in the space of two weeks

Unions in the area appear to be forging closer links with black community organisations

The NUTW has attempted to mobilise a community campaign on behalf of the dismissed Stag workers

12/01/81 22/7/81  
~~177~~ ~~174~~ 157  
~~177~~

# 2 hurt in Durban bomb blasts

CT 27/7/81

152 (BMA)

Own Correspondent

DURBAN — Police Constable Andrew Wheeler of Durban escaped death by seconds when two time-bombs exploded in the city's motor-town area of Smith Street yesterday morning.

The blasts ripped open the showroom frontages of McCarthy Sigma and McCarty Leyland injuring two men, damaging four new cars and shattering more than 50 plate-glass windows on both sides of the street.

Within minutes police roadblocks were being set up at various points in and around Durban. In a vast dragnet spread to catch the saboteurs, police stations throughout the country were alerted to be on the lookout for five black men believed to be travelling in a Chev Malibu car.

The chief of the security branch of the Fort Natal SAP Division, Brigadier J R van der Hoven, said several kilograms of TNT of Eastern origin had been used in both explosions.

So far no-one has claimed responsibility for the bombings or stated why the Sigma and Leyland group were chosen as targets.

Constable Wheeler, 22, was on patrol on the Berea in a police van when he heard the first explosion. It was confirmed on his radio and he sped into town to control traffic in Smith Street.

"I stopped at the Point Road end of Smith Street and somebody came running up to say that there was a parcel on the ledge of the showroom window at McCarthy Leyland. I drove there and went over to take a closer look at it."

"It was a parcel about the size of a shoebox with brown paper taped around it. I immediately realized it was a bomb and I ran back to the van. I did a screeching U-



Left Constable Andrew Wheeler was lucky to escape unhurt when one of the bombs exploded only 15 seconds after he had gone to look at it. Right: The damaged frontage of McCarthy Sigma. The arrow indicates where the bomb was placed.

turn in Smith Street, calling on my radio to police at the first bomb blast down the street to tell them what I had seen.

"The next moment there was a terrific explosion. I ducked down when I felt the van lurch and the blast inside the cab of the van which was hit and dented by bits of flying metal, glass and debris from the shattered showroom frontage," Constable Wheeler said. He was not injured.

It was 6.10, exactly 20 minutes after the first bomb had gone off at McCarthy Sigma, a few blocks farther along the street.

Another time bomb, planted on the sidewalk outside the door of McCarthy Leyland, failed to detonate.

A new car in the showroom window nearest to the explosion was extensively damaged and several others elsewhere on the floor were scratched by shards of flying glass from the 14 plateglass windows that were shattered. Several plateglass

windows of Forsdick Motors across Mazeppa Street were also blown out. No-one was hurt in this explosion.

In the explosion that wrecked McCarthy Sigma 20 minutes earlier the showroom and surrounding premises were extensively damaged.

The bomb had been placed on the pavement against a concrete pillar outside the door. It blew the entire street frontage of seven plateglass windows away, ripped the ceiling and sent pieces of flying concrete through the bodywork of two new cars on the showroom floor and shattered the windscreen of a truck.

The force of the blast was so great that it ripped through the entire length of the building, flattened partitions and at the back buckled a massive steel door and blew out the plate glass windows fronting on to a lane. The managing director, Mr Denis Weston, said it was impossible at this stage to assess the damage.

Two dockworkers, Mr Ruthsamy Moodley, 46, and Mr Christian Doorsamy, 32, who were walking to work in Smith Street were hit by shards of flying glass and both received lacerations to their arms and legs. They were taken to King Edward VIII Hospital for treatment and later discharged.

Premises on either side of Sigma were also damaged.

The cordoned-off section of Smith Street in the vicinity of McCarthy Sigma was littered with glass and bits of metal. Three privately owned cars parked outside the showroom had shattered windows and pitted paintwork.

One victim, a pensioner Mrs Milly Lewis on the first floor, woke to see glass flying from her Smith Street windows over the bed in her enclosed balcony, through her lounge and on to her front door, where the blast blew out the lead-glass panel in the doorframe.

● Another picture, page 2

DD: 27/2/81

# King textile workers strike for more pay

EAST LONDON — Production at the King William's Town plant of Da Gama Textiles, the largest textile factory in the southern hemisphere, was brought to a standstill this weekend when a work stoppage by loom mechanics spread to other departments.

The strike at the plant, formerly known as Good Hope Textiles, was over demands for higher wages.

In a statement yesterday, Mr C. J. Kotze, general manager of personnel at Da Gama Textiles,

said the stoppage started at midnight on Friday when 44 loom mechanics downed tools and demanded higher wages.

He said "This took place in the wake of a wage adjustment of six per cent average, which, in the workers' opinion, was too little."

"The adjustment followed an earlier wage increase in January of 14 per cent on average. This means to date a 20 per cent increase has been granted to weekly paid staff this year."

"The July wage adjustment was given in order to iron out anomalies in the job evaluation system which was introduced and accepted by the workforce earlier this year."

"The evaluation system used is the Pearson System — a grading system accepted by the International Labour Organisation (ILO) as a fair system of grading jobs in a company."

"The whole weaving department has been affected because the weavers also stopped working. With production in the weaving area coming to a halt production elsewhere in the plant was affected."

"Later other departments left their place of work. It appears that, like the weavers, they were afraid to oppose the action of the loom mechanics."

"It is hoped that production will resume after negotiations."

"As far as can be ascertained the majority of the 4 000 workers at the plant are not unionised, possibly, as a result of the factory being situated within the Ciskei — DDR."

INKOMO

Name	Source of Income
D. Gwundu (1)	Café owner
A. Magahla (2)	Husband sends R40 per month
N M 's brother (3)	Husband a teacher locally Lot of stock
G Rosendlini (4)	Headman Children migrant They send R72 per month Farms field and stock
A Bukula (5)	One field Dairy only inc
J Guda (6)	One field and stock Mgr son sends R17. 11 people 1 family
J Sidzamba (7)	Small field lives by odd J. Very poor woman
IDA, M- (8)	Pensioner R17,33 per month 1 field
F. Mvimbi (9)	1 field but no other income
O. Mabusela (10)	R12,33 pension but 7 people family - 1 field

- Note
- The distinction between no better off than 5-10
  - A Bukula & N M 's brother 1977. He says that N M to O Mabusela (no 10) had locally but there is no 3
  - Most people do not give 1- get nothing or very little

# Workers' strike in Brakpan

Fresh labour unrest has flared on the East Rand with a strike at Plant Protection, a small Brakpan rubber company. Demanding pay increases and the reinstatement of two colleagues, 68 workers refused to man their posts yesterday morning. The strike continued after management yielded on the second demand but said there would be no review of wages.

At a meeting outside the factory premises with officials of Fosatu's Chemical Workers Industrial Union, workers decided to return to work today on the understanding that the wage issue would be discussed.

Management had agreed to talk to workers in groups of five, a union spokesman said, but would not deal with the union. The company's managing director, Mr Phil Myburgh, said about 40 strikers earned between R1 and R1,90 a hour, and almost all employees had been granted increases in March.

Current income from milk	Income when sold to hospital	Change to present	Where milk now	which milk now	
					Summer
R15,50	-	R18,50	-	R3 less	DAIRY
R4	R20	R57	R2,50	R17 less in summer	Home
R4-10		R20		R14 less	DAIRY
R36	-	R40		R4 less	DAIRY
R60	R30	R60	R30	same	DAIRY
R30	-	R30	-	same	DAIRY
R0	-	R6	-	R2 more	Home
-	-	R10	little	All income gone	Home
-	-	R6		No income now	Home
-	-	R5	little	No income now	-

most do have some income, those in 1-4 are substantially with N M N M 's brother's income has gone down since July money there is no paper accounting y - 4 IDA M- & F Mvimbi say that they tried to sell money buy 6 Note that even when N M did take the milk 4 out 10 people got R10 or less per month

### 3.32 VIABILITY OF CO-OPERATIVES

1. For people earning under R5,00 and R10,00 a month one must consider the inputs they have to pay to cover the costs of the co-operatives services. In some cases - particularly, Asahole the profits do not cover the payments. This leads to the poorest members leaving or to the services being scrapped, often both happen.

In early 1977 the members at Inkomo hired a person to herd and milk the cows and a woman to wash the dairy. Their combined salaries came to R40,00. There were 12 participants at that time so each had to pay R1,70 towards the salary. They also had to pay R1,00 a month for transport costs and R4,00 a year subscription. Thus a person earning 55,00 a month would have more than 5 1/2 years of all his milk income going to the dairy to pay for his share of the dairy building (R156,60). Only after this would he be able to start realising his monthly profit of R2,00.

At Asahole 10% of the creche from the Bloemfontein co-op is deducted each month to cover transport costs and pay the salary of the woman who cleans the equipment. These two overheads come to R750 a month but an average of the 10% figure taken over a year is only R3,19. Thus one sees why the woman's salary has not been paid for more than three months.

At Asahole too, members decided to club together to pay a 'lover', but like Inkomo they dropped the system because the overheads were too high. In both places they reverted to individual herding and milking with all the waste of labour time this involves. For people getting a 'new' small amount of milk the labour time is not justified and lack of labour is the most common reason cited for leaving the dairy.

2. At both Inkomo and Asahole there is a pattern of people just stopping using the dairy although they still consider themselves members. As members leave the low and uneven production becomes even worse and so marketing problems increase. It is interesting to note that at Asahole many people have started to sell their milk locally after strong dairy members do this, but only 2 people have joined the dairy since 1958. It seems from the above evidence that the others are making a logical decision in not joining.



Appendix D

VISUAL STANDARDS SURVEY CARRIED OUT BY THE INDUSTRIAL COUNCIL MEDICAL BENEFIT SCHEME FOR THE CLOTHING INDUSTRY (1963)

- Under 16 a) with defective sight: 17.8%
- b) of a) 10.7% needed spectacles.
- c) " " 7.1% had spectacles: 5.3% - satisfactory  
1.8 not satisfactory.
- 16-20 yrs a) 17.2%
- b) 10.6%
- c) 6.6% - 45% satisfactory; 2.1% not satisfactory.
- 21-25 yrs a) 20%
- b) 10.7%
- c) 9.3%; 7.3% - satisfactory; 2% not satisfactory.
- 26-30 yrs a) 19.5%
- b) 10%
- c) 9.5%; 7.4% satisfactory; 2.1% not satisfactory
- 26 - 30 yrs a) 19.5%
- b) 10%
- c) 9.5% - 7.4% satisfactory; 2.1% not satisfactory.
- 31-35 yrs a) 21.2%
- b) 9.4%
- c) 13.8% - 11.4% satisfactory; 2.4% not satisfactory.
- 36-40 yrs a) 26.8%
- b) 14.4%
- c) 14.4% - 10.4% satisfactory; 4% not satisfactory.
- 41-45 yrs a) 45.2%
- b) 22.6%
- c) 22.6% - 17.8% satisfactory; 4.8% not satisfactory.
- 46-50 yrs a) 66.2%
- b) 31%
- c) 35.2%; 17.6% satisfactory; 17.6% not satisfactory
- 51-55 yrs a) 82%
- b) 27.5%
- c) 55%; 2% satisfactory; 30% not satisfactory.
- 56-60 yrs a) 92.6%
- b) 14.8%
- c) 77.8%; 29.6% satisfactory; 48.2% not satisfactory.

Appendix D Continued/....

- 51-65 yrs a) 100%
- b) 33.4%
- c) 66.4%, 33.3% satisfactory; 33.3% not satisfactory
- 66-70 yrs a) 100%
- b) Nil
- c) 100% required change.

7% of the labour force was under 31

# Leyland takes on more ex-workers

**Labour Reporter**  
 The two Leyland plants near Cape Town which were the scene of strikes and mass dismissals in May have started to re-employ former workers

Company officials met union representatives of the National Union of Motor Assembly and Rubber Workers last week and worked out an agreement about worker rehiring

About 100 staff were taken on last week - half of them former workers - but now there are claims that Leyland is not holding to its agreement

Union officials have accused Leyland of victimising union members and being selective about rehiring.

Union shop stewards and strike support committee members were being "overlooked" during rehiring, they claimed

The NUMARW-Leyland agreement provides for re-employment according to seniority and wages similar to scales held before the dismissals

A Leyland spokesman has denied that former workers were being "dismissed" and in turn said the union may have misled workers about the agreement

Leyland was unwilling to dismiss new workers in order for former workers to obtain jobs, the spokesman said

Another 300 workers would be taken on by the end of August, he added.

Star 28/7/81  
 (152) ~~152~~ ~~152~~

# Leyland promise

not kept  
union

Labour Report

THE trade union representing Leyland SA workers says the company agreement intended to end the 10-week strike.

At a meeting on Wednesday, strikers agreed to accept an offer of phased re-employment, said Mr Joe Foster, Western Cape branch secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa).

The plan was similar to that rejected by strikers last week.

He said workers were to be taken back in order of seniority and placed in positions as near as possible to those previously held.

Leyland would take back 100 at the Blackheath plant and 70 at the Elsie's River factory by the end of the month.

## CONTINUED

From August 3 a further 200 would be re-employed at Blackheath.

The remainder of the 520 still on strike would be employed at the rate of between 10 and 30 a week.

Mr Foster said that when the first workers reported to Leyland yesterday they were not taken back in order of seniority. Nor were they all placed in positions at rates of pay similar to their former wages.

In view of this, Mr Foster said, the strikers would have to reconsider their position, and the dispute continued.

Our only recourse is to appeal to the British unions to back all parts coming to South Africa.

He hoped to meet the managing director of Leyland SA, Mr David Beck, today.

Neither Mr Beck nor Leyland's director of communications and public affairs Mr Arne Pilo, was available for comment.

n request: R16.00 (plus primary fee applicable to taxpayers). The fees for semi-private and private wards at own request are fixed tariffs.

TABLE 11. THE PRIMARY FEES PAYABLE FOR IN-PATIENTS ARE THE FOLLOWING:

Single persons without dependents		Married persons and single persons with dependents	
P	R	P	R
2	2	2	2
6	9	4	6
8	11	6	9
10	12	10	12

Special hospitals include: Scotts Square Hospital, Wymond...  
Tower, Asenbury Hospital, Red Cross Childrens Hospital...  
Asenbury Hospital, Karl Bremer Hospital (partly).  
Persons whose nett assessed tax per year is less than R100 are entitled to a rebate on the maximum weekly...  
rebate ranges from 95% of the total assessed tax up to R15.00 (Daily tariff will then be: teaching hospitals...  
teaching hospital 50c) to 5% in respect of the total...  
between R255.00 and R240.00 per year (Daily tariff at...  
hospitals R13.00 and R12.00 per week).  
This 5% of calculated primary taxes will account for the entire of a person...  
as well as the number of dependents he/she has. This is because tax...  
payer decreases with the number of dependents a person has. He therefore...  
see that the less tax the person pays that as the lower his/her income...  
the greater number of dependents he/she has, the greater the rebate.  
Thus rebates will be calculated in the following manner: For e.g. Single...  
with one dependent: Net primary income R220.00, Annual tax (10%) R16.00 x...  
12 = R27.20, percentage rebate 20%.  
In-patients are either classified as 'hospital patients' or as 'family...  
patients'. This is according to the gross primary income of the family...  
If a family's income is less than the income ceilings below, the person...  
is classified as a 'hospital patient'.

Monthly income  
R60.00  
R100.00  
R140.00  
R185.00  
R235.00

single.  
Married, single with 1 dependent  
Married with 1 dependent; single with 2 dependents.  
Married with 2 dependents; single with 3 dependents.  
Married with 3 dependents; single with 4 dependents.

**By Drew Forrest**  
The wages of about 2000 black metal workers at Bessler and Hendler in Boksburg have been significantly boosted after the recent industrial dispute at the plant.  
The trade union involved, the Posanti-affiliated Metal and Allied Workers Union (Mawu), has also won increases after plant-level negotiations at two other companies - Vaal Metal Pressings in Boksburg and Tensile Rubber in Wynberg.

At Hendler and Hendler, where workers staged a 3-day stoppage a fortnight ago shareholders agreed to an effective 13 cents an hour increase across the board after a series of meetings last week with Mawu representatives. Further wage negotiations are scheduled for November.  
At nearby Vaal Metal Pressings, a subsidiary of the powerful Abercom

**LABOUR**  
**Significant**  
Star 28/7/8  
**152** **189** **148** **187**  
**pay boosts**  
**won at**  
**metal firms**

group, negotiations with the union have yielded an hourly increase of 14 cents for about 180 black workers.

The increases are in addition to the new statutory levels laid down by the metal industry's industrial council, effective from July 1. Mawu was not party to the industrial council negotiations and has repeatedly stressed the crucial importance of plant-based bargaining.

In a statement yesterday the union praised the three companies for their 'realistic attitude in negotiating with their employees at plant-level.'

'To refuse to negotiate on an issue such as money at this time of rampant inflation would only lead to frustration and decrease the possibility of establishing a credible industrial relations framework for the future,' the union added

To check a non-teaching hospital...  
R47.75 per examination.  
R per plate  
to-day stay at the net 'day rate', (e...  
hospitals and between 112 and R35 for...  
at the rate of 13.75, if it is rebate is given...  
at the 'street, ask Tygathery. Fees 40c -...  
R10.00 - which is the maximum of 10c for children,  
at 10c (don't deduct 10c)  
at Midvale, Custey Davis and Tyng...  
for spectacles.

# Textile factory stays paralysed

DD 28/7/81

EAST LONDON — Production at the giant King Williams Town plant of Da Gama Textiles remained at a standstill yesterday as workers from the weaving department continued their strike in demand of higher wages.

Production at the plant was paralysed over the weekend when 44 skilled loom mechanics downed tools, followed by other workers in the 1 200 strong weaving department. As textile production is a continuous process, this action created a bottleneck and disrupted operations at the factory.

The factory was virtually empty by noon yesterday and workers alleged that Brig Charles Sebe, the head of the Ciskei Central Intelligence Service (CCIS), had met with management in the morning following which the

entire workforce had been sent home. The plant employs 4 000 workers.

In addition, watchmen at the gate said they had been given instructions not to allow anyone to enter the factory or return to work.

However, Mr R Aspinall, the general manager of production of Da Gama Textiles, said the gates were open for anyone who wished to return to work. He said the factory had not produced at all yesterday but said he hoped the factory would be back to production today.

We have cleared the position and everything is ready to run. The bottleneck is only holding up production behind the weaving department that is work in the spinning department. These are the people who had to return home as there was nothing for them to do.

There is still work for people in the bleaching and dyeing department where no problems exist.

Mr Aspinall said there would be talks between management and the striking workers today.

Brig Sebe said the Ciskei authorities were watching the situation and blamed it on the South African Allied Workers Union (Saawu) who had infiltrated the factory and are intimidating those who wished to return to work.

As far as we are concerned, we know of only 44 men who were involved in the strike. The rest were advised by management to go home and as far as we are concerned it is not every worker at the factory who is on strike.

We hope talks between management and the liaison committee will be fruitful.

A spokesman for Saawu, which claims a membership of about 1 000 at the factory, denied that the union was involved in the dispute at this stage.

Meanwhile, three workers from the plant who had travelled to East London said they were distressed when they were sent home by management yesterday. They said they were unhappy about the role Brig Sebe seemed to be playing in the dispute — DD1

# Strikers offered

# police

# protection

ABOUT 4 000 striking workers at Da Gama Textiles plant near King William's Town had their wage demands turned down yesterday. The strike was sparked at midnight last Friday when 44 loom mechanics abandoned tools. The stoppage later spread.

A company spokesman told the workers yesterday the firm had no money and their demands for higher wages could not be met.

## Sympathy

The Ciskei Secretary for Intelligence Services, Brigadier Charles Sebe, told the strikers at the factory gates his government sympathised with their demands.

He said the Chief Minister, Chief Lennox Sebe had promised he would intervene and hold discussions with the factory management on condition the strikers returned to work. Those who did so would be given police protection and intimidation would not be tolerated.

But after he had addressed them, some of the strikers booed him and most went home - Sapa.

URBAN &  
REGIONAL  
PLANNING

s. Award  
who has shown  
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best student in the

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essions

fifth years respectively.  
II and III in the third, fourth &  
the courses of Building Economics I,  
For the best student in each of

LTA Prizes

P R Swift

Professional Practice.  
the highest marks in  
For the student obtaining  
Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

in any year of study.  
For the best all-round student

Bell-John Prize

QUANTITY  
SURVEYING  
(continued)

# Sebe to intervene in labour dispute

**Labour Reporters**  
Production was returning to normal today at one of South Africa's largest textile firms near Zwelitsha in Ciskei after yesterday's walk out by about 4000 workers

The strike soon spread to the rest of the plant. Workers were addressed outside the plant yesterday by the head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe

Brigadier Sebe told The Star that the Chief Minister, Chief Lennox Sebe, would be holding a meeting with Da Gama management tomorrow to discuss a way to end the dispute

The dispute at the Da Gama Textiles plant started on Friday when 44 loom mechanics, downed tools over wage demands

He said that if workers returned to their jobs they would be given police protection and intimidation "would not be tolerated"

Production was reported to be slowly returning to normal today but it was not known whether management was willing to discuss wage increases with the workers

Da Gama Textiles is part-owned by the State's Industrial Development Corporation and is one of the country's largest textile firms

Brigadier Sebe also said that 10 workers - whom he alleged had assaulted strike-breakers - had been detained under Chief Minister's proclamation R252, pending charges of public violence

Despite claims that the South African Allied Workers Union (Saawu) was involved in the strike, Saawu officials in East London today denied any participation in the dispute

(4)

The present system of medical services (together with other forms of social security such as provident, funeral and sickness funds) can be seen to originate from the early Natal and Transvaal and partly from the present general insurance schemes. The Natal and Transvaal societies developed in the 1870s. The appearance of an unorganised mass of unskilled labourers in the towns. The formation of mutual aid clubs were often the basis for later emergence of industrial trade unions.

### General Aid and Medical Services

The aid to types of medical services in operation in South Africa which are set up in paying for medical services, after the payment of a regular contribution. These are medical benefit and medical aid schemes.

Although the most common distinction runs between the two is based on the fact that medical aid schemes allow for a free choice of doctors whereas medical benefit schemes limit members to a panel of doctors, there are more than a few differences.

The medical aid scheme is generally aimed at the more skilled, higher income workers. The contribution scheme is aimed at the more skilled, higher income workers. The contribution scheme is aimed at the more skilled, higher income workers. The contribution scheme is aimed at the more skilled, higher income workers.

Not all medical benefit schemes are full rate, many of them operate on a part-rate basis. In fact, only medical services and medical aid schemes are available. In fact, only medical services and medical aid schemes are available.

The medical benefit schemes had to have a more preventative bias than medical aid schemes, but not to pay the absolute insurance and medical aid schemes in the establishment of medical aid schemes and medical aid schemes.

It is interesting to note that many of these schemes include amongst their aims that of providing good health records to our members. The first medical aid scheme was started in 1897 by De Beers for its employees. After World War II there was a marked increase in the number of medical aid schemes established in 1960 there were 171 schemes in 1975 1992.

In 1975 the medical aid scheme had 400,000 members. Five years after the report of the Commission of Enquiry into the high costs of medical services and medicines (The Strydom Commission report of 1962). Many of the recommendations of this commission were incorporated into the Medical Schemes Act.

This act defines medical services as being established with the object of making provision for: a) medical, paramedical, dental, surgical or dental

b) the aid services for the

c) the aid services for the

d) the aid services for the

e) the aid services for the

f) the aid services for the

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t) the aid services for the

u) the aid services for the

v) the aid services for the

w) the aid services for the

x) the aid services for the

y) the aid services for the

z) the aid services for the

(See below)

Star 29/7/81  
197 152

# Some textile DD 29/7/81

~~WORKERS~~  
~~GO~~  
back on shift

EAST LONDON: The workers of the Ciskei Central Intelligence Service (CCIS) have agreed, but the crowd did not want them to and they were stopped.

"Brig Charles Sebbe, the head of the Ciskei Central Intelligence Service (CCIS), arrived and assessed the workers, and those who wished to go back that they should have no real limitation as they would be protected.

"Only about one third of the workers arrived for work, and we have managed to get people working on a restricted basis.

Brig Sebbe told our King Willie that he had his own correspondence following the meeting. Following the meeting he would submit a report to the Ciskei Legislative Assembly concerning their grievances

"The workers committee asked to speak to management and we

# Sebbe: I didn't

## blame union

KING WILLIAM'S TOWN  
The head of Ciskei's Central Intelligence Service yesterday refused a report that he had blamed the South African Allied Workers Union (SAWU) for the strike at the Da Gama Textiles plant here or had met Da Gama's management on Monday.

"The strike had started last Friday, he said. He had heard about it for the first time on Sunday.

"Most of what the Daily Dispatch published yesterday about my role is incorrect," explained management on the initial stage they refused permission by Sawu — DDK

"I told the Daily Dispatch when I was interviewed about the strike that the Ciskeian authorities were observing the situation and were investigating the possibility of arbitration

# Blacks get wage boost after talks

Argus Correspondent

JOHANNESBURG. — The wages of about 2,000 black metal workers at Hender and Hender in Boksburg have been significantly boosted after the recent industrial dispute at the company.

And the workers' trade union, the Fosati-affiliated Metal and Allied Workers' Union (Mawu), has won increases after plant-level negotiations at two other companies — Vaal Metal Pressings, also in Boksburg, and Tensile Rubber in Wynberg, Johannesburg.

At Hender and Hender, where workers staged a three-day stoppage a fortnight ago, shareholders agreed to an effective 13 cents an hour across the board increase after a series of meetings last week with Mawu representatives.

#### TALKS GO ON

Further wage negotiations are scheduled for November this year.

And at nearby Vaal Metal Pressings, a subsidiary of the powerful Abercom group, negotiations with the union have yielded a 14 cents hourly rise for the 180-odd black employees.

Argus  
30/7/67

(52) (7)



APR 30 7/81 (128) (186) (152)

# Union calls company 'cynical'

## Labour Reporter

THE Food and Canning Workers' Union has described as 'cynical' the failure of a West Coast fish processing company to re-employ workers with long service after a strike over wages.

About 40 women employed by Gourmet Fish Products (Pty) Ltd were paid off last Friday after striking for nearly two weeks. They had rejected a new minimum wage of 88c an hour or R31.28 a week, as too low

Since Friday, management has selectively re-employed some workers. But the union says recent employees have been preferred to those with long service.

'It is completely shocking that an employer can have so little regard for people who have contributed over a period of years to the success of his business,' said Mr Jan Theron, general secretary of the union.

He said the objections of workers to the wage of R31.28 had been completely ignored, although it was 'far lower' than other employers were paying for work which was relatively skilled.

Mr G de Gruchy, a director of Gourmet Fish Products, has said the workers did 'very rough' work and that the market would not allow him to pay more than he had offered them.

He was not available for comment today.

20/12/81  
 Textile strikers  
 return to work

**Labour Reporter**  
 Production returned to normal today at the Da Gama Textiles plant near Zwelitsha in the Ciskei, where about 4 000 workers walked out earlier this week.

The dispute began on Friday over wage demands, and spread from the loom mechanics' area to the rest of the plant.

On Tuesday the entire work force walked out, and the Da Gama management attributed this to intimidation by some workers.

But today the plant's general manager, Mr Roy Aspinall, said production had returned to normal by mid-morning, and no-one had been dismissed.

The Ciskei's head of police, Brigadier Charles Sebe, was at the scene of the strike, and said ten workers had been detained.

They were arrested for allegedly assaulting strike-breakers, he said.

Mr Aspinall said the company would not reconsider wages at the plant — Da Gama operated under the internationally approved "Patterson system" of graded wages.

Da Gama Textiles is one of the largest textile firms in South Africa and is half-owned by the States Industrial Development Corporation.

There were no confirmed reports of union activity during the dispute.

URBAN &  
 REGIONAL  
 PLANNING

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

C W von Dyring -

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

fifth years respectively.

the courses of Building Economics I, II and III in the third, fourth &

For the best student in each of

LTA Prizes

P R Swift

Professional Practice.

for the highest marks in

For the student obtaining

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

in any year of study.

For the best all-round student

Bell-John Prize

(Continued)

QUANTITY  
 SURVEYING

Nov 30 1978  
 Two detained  
 as support  
 for boycott  
 grows

Two members of the SA Allied Workers Union (Saawu) have been detained in the Ciskei, while allegedly distributing pamphlets promoting the Wilson-Rowntree consumer boycott.

Mr Malungisa Joka and Mr Gerald Mahlangu were detained on Tuesday in the township of Mdantsane, according to a Saawu spokesman. The Ciskeian authorities could not be reached for confirmation.

**BOYCOTT**

Mr Mahlangu, former secretary of the Saawu workers' committee at the Wilson-Rowntree sward company in East London, and Mr Joka, a former union shop-steward at the company, were among the 500 workers dismissed after the strike in February.

Their detention comes at a time when the consumer boycott of the company's products — aimed at securing the reinstatement of all the dismissed workers — is getting off the ground in East London.

The Saawu spokesman said about 400 people attended a boycott support meeting in East London at the weekend.

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 For the best student in each of

For the best all-round student  
 Bell-John Prize  
 in any year of study.  
 P C Key  
 The Committee of the Western  
 Cape Chapter of Quantity  
 Surveyors' Prize  
 For the student obtaining  
 the highest marks in  
 Professional Practice.  
 P R Swift  
 LTA Prizes  
 For the best student in each of

PLANNING  
 REGIONAL  
 URBAN &

QUANTITY  
 SURVEYING  
 (Continued)

DD 20/7/61  
**Back to work  
at Da Gama**

**EAST LONDON** — Management at the Da Gama textile plant in King William's Town said yesterday that production at the factory was back to normal but that they were still experiencing problems in the loom mechanics area.

The four-day strike which paralysed production at the giant textile factory began on Friday night when 44 loom mechanics downed tools and demanded higher pay.

However management has insisted that, following 20 per cent pay increases on average this year, it is not prepared to consider further increases.

Mr Neville Miles, personnel manager at the plant, said about 75 per cent of the workers had reported for work yesterday and that more had been drifting in during the day.

"The only area which is still undermanned is the loom mechanics area," he said. "Nevertheless, normal production has been resumed."

"Management has had very positive discussions with black supervisors and general workers. The consensus of opinion is that the majority of workers did not wish to strike and it was only the loom mechanics who were dissatisfied."

Mr Miles added that nobody had been dismissed because of the strike but made it equally clear that management was not prepared to reconsider wages.

He said the company had not yet decided on a strategy to deal with the loom mechanics, who have remained insistent in their demands for better pay. — DDK

# Dec 4: D-Day for the bosses?

BOTH employers and unionists were taken aback last year, as East London emerged as a key centre of union activity.

A new union, the SA Allied Workers' Union (Saawu), which refuses to register with the Government and is seen as militant by many employers, emerged and showed startling growth, its membership jumping from about 5 000 to over 20 000 in six months.

At the same time, at least a dozen East London employers were hit by strikes — one company, Wilson-Rowntree, experiencing 17 stoppages in a matter of months.

This turbulence — coupled with the union's refusal to register and its commitment to a role outside the factory — prompted Manpower Minister Mr Fanie Botha to fly to East London and urge employers to "hold out" against Saawu.

Three companies — Chloride, Johnson and Johnson, and KSM Milling — ignored him and recognised Saawu. But others resisted it and all indications were that the conflict on the city's factory floors would continue.

## Calm

This year, however, the situation has been relatively calm.

Some observers Saawu may have over-extended itself and that the recent detentions of its two top office-bearers in the area — Mr Thozamle Gqwela, national president, and Mr Sisa Nykelana, vice-president — is affecting it adversely.

Saawu itself vehemently denies that the detentions have weakened it.

Mr Sam Kikwe, the union's general secretary, has been travelling to East London regularly since the detentions.

"They have made no difference," he says. "The union is not controlled by officials. They are just the legs of the workers, who are the real decision-makers. The controlling machinery of this movement is not in our offices."

Saawu officials say membership dropped from about 25 000 down to 15 000 during the period of labour unrest, mainly due to dismissals after strikes. However, since then membership has increased to over 20 000 and is growing steadily.

The union is also winning new recognition agreements. Recently, Buffalo Timbers became the fourth company — and the first locally-owned one — to ignore Mr Botha's advice and recognise Saawu.

It has won informal recognition from two garment factories, ousting the Tucsas-affiliated National Union of Clothing Workers led by Mrs Lucy Myubelo in the process, and more agreements may be on the way.

In another interesting development, some employers with vacancies are asking Saawu to provide them with workers from its Unemployed Workers' Union, starting to cater for workers fired during last year's unrest.

The union is also reaching out of East London towards industrial areas bordering on and inside the Ciskei, including Berlin, King William's Town and Zwelitsha. Saawu intends opening an office in King William's Town soon.

## Growth

Union growth in the area is not confined to Saawu alone. In January, the Cape-based General Workers' Union extended its agreements with employers of stevedores in Cape Town and Port Elizabeth to East London harbour.

Now, it claims to have signed up the majority of railway workers in the harbour as well, and it has approached the port manager for recognition.

No reply has been received. However, it is the first time an independent union has approached the Railways for recognition and the outcome will indicate policies potentially affecting a vast number of black railway workers.

Some employer sources are also sceptical about suggestions that Saawu is on the wane, and believe that employers who have resisted dealing with it in the past are likely to face a renewed challenge from it in the near future.

An employer source says employers who have changed their approach towards Saawu still represent a "small minority".

He claims many employers still don't understand the present situation which he describes as a "completely new ball game".

"They are still pushing the old hard line and have no intention of institutionalising conflict."

More people are interested in a new approach — but they still find it hard to go against pressure from officialdom, he says, and adds bluntly: "Employers are dreaming if they think it's all over."

Some employers believe recognising Saawu is itself an invitation to unrest. They see the union as

"confrontationist" and also point to recent incidents such as firebombings of non-Saawu members' homes, which they blame on the union.

Scores of Saawu members have recently appeared in court on public violence and other charges, both in South Africa and the Ciskei. One has been convicted in a South African court and one acquitted. The trials of others in the Ciskei are continuing.

On the other hand, Mr Roy Lorentz, spokesman for SA Chloride, the first firm which recognised Saawu, says "Up to now, recognition of the union has been a stabilising force in the plant."

But apart from shop-floor issues, a new threat to labour stability is looming up — Ciskeian independence, due on December 4 this year.

Saawu opposes independence and has called on workers in the area to resist it.

Observers say there is a groundswell of feeling against independence building up — notably in the sprawling Mdantsane township, which provides East London with labour but falls within the Ciskei — and believe some kind of confrontation is likely over the issue.

The relationship between the Ciskei authorities and Saawu has been hostile for some time.

Saawu believes it has been subjected to a sustained attack by the Ciskeian authorities. It has been refused permission to hold meetings in Mdantsane or open offices there.

There have been about 80 arrests or detentions of Saawu members and officials by Ciskeian authorities at one time or another over the past year.

Chief Lennox Sebe, Chief Minister of the Ciskei, has told the Legislative Assembly that Saawu is a "communist" organisation.

And his brother, Brigadier Charles Sebe, head of the Ciskei Central Intelligence Service (CCIS), has described Saawu as a threat to both the SA Government and the Ciskei.

## Detained

Saawu's stance on the Ciskei was spelled out at a mass meeting held in the East London city hall last month, two days before Mr Gqweta was detained.

He told the meeting Mdantsane workers would lose their rights in SA in an independent state, and charged that the Ciskei government was being used by the SA Government to oppress blacks.

He claimed blacks in Mdantsane were opposed to Chief Minister Lennox Sebe's rule, said Mdantsane belonged in South Africa, and called on workers to reject independence.

However, Saawu may not be the only organisation to oppose independence.

In a significant move, a new community organisation — the Border Civic Organisation — was formed at a recent mass meeting attended by residents of Mdantsane and Duncan Village and representatives of various organisations.

Residents listed numerous major grievances, called for the release of Nelson Mandela and rejected Ciskeian independence.

A steering committee was elected to head the organisation until its inaugural meeting to be held soon.

The organisation has had a modest start — the meeting was attended by 400 people — but its potential importance cannot be over estimated.

The turbulent Eastern Cape has previously demonstrated the scale such an organisation can assume.

In 1979, the Port Elizabeth Black Civic Organisation, Pebco, rocketed to a membership of many

Ciskei's impending independence could rock East London's fragile labour peace, reports Labour Correspondent RIAAN DE VILLIERS

thousands and was seen as one of the most important black organisations to have emerged for years.

It has declined since its charismatic leader, Thozamle Botha, fled the country after being banned.

Up to now observers say, opposition to independence has had no real organisational outlet and the BCP may provide one for the first time.

One source close to the BCO says "There is tremendous resentment against independence. Up to now, people opposed to the Ciskei government have had no mouthpiece and have been scared to stand up."

He says the idea is to form residents' committees in townships throughout the area, including Mdantsane, King Williamstown, Dumbazza and Zwelitsha, with the BCO serving as an umbrella body.

He adds that one of the proposed aims of the organisation is to fight for Mdantsane's exclusion from the Ciskei if independence goes ahead.

It seems the organisation will enjoy close support from unions with both types of organisations playing mutually supportive roles.

Saawu officials say it is assured of the "concrete backing" of workers.

## Turbulence

One sign of growing tensions may have been provided since the weekend when about 4 000 workers at a textile factory near Ciskei's capital, Zwelitsha, struck over wage demands.

The Sebes promised to assist workers — but they also urged them to return to work and were reportedly booed by workers when they did so.

Although most workers at the plant are not Saawu members, the strike may be a sign of things to come.

Against this background, a prominent employer source feels the present period of relative calm is "very much the lull before the storm".

He says workers will not accept independence "lying down", and is convinced this will affect industry.

"Between now and December 4," he adds, "all hell may break loose."

PLANNING  
REGION  
URBAN

(Continued)

SURVEILLANCE  
QUANTITATIVE

81  
 Strikers (152)  
 return (192)  
 to work (187)  
 Labour Reporter

Striking workers at the Henred Fruehauf trailer plant in Wadeville near Germiston returned to work today as management met union officials to discuss the dispute

About 400 workers downed tools on Wednesday in protest over the dismissal of one of their colleagues who had allegedly struck a white employee

The company agreed to discuss the dispute as long as workers returned to their jobs

Talks started again today between management and the Metal and Allied Workers Union, an affiliate of the Federation of South African Trade Unions. Henred Fruehauf — a multinational firm — has been conducting recognition talks with the union

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subject of Building Construction.  
 For the best student in the  
 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

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

P C Key

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

URBAN &  
 REGIONAL  
 PLANNING

QUANTITY  
 SURVEYING  
 (Continued)

I believe our part has been to mobilise our patients of the necessity of family planning at such psychological times as during pregnancy and in the post-natal period, of stressing the importance of rearing the child as a healthy child, and to encourage them to think about the next one.

The present infant mortality rate for the white and coloured community which make up, nearly 90% of the population of Cape Town is 22 per 1000 and seems remarkably low that is in a society which only allows limited abortions. If abortions had been allowed for unmarried ladies that would of slow down the infant mortality rate. The infant mortality rate in Cape Town is 22 per 1000 and in the rest of the world is 40 per 1000.

DD 31/7/81 (152) (157) (158) (159) (160) (161) (162) (163) (164) (165) (166) (167) (168) (169) (170) (171) (172) (173) (174) (175) (176) (177) (178) (179) (180) (181) (182) (183) (184) (185) (186) (187) (188) (189) (190) (191) (192) (193) (194) (195) (196) (197) (198) (199) (200)

# Textile strike over

**EAST LONDON** — About 95 per cent of the workforce at the King William's Town plant of Da Gama Textiles reported for work yesterday, according to the personnel manager at the factory, Mr Neville Miles.

Mr Miles said production had completely returned to normal and described the five per cent who did not turn up as a "normal absentee rate". He said management had

stood by its earlier decision not to negotiate any further increment in wages.

The strike, which paralysed the factory for four days, began when 44 loom mechanics downed tools and demanded higher wages. They were joined on strike by other members of the weaving department, a situation which blocked production at the factory — DDR

I believe the enlightened new health act can be a catalyst to bring about dramatic changes in the health of the people of this country, to fight the enemy within disease and discontent.

What is health? There are no known direct parameters to measure health status in general use. Usually health is measured in terms of certain negative indices, "age-related", because they measure the advance of health, namely cancer! This may well be the most practical although oversimplified, view to hold in the longer years.

How we hope to implement the new health act has evoked many suggestions, but in the long run we must measure the benefits of any system against the birth rate, or even better fertility rates, perinatal mortality rate, infant mortality rate and life expectancy and at what cost. The basic requirement of statistical analysis for future planning is to be reporting as it has been a characteristic of hospital annual reports. This has been epidemiological in nature. It has been of grave concern to many members of the medical profession, including the Director of Hospital Services, Dr. R. Korze, though some people prefer information which is plausible and pleasant rather than factual. Eye-witnesses in spite of opposition, it is hoped that from next year hospital statistics will be standardized, meaningful and comparable.

The super specialist and specialist levels of care do not come within the context of my talk, except to state that if we wish to achieve health for all by the year 2000 then the secondary and tertiary levels of health services, that is in the hospitals, should invariably be designed in support of the needs of community health centres restoring primary health care at the peripheral level and not vice-versa!

The Day Hospitals Organisation was started in 1969 — to-day we have 16 centres and our health teams carry out over one and a half million items of service a year, with a referral rate of only 2% and at a cost of only 4% of the G.P. A Hospital Services budget for the area. In other words a small proportion of patients will use the major portion of health care expense.

I believe I have been privileged to have seen the effect, to be a catalyst, of placing such a service as ours in our communities as the following statistics show. The birth rate which was one of the highest in the world in the coloured community, has dropped from 32 per 1000 in 1968 to 15 per 1000 today.

# INDUSTRIAL RELATIONS — STRIKES

AUGUST 1981 — 15 OCTOBER '81



C. Herald 1/8/51

# Leyland accused of not keeping promise

**LEYLAND** South Africa has been accused of going back on undertakings it made to its striking employees during a settlement negotiated last week.

The main features of the settlement were that 170 workers would be reinstated by the end of July, another 100 by the end of August with the balance to be taken back as vacancies occur. They would be paid their old rates or close to that.

The workers would also be taken back in order of seniority.

But when the first batch reported for duty on Thursday they found management had not reinstated many of those with the longest service and only 64 were accepted.

**NOT SUITABLE**

Also, many were offered rates well below those they earned before the strike, said Mr M Samboer, one of those not re-employed.

Mr Arne Pitlo, the Leyland director of communications and public affairs,

was not available for comment.

Mr Joe Foster, secretary of the National Union of Motor Assembly and Rubber Workers of South

Africa (Numarwosa), to which the strikers belong, said meetings would be held with Leyland management this week to sort out the problems.

As far as production is concerned inventory control is very important. Inventories must be large enough to allow some machines operate at different 'banks' between machines. These imbalances in production rate

Inventory control should be considered in the light of the isolated function within the larger firm. Errors in forecasting, will result in fluctuation in inventories to maintain will depend on expected fluctuations errors will occur in forecasting.

"The techniques of maintaining stock keeping items at the desired levels, whether they be raw materials, work-in-process, or finished products."

"The determination of desired levels and maintaining inventories at these levels is the heart of the inventory control system."

Inventory control has been defined as:

Has as already been mentioned for many companies the sums invested in inventories represent large sums of capital. The amount invested has been calculated to represent as much as 50% of the cost of the product. Added to this the sum of controlling the inventory can be as high as 25% of the cost of inventories. With such large investments of money being tied up, any efforts which can reduce costs by a few percent can result in considerable savings.

DESIGN OF INVENTORY CONTROL SYSTEM

# Wadeville strike finishes

## Labour Correspondent

THE strike at the Herred Fruehauf trailer plant at Wadeville, near Germiston, ended yesterday

About 400 workers at the plant downed tools on Thursday after the suspension of a Black worker who allegedly hit a White employee with a spanner

Negotiations followed with officials of the Fosatu-affiliated Metal and Allied Workers' Union, which represents a majority of workers at the plant, in a bid to settle the dispute

A management spokesman said all workers had returned to their jobs yesterday morning. An inquiry would be held

A union spokesman confirmed that workers had returned and negotiations concerning the suspended worker were continuing

# Strike and a walkout

By Labour Reporter

Workers at the Auto Industrial firm in Isando went on strike yesterday afternoon over wage demands. The Metal and Allied Workers Union, which represents many of the workers, said it was unable to hold talks with management after union officials were sent off the premises.

● A walkout has also been reported at Gundle Plastics in Bedfordview.

# More labour trouble on East Rand

By RIAN DE VILLIERS  
**HUNDREDS** of workers downed tools, at least 100 were told they had lost their jobs, and a union organiser was questioned by the Security Police in renewed incidents of labour unrest on the East Rand.

And Dr Rennie Fanaroff, organiser of the Posatu-affiliated Metal and Allied Workers' Union (Mawu), claimed yesterday he has been assaulted at one of the strike hit plants, Auto Industrial in Isando.

About 100 striking workers at Gundie Plastics, near Germiston, lost their jobs yesterday after ignoring a management ultimatum to return to work.

Many members have been involved in both stoppages. Dr Fanaroff said yesterday workers at Auto Industrial had decided to ask for a wage increase of 50c on Tuesday. The managing director, Mr Denn Fagan, later addressed workers and told them he was not prepared to discuss wage increases with them.

"He then told them if they did not like their wages, they should leave, which they did," Dr Fanaroff said.

Yesterday morning, he and another union organiser were let onto the company's premises while workers were gathered outside. Shortly afterwards, Dr Fanaroff said, he was "manhandled and slapped" and also threatened with further physical violence. He is considering laying charges.

Two shop stewards were fired. Other workers were told

they could return but only isolated workers would be taken back, he said.

Police stood by as union officers walked back to workers gathered outside. The workers then dispersed.

Dr Fanaroff said he was then invited to go to the Kempton Park Police Station where he was questioned by Security Police about the current strike wave on the East Rand.

A police spokesman said Dr Fanaroff had been invited to have a discussion with two Security Policemen and he emphasised that he had not been detained or arrested.

Spokesmen for Auto Industrial were unavailable for comment.

The management of Gundie Plastics said in a statement a section of the factory's workers walked off their jobs yesterday morning.

Management was not informed about the reason for the stoppage, and therefore approached the workers and called for spokesmen.

When none came forth after repeated requests, workers were asked to return to work or to leave the premises in which case they would be terminating their services with the company.

The workers then left the premises and dispersed.

The stoppage did not involve all workers and several departments were still functioning, the statement said.

A union spokesman said it would approach management for talks today.

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*16/8/81*  
**Carpet  
workers  
strike**

*15*  
*16/8/81*  
*16/8/81*  
Own Correspondent  
**DURBAN** — About 300  
workers at Romatex Car-  
pets in Pinetown downed  
tools today in demand for  
higher pay.

The strikers, who had  
the option of appointing a  
spokesman to negotiate on  
their behalf or vacate the  
premises opted for the  
latter, the groups public  
relations manager, M. Se-  
ton Thomson, said today.

However, the ma-  
nagement is now left with  
the only choice of consult-  
ing the liaison committee  
considering that the  
workers do not have  
union representation," Mr  
Thomson said.

He said they were given  
to understand that some  
of the workers were mem-  
bers of the National  
Union of Textile Workers,  
which is a Posatu affiliate.

Sources close to the  
workers said their de-  
mands centred on the ris-  
ing cost of living and this  
they conveyed to the ma-  
nagement yesterday.

# Production hit in wake of strike

Labour Reporter

Production at Gundle Plastics factory in Bedfordview was affected today as a result of about 100 workers "terminating their services" yesterday after a strike apparently over a dispute with a company official.

Police kept a close watch today when more than 120 workers held a meeting about a kilometre from the factory.

There was almost an ugly scene when some wanted to confront the police and demand that they move away. This was averted by some of the leaders.

The factory director, Mr Bill Golden, said today that production was conti-

nuing, but under difficult conditions

No decision had been made yet on whether former workers could re-apply for their jobs, he said.

All staff at the Auto Industrial plant in Kempton Park were reported to be at work today after a work stoppage yesterday.

The Metal and Allied Workers Union said the management had refused wage increases demanded by workers.

A company spokesman denied the dispute was over pay. He said it was "political".

The Mawu organiser, Dr Bernie Fanaroff, claimed he was assaulted yesterday when he went to speak to management about the dispute.

*Handwritten notes:*  
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 Mawu  
 Stew  
 6/2/61

# Workers down tools in East Rand labour unrest

Own Correspondent

**JOHANNESBURG** — Hundreds of workers have downed tools in renewed incidents of labour unrest on the East Rand.

And yesterday afternoon, Dr Bernie Fanaroff, organizer of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), claimed he had been assaulted in the yard of one of the strike-hit plants, Auto Industrial in Isando.

He said he had been "manhandled and slapped and threatened with further physical violence."

"I am considering laying charges following the incident and will take legal advice on the matter," he said.

Dr Fanaroff was also questioned by two security policemen about the current wave of industrial unrest in the area yesterday morning.

About 100 striking workers at Gundie Plastics near Germiston lost their jobs yesterday morning after ignoring a management ultimatum to return to work.

Mawu members have been involved in both stoppages.

Dr Fanaroff said yesterday workers at Auto Industrial had decided to ask for a wage increase of 50 cents an hour during a lunch-hour meeting on Tuesday.

According to Dr Fanaroff the managing director, Mr Dean Piagale, later addressed workers and told them he was not prepared to discuss wage increases with

them. He then told them if they did not like their wages they should leave — which they did, he said.

Dr Fanaroff said he had learned about the strike on Tuesday night. Yesterday morning, he and another union organizer were let into the company's premises while workers gathered outside.

Shortly afterwards Dr Fanaroff said he was manhandled and slapped and also threatened with further physical violence.

Later union shop stewards gathered at the gate were repeatedly told they were 'baboons', he said.

Two shop stewards were fired. Other workers were told they could return but would be let in one by one and that only selected workers would be taken back, he said.

Police stood by as union officials reported back to workers gathered outside. The workers then dispersed.

Dr Fanaroff said he was then invited to go to the Kempton Park police station where he was questioned by security policemen about the current strike wave on the East Rand.

A police spokesman later confirmed that discussions had taken place. He said Dr Fanaroff had been "invited" to have a discussion with two security policemen and he emphasized that he had not been detained or arrested.

Spokesmen for Auto Indus-

trial were not available for comment.

In a statement issued yesterday the management of Gundie Plastics said a section of the factory's workers walked off their jobs yesterday morning.

Management was not informed as to the reason for the stoppage, and therefore approached the workers and called for spokesmen.

When none came forth after repeated requests workers were asked to return to work or to leave the premises in which case they would be terminating their services with the company.

The workers then left the premises and dispersed.

The stoppage did not involve all workers and several departments were still functioning, the statement said.

A union spokesman said it would approach management for talks today.

Recently workers at Gundie Plastics struck for two days after the dismissal of a worker. The dispute ended when he was taken back.

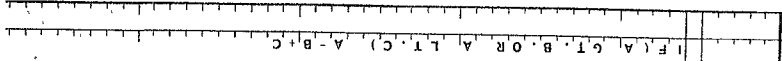
The union has been negotiating with the firm on recognition.

Meanwhile, the management of Hemi Eruchall, has agreed to reinstate two workers whose recent suspension led to a strike at the plant, union sources said yesterday.

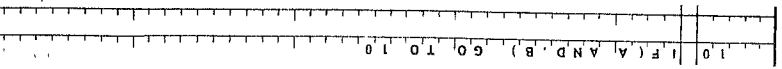
This came after an inquiry into the circumstances which led to their suspension, in terms of an undertaking given to workers at the time of the strike.

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(3) Caution must be exercised in the case of a statement involving the compound



(2) Because execution of the statement proceeds in two parts, the same variable may appear in both the logical expressions and the statement. For example



(1) A logical IF statement cannot refer to itself. For example, the following statement is illegal.

Rules.

Prescribed Books:

- Yeats : Selected Poetry, ed.A.N.Jeffares (Pan)
- Elliot : Collected Poems 1919-1962 (Faber)
- Men Who March Away: Poems of World War I. (Chatto/Windus)
- Lucie-Smith, E(ed): British Poetry Since 1945 (Penguin)
- Eastman : Norton Anthology of Poetry (Norton)

Recommended Reading:

- Unterecker, J : A Reader's Guide to W.B. Yeats (Thames/Hudson)
- Williamson, C : A Reader's Guide to I.S. Eliot (Thames/Hudson)
- Skelton, R(ed): Poetry of the Thirties (Penguin)
- Lawrence, D.H. : Selected Poems, ed K.Sagar (Penguin)
- Press, John : A Map of Modern English Verse (OUP)p/b

Note: Students who also take Modern British Poetry should prefer to buy I.S. Eliot: The Complete Poems and Plays, (Faber) p/b

26.

CONTEMPORARY BRITISH POETRY

Wed. 3.15 p.m.

Lecturer : Dr I. E. Glenn

An introduction to contemporary British Poetry, with special emphasis on the work of Seamus Heaney, Ted Hughes, and Philip Larkin.

Prescribed Books:

- Lucie-Smith, E.D (ed) British Poetry Since 1945 (Penguin)
- Heaney, Seamus : Selected Poems 1945-1975 (Faber)
- Hughes, Ted : Selected Poems 1957-1967 (Faber)

- Larkin, Philip : High Windows (Faber) p/b
- North Ship (Faber) p/b

B. LANGUAGE AND MEDIEVAL OPTIONS

10. \* LANGUAGE AND ATTITUDES

Lecturer: Ms. K. McCormack

In this course we shall be examining the language in terms of (1) the range of functions of the language in a country relative to one another, (2) how speakers are perceived as a function of dialect, register, jargon, and idiom. We shall look at studies done on these findings to what is observed especially with regard to the use of language.

Prescribed Books:

- Pride, J.B. and Holmes, J (eds) Trudgill, P : Sociolinguistics (the latter book should be read)

10A: Thurs. 11.15 a.m.  
10B: Thurs. 2.15 p.m.

# Gundle Plastics strikers fired

MORE than a 100 workers were fired at an East Rand factory after they had gone on strike apparently over a dispute with a company official this week.

The strike at Gundle Plastics is the second to hit the factory in two months. The first was in June and lasted for two days.

The workers were fired after they had ignored an ultimatum by management to return to work. Most of the strikers are members of the Metal and Allied Workers Union (MAWU).

The workers were e fired yesterday reported to

have held a meeting near the factory over which police kept a close watch.

At the meeting the workers were said to have agreed not to return to work today. Production has been affected at the large plastics factory since the strike began on Wednesday.

Workers on the night shift have also joined in the strike, thus rendering themselves unemployed according to the company's ultimatum issued earlier to the other strikers. MAWU officials yesterday held a meeting with the workers

11 \* THE ARTHURIAN LEGEND

Lecturer: Mrs. R. Boxall

This course explores the oral and written literature of the Arthurian legend. It includes a detailed assessment of the material in the Middle Ages, tradition of courtly love, under consideration include the relationship between Lancelot and Tristan and Isolde, the supernatural elements of the legend (those of Tennyson, for example), seen particularly in social and moral attitudes.

Prescribed Books:

- Vanaver, E (ed): The Works of Geoffrey Chaucer (Oxford)
- Whitman, Mark : The Once and Future King (Fontana)
- White, T.H : The Book of Merlin (Fontana)
- White, T.H : A Connecticut Yankee in King Arthur's Court (Penguin or Signet)

Recommended Reading:



# Strike halts for talks

Own Correspondent 7/8/81

DURBAN — The one-day strike at the Regina carpet factory in Pinetown has ended with all the workers returning to work and their pay demands temporarily suspended.

National Union of Textile Workers organiser Mr Obed Zuma said: "The employers agreed to hold talks over the workers' grievances."

But the decision to negotiate was conditional upon the workers returning to work, and their grievances being considered when the managing director returned from the United States next month. The workers agreed to the conditions provided nobody was victimised, Mr Zuma said.

The strike at the Mooi River textile factory had also stopped pending negotiations

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18 MAY 1973

# Walkout workers meet at weekend

## Labour Reporter

Workers involved in the dispute at Auto Industrial in Kempton Park are to meet over the weekend to discuss their wage demands as well as the dismissal of union shop stewards at the plant.

Shop stewards belonging to the Metal and Allied Workers Union (Mawu), a Fosatu affiliate, were dismissed after a work stoppage when workers demanded wage increases.

Mawu officials' attempts to meet Auto Industrial management failed.

A Mawu spokesman said workers would meet this weekend to discuss the dispute and decide on the course of action to be adopted.

At the Gundle Plastics firm in Bedfordview, where about 100 workers were dismissed this week after a walkout, management said production was starting to run smoothly again today.

The dispute, which appeared to have centred around a company official, saw workers reject a company call to return to work and they subsequently "terminated their services".

Former workers met near the plant again today.

Gundle's factory director Mr Bill Golden, said the company would start filling the vacancies on Monday.

Mawu is also involved in the Gundle dispute.

# Union row brews at Motorola factory

A major row is brewing over trade union recognition at the Motorola SA plant in Wynberg, Sandton, a subsidiary of a US multinational company.

The Fosatu-affiliated Metal and Allied Workers Union (Mawu) complained in a statement yesterday that the company's management has refused consistently to meet the union, despite its claim of 90 percent membership at the plant.

The statement said the Motorola management was contacted first in May, and responded by asking for a list of union members at the plant and a copy of the Mawu constitution.

But it gave no commitment to talk to the union.

The union claimed that after this contact a personnel specialist was flown to South Africa, and since then wages had been increased, promotions given — and “a great deal of effort spent in explaining to the employees the benefits received”.

The union claimed that it had heard from two independent sources that it was Motorola policy worldwide to resist unionisation.

The company's attitude — which Mawu said it had encountered at only two other multi-nationals in the metal industry — was contrary to the Sullivan Code of Conduct and the guidelines of the industry's employer body, Seifsa.

The Mawu statement said Motorola workers would meet at the weekend to decide on further action.

# Workers return after dispute

**Mercury Reporter**  
WORKERS from the Regina Carpet factory in Pinetown who downed tools after a wage dispute returned to work yesterday after management agreed to negotiate with them.

The workers were demanding a wage increase to counter the sharp rise in the cost of living because of the increase in the price of bread and expected increase in transport costs.

Mr Seton Thomson, public relations officer for the Romatex Group of which Regina Manufacturers (Pty) Ltd is a member said management had agreed to discuss the workers' wages with the liaison committee but only after the workers had returned to work.

Mr Thomson said at this stage the National Union of Textile Workers were not recognised by management so discussions would be carried out with the liaison committee.

Mr Obed Zuma, the secretary of the National Union of Textile Workers, said limiting the discussions to the liaison committee was 'like putting the water on to boil again'.

# Bitter move

C. Harold 8/8/81  
#6 (152)  
#6 (152)  
#6 (152)

# against sweet

# factory

From Dougie Oakes

**LONDON.** — The British Anti-apartheid Movement is to ask UK trade unions to help force confectionery giant Rowntree-Mackintosh to reinstate 500 striking black workers sacked at the company's South African subsidiary.

As the dispute moved into its sixth month with no solution in sight, the movement's spokesman, Mr Chris Childe, said 'This has been going on long enough. It is time for stronger action.'

The movement met to discuss new ways of forcing the company to intervene.

'Obviously I cannot give the exact details of our plan of action. But we have received a lot of support from trade unions and we'll be trying to get them to put the maximum pressure on Rowntree-Mackintosh,' Mr Childe said.

## DETAINED

The campaign will focus also on the workers and officials of the South African Allied Workers' Union who have been detained since the strike.

'Obviously we are concerned about those in detention and we will highlight this. Some were detained in June and others as far back as March,' Mr Childe said.

The movement has called for the immediate reinstatement of all the sacked workers and recognition of the South African Allied Workers' Union, which, it says, represents the majority of the workers at the factory.

6/1/40

## Workers recruited'

Own Correspondent

JOHANNESBURG — About 40 percent of the strikers at an East London battery factory, Ray-Lite Batteries, have returned to work, the company's managing director, Mr D G Saunders, said last night.

New workers were being recruited to replace those who had not returned, he added.

However, the South African Allied Workers Union last night denied that workers had begun returning and said they had decided not to return till the union was recognized.

The workers staged a "sit-in" strike on Wednesday after management had refused to deal with a worker committee elected under the auspices of the SAAWU.

The union said that management would not deal with it because it was not registered.

C- Herald 8/18/87  
**Acquitted**  
**of striking**

A DURBAN magistrate last week acquitted 58 workers of unlawfully striking at Coates Bros (SA), Insipingo

The workers were alleged to have gone on strike on January 26 over the dismissal of a colleague and management refusing to negotiate.

The magistrate, Mr J J Brits, found that the total labour force had not stopped work and there was doubt as to the identity of the people who took part in the alleged strike.

He found that the conduct of the management had almost amounted to a lock-out.

As the saga of the past eight years shows, the world is not running out of energy per se, but only out of cheap oil.  
The outlook for years to come is one of continuing turmoil as people everywhere learn to husband precious energy and find new sources of power.  
In the end, that alone will be the solution to the everything crisis;

C. Herald 8/18/51  
**Brief**  
 (152)  
**Strike**

In considering the various service areas

given to the following.

- |    |                          |   |
|----|--------------------------|---|
| 1  | General Office.          | <p>SEVENTY workers staged a brief strike on Monday morning at the Beltville site of the Murray and Roberts group. They demanded higher pay.</p> <p>According to a senior spokesman for the company, the stoppage lasted for a few hours only.</p> <p>Workers agreed to resume their duties after management pledged to reply to their demands within 14 days.</p> <p>The spokesman said workers were upset at the high cost of bread, among other financial grievances.</p> |
| 2  | Factory Administrat      |   |
| 3  | Factory Office.          |   |
| 4  | Tool cribs, and Too      |   |
| 5  | Power House.             |   |
| 6  | Locker-rooms, Wash-      |   |
| 7  | Personnel Department.    |   |
| 8  | Dispensary.              |   |
| 9  | Cafeteria                |   |
| 10 | Maintenance Department.  |   |
| 11 | Recreational Facilities. |   |

The choice of position for the general office will depend to a large extent on the size of the operation. In smaller companies the general office will probably be situated near to the entrance of the plant. This is convenient for visitors and keeps them out of the manufacturing areas.

In larger companies a separate building will probably be allocated to the factory administration staff. This will have the advantage of putting all the administrative departments under one roof thus facilitating communication channels. The general office should be close to the various plant departments and buildings.

The factory office from which manufacturing is controlled and co-ordinated should be located as close as possible to the production areas. This is essential as frequent personal contact with the operating staff is essential for effective control of the operation. Many companies make use of a mezzanine floor above the production area for this purpose. Such a siting gives the production manager an overall view of what is going on in his section of the plant. Mezzanine floors also have the added advantage that they do not occupy valuable production space.

Tool cribs, in which tools, fixtures, dies, etc., are kept, should be located conveniently close to the manufacturing areas served. A common practice is to have a 'Central Toolroom' or department where toolmaking, if any, is carried on, where expensive and less frequently used tools are kept, where major repairing is done, and tool records are kept.



DD 9/8/81

# Sacked dairy men evicted

EAST LONDON — Dismissed workers from Model Dairy were evicted from their hostel in Duncan Village, yesterday.

According to Mr Louis Koch, the chief director of the East Cape Administration Board, 37 Model Dairy workers were served with eviction notices, but officials of the African Food and Canning Workers Union disputed this figure, saying it was higher.

Mr Koch said Model Dairy rented 144 beds from the Administration Board and, following their dismissal, on Friday, 37 workers had been given notice to vacate the hostel.

"When we sent a list of the dismissed people to the hostel superintendent, he could only find four of them there and he was told that some of the others had been reinstated.

"In terms of the Urban Areas Act, when people are contracted to come into the area accommodation is made available to them but if they are dismissed they must leave the area within 72 hours.

"At the end of three days, if they have not found other employment, they are no longer entitled to be in the area."

Most of the workers at Model Dairy are from the Kentani district in Transkei.

The workers' committee at Model Dairy said the bulk of the workforce were

fired on Friday when they went to collect their pay. Some of the workers at the hostel were given eviction notices.

Miss Debra Komose, the branch secretary of the AFCWU, said the workers who had been evicted had nowhere to sleep last night and were searching for alternative accommodation. She said some of the contract workers had returned to Transkei but most of them refused to return.

Miss Komose criticised the management of Model Dairy for "chasing former workers away".

The workers' committee at Model Dairy said in a statement they were puzzled that not all the hostel inmates who had been dismissed were evicted. They said the dairy had only re-employed about 30 of the original workforce of 220.

Attempts to contact Mr M Gatcke, the chief executive of Model Dairy, for comment were unsuccessful — DDR

## Turf club employees may be reinstated (152)

Mercury Reporter

THE labourers who refused to work on Saturday at the Durban Turf Club following the suspension of one of their colleagues the previous Wednesday will be re-employed if they report back to the club at the next race meeting, a spokesman for Durban Turf Club's catering section said yesterday.

The spokesman also said that Mr John Mvumbu, at the centre of the dispute, was not fired but suspended for one week.

He will be reinstated if he reports for duty at the next race meeting.

Mr Mervin Campion, secretary of the Durban Turf Club, said the 69 men who refused to work were all 'casual labourers', employed only on the day of race meetings and sometimes on the day following during the peak season. Because of these conditions of employment Mr Mvumbu's suspension only excluded him from one day's work.

According to the catering section's Induna the incident on Saturday resulted from a communication breakdown between management and the labourers. They refused to work because they thought Mr Mvumbu had been fired, and left the premises before he had a chance to explain to them that he had only been suspended.

The Induna is worried that the men who refused to work might think they have been fired and not realise that they can reapply for their jobs.

Most of them live in the Botha's Hill area, and it will be difficult to get a message to them, he said.

4 a) i) Proportional allocation

Assume 4k, 6k, 20k and 10k houses are to be drawn from South, West, North and East respectively. k has to be found.

Then  $R_{1000} - R_{250} = \frac{4}{2}k + 6k \cdot \frac{4}{2} + 20k \cdot 1 + 10k \cdot \frac{3}{4}$

$R_{750} = 2k + 18k + 20k + 30k = 34k$   
 $R_{250} = 22,06 \approx 22$

$R_{750} = 750/34 = 22,06 \approx 22$

With proportional allocation we could choose 88 from South, 132 from West, 441 from North and 221 from East, at a cost of R999-75. (Total sample size = 882)

ii) Optimal allocation: using equation (8.31)

$C_i^2 \cdot W_i / P_i(1-P_i) \quad P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i) \quad W_i / P_i(1-P_i)$

S	0,1	0,09	0,3	0,03	0,0212
M	0,15	0,16	0,4	0,06	0,0520
N	0,5	0,25	0,5	0,25	0,25
E	0,25	0,21	0,4583	0,1176	0,0992
	0,8660	0,25	0,14546		0,4224

$N_1 = (1000 - 250) \cdot 0,03 / 0,7071 = 175,57 \cdot 0,03 = 75,33 = 75$   
 $N_2 = 175,57 \cdot 0,16 = 28,09$   
 $N_3 = 175,57 \cdot 0,25 = 43,89$   
 $N_4 = 175,57 \cdot 0,114 = 19,91$

**Workers at work tools**  
 DURBAN. — Over 800 workers downed tools following a wage dispute with the management of the construction site yesterday morning, according to the company's managing director, Mr R G Bennett.  
 Mr Bennett said the work stoppage had been orderly and no incidents had taken place. Police were not called in.  
 The workers, who according to Mr Bennett were not represented by a union, stopped work because of wage dissatisfaction and "related issues".  
 "Negotiations between management and workers took place through a 'workers council' yesterday afternoon."

b) Proportional Allocation

$P_i(1-P_i) \text{ instead of } P_i(1-P_i) \text{ (prop)}$

$f = \frac{882}{15 \cdot 0,16 + 0,5 \cdot 0,25 + 0,25 \cdot 0,21} = 0,22$   
 $n_{1k} = (8,27) \text{ with}$

877
= 235
444
= 123

$= 0,000186$

(197) 12/15/81  
**Putco workers protest**

Aggrieved drivers at Putco's Wynberg depot yesterday staged a brief work stoppage in protest at the appointment of a new depot superintendent who, they said, "had a bad record"  
The stoppage — said by workers to have involved all the depot's 250 drivers — began before lunch and was over by 2pm  
The drivers were unhappy at the transfer of Put-

co's Boksburg depot superintendent, a Mr Farman, to the Wynberg depot  
Management's position, according to the spokesman, was that no action would be taken on the drivers' complaints "until they were substantiated"  
A meeting between the drivers and the Putco area executive, Mr Robert Duff, was arranged last night

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The central government's record in human relations was less happy. The methods considered necessary for plague control disrupted the lives of literally thousands, many of whom lost their homes and their little property. One example of the government's cold inhumanity was in the matter of compensation for lost and damaged goods. Officials developed a rough rule of thumb guide whereby the Colonial Office refused to enter into any discussion of a claim, unless it were pressed by the claimant. This was done, Gregory explained, because many claims were simply try-ons which would die a natural death if ignored, but might otherwise materialise into active measures against the government. He admitted that some hardship must occur, but officials tried to avoid this by making careful inventories of the contents of houses, and warning people to remove all valuables and papers. Later on arrangements were made for one person to check articles for disinflection. Nevertheless, many of the poor, articulate, ignorant of their legal rights, would have found it impossible to protect themselves against loss.  
This was particularly true of the Africans whose pitiful possessions were treated with a casual disregard by the Plague Board officials. Gregory ordered that the bulk of their goods, which they had to abandon so abruptly, should be destroyed "except in the case of manifest value". But value was relative, and many had expected to be able to return for their belongings. The most persistent claimant, Sam Mtungwana, told a typical story.  
"I had my goods packed up ready to be loaded. I could not get the wagon in the morning. The soldiers came to me in the afternoon just as I was taking one of the boxes out, and told me to leave it alone and they for-bade going into the house again. They told me to bring back all the things which I had already taken out. I went out and locked the room. After three days I went back to fetch my things: I could not find them and I was told that they were burned".  
His claim to £ 13 19/- compensation was disallowed by the Plague Administration on the grounds that he had been given several days warning of the removal and could have taken anything he wanted with him.  
58

319 10/18/67  
 Strikers at  
 Gundle are  
 paid off

Labour Reporter  
 About 100 workers who struck at the Gundle Plastics factory in Bedfordview last week have been paid off.

The entire day shift laid down their tools last week, apparently, because of a dispute with a company official. When they refused to return to work they were told they had "terminated their employment."

Gundle's factory director, Mr. Bill Golden, said production was well under way again and they were employing new workers. None of the day shift strikers would be rehired, and those from the night shift involved in the strike would be rehired selectively.

At the Auto Industrial firm in Kempton Park, where there was also a dispute last week, a Mawq. Union spokesman said about 90 workers had been dismissed. The dispute centred on wage demands.

where 'old' is the current changed to.  
 ->@passwd ol  
 Your password is the n unauthorised use; thus it

ing your account against regularly as follows:

In both the above command character name of your name must always be use  
 If the q option was not ASSUME ASCII command transmitted to the computer  
 ->assume asc  
 3.1. Changing a password

- \* Enter the @CTS command: >@cts,ng wp.
- \* Enter the @RUN command then RETURN: >@run,/n wp,a1300-c40,wp
- \* Enter your USERID/PASSWORD followed by a carriage return: >demo/zlp
- \* Press CTRL with X to connect the terminal to the computer. eg. >demo/zlp
- \* Press SHIFT with CAPS to allow upper and lower case characters at the terminal. eg. >demo/zlp
- \* Turn the POWER switch ON and allow a 30 second warm-up for the blinking cursor to appear.
- \* Press SHIFT with CAPS to allow upper and lower case characters at the terminal.
- \* Enter your USERID/PASSWORD followed by a carriage return: >demo/zlp
- \* Enter the @RUN command then RETURN: >@run,/n wp,a1300-c40,wp
- where a1300-c40 should be replaced by your own account number.
- \* Enter the @CTS command: >@cts,ng wp.

3. Signing on (connecting) to the computer

Star 14/8/81  
152

# Teargas used in Richards Bay strike

By Drew Forrest

A strike by about 3000 building workers over pay has stopped construction work at Alusaf, the giant State-owned aluminium smelting plant at Richards Bay.

The workers, employed by a consortium of Grinaker Construction and Murray and Roberts, went home yesterday after talks broke down between management and an elected 10-man committee.

Earlier, police in riot gear used teargas twice as workers massed on the building site.

Management was not available for comment but a spokesman for Fosatu's Metal and Allied Workers' Union (Mawu) said about 800 workers struck on Monday over demands for

a 45c increase in the 55c-an-hour minimum rate

The strike spread to other depots, and by Wednesday all workers building an extension to Alusaf and housing for white employees were involved

The kwaZulu Government has now been asked to intervene in the dispute.

The Mawu spokesman said management was standing firm on a 15c-an-hour increase.

Workers have rejected this because it does not compensate for general price increases and the cost of commuting from the townships of Esikhaweni and Enseleni 25 km away.

The Star's correspondent writes that more than 900 workers at Mool River Textiles have been

out on strike since Tuesday but all white employees are at work and the factory is still operating.

Though it could not be confirmed with the factory management a reason given for the stoppage was that a shop steward, Mr R Mlaba, was transferred from the night shift to day shift and told to work a week's notice

The Mooi River Town Clerk, Mr D McCallister, said the black workers were at their homes, and no incidents or damage had been reported.

The Star's correspondent was told today that the factory's general manager, Mr P Riding, was at a meeting.

No one else at the factory would give information about the strike.

not be hit by the section as it was then worded. The 1959 amendment-  
ments were intended inter alia to bring such transactions within  
the net of the section and based on the decision in Smith's case  
(supra) the amendment has achieved this result.

This meeting of "all sorts" set up by a Committee which pro-

ceeded to put a notice in the newspaper addressed to "Working Men Out of Employment", urging them to register their names

at the Metropolitan Hall.<sup>87</sup> The reaction of middle-class Cape

Town was swift. The Mayor opened the next meeting of the

unemployed. The Commissioner of Crown Lands (i.e. the member of

the Government responsible for Public Works) was also present.<sup>88</sup>

In the next few days the Government, the Harbour Board and the

Town Council had all taken steps to relieve the unemployment

problem by finding work for those on the register.<sup>89</sup> That the

relief afforded was effectively racially preferential is suggest-

ed by the fact that, as Lightfoot pointed out, for "obvious reasons"

(the implication being that they were illiterate) the names of

coloured people or blacks did not appear on the Register.<sup>90</sup>

The Register had not been the suggestion of the middle-class,

but the latter did nothing to change the nature of registration,

to look for "deserving" coloureds or blacks. The Government

supplied free passes on the Railways for artisans, and one might

deduce that Europeans were, at least, the major beneficiaries.<sup>91</sup>

The Argus made its contributions by advertising for "respectable

European" boys to sell the newspaper.<sup>92</sup> Middle-class Cape Town

had acted on unemployment, but informed by a belief that there

could and should be a definition of respectable unemployed. You

should only act on their behalf, and this meant, for the

majority of middle-c-

Two winters later, fir

was held on the Grand

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On 24th July, the Time

In this article the Ti

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Alberton  
down tools  
Labour Reporter

About 200 workers at the Ansol Metal Co. Alberton, stopped work yesterday over a wage demand for a 60c an hour across the board increase. Ansol officials met representatives of the Metal and Allied Workers Union (MAWU) on Wednesday to discuss the demand. MAWU was told that there was already a long-service benefit scheme and that the company was considering the implementation of the Patterson grading system by which individual workers could be paid more than industrial council determinations, depending on their productivity.

94

et ing of the unemployed  
nly. About 300 men were  
s" (by implication, re-  
and what would happen if  
e " ... then they would  
t day the Town Council  
egister of the unemployed;  
ir Bureau on 27th July

1887,

acting for white men.

NM 14/8/81  
(52) (23)

# Teargas used against Richards Bay strikers

**Ken Slade**  
EMPANGENI—Police used a mobile teargas machine to disperse more than 1 000 construction workers on strike at the Richgata site at Richards Bay yesterday. The workers are employed by Grinaker Construction Company and Murray and Roberts (Pty) Ltd.

At 5 30 a m yesterday police arrived at the site and warned workers their gathering was illegal. The group refused to disperse, and at 6 15 a m police used teargas to disperse them

As soon as the gas had cleared the workers regrouped, and police again used teargas

## Armed

At 7 45 a m it was reported that a group of more than 200 construction workers from the suburb of Arboretum had assembled and were marching toward the Richgata site. All 200 appeared to be armed with sticks or knobkieries

The group marched on the construction site, shouting and chanting. Police barred their way

and the workers gathered a short distance away. At noon, with the police still on stand-by, sections of the crowd began to leave the area.

There were no injuries and no arrests were made, according to a police spokesman.

The strike started on Monday morning when 1 000 workers downed tools and demanded an increase to their basic wage of 55 c an hour.

According to the manag-

ERIK STRANGE

NM 14/8/81  
(52) (23)

# Teargas used

**Director of Grinaker Construction, Mr R G Bennet, negotiations took place through a works council. The workers were not represented by a union, he said.**

On Tuesday workers again refused to work, and made their demands known to management.

A meeting between managements of the two firms and a workers' delegation took place on Wednesday, where it is understood that workers requested R1 an hour.

After discussions on Wednesday, management issued the following statement: "The hourly basic wage of all employees below artisan grade reporting for the normal work duties at 07h00 on Thursday will be increased by 13 c an hour, making the minimum rate 68 c an hour."

"Those employees who do not report for work will be deemed to have discharged themselves and recruiting of new employees will commence. Those employees who do not wish to return to work can collect their wages on Friday."



14/8/81  
 Police teargas striking  
 Richard's Bay workers

JOHANNESBURG. — Police used teargas yesterday to disperse striking workers in Richard's Bay, following the most widespread labour unrest in the area in recent years.

About 800 workers at two construction companies, Grinaker and Murray and Roberts, have been on strike since Monday in support of pay demands.

Yesterday workers at the giant Atlasof plant — where the construction firms are operating — were said to have gone on a brief solidarity strike.

The teargas was used when workers from all three firms gathered yesterday morning. A worker was arrested and a police spokesman said later that a charge of intimidation was being investigated.

Examples:  
 .FALSE, ALPHA, SWITCH (K2, K4, K6), XXXX(2)  
 logical constant      logical variable      logical array element reference  
 logical function reference  
 A.LE.0.034  
 relational expression  
 A logical factor is a logical primary or a construction of the form  
 .NOT, logical primary.  
 Examples:  
 .TRUE, .NOT, .TRUE, .TRUE,  
 logical primary      logical primary      logical primary  
 evaluated as false  
 A.NE.B  
 logical primary  
 equivalent to A.NE.B  
 .NOT.A.EQ.B  
 logical term.  
 A logical term is a logical factor or a construction of the form .AND.  
 Examples:  
 ALPHA  
 .TRUE,.AND,.FALSE  
 .TRUE,.AND,ALPHA  
 A.GT.B.AND.A.GT.C.AND.D  
 evaluated as false  
 always evaluated as false  
 evaluated as true only if ALPHA is true  
 evaluated as true only if A is greater than B and greater than C and D is true

# Teargas used on striking workers

Mail Correspondent

A POLICE task force used teargas to disperse more than 1,000 workers at the Richigata site at Richards Bay yesterday.

At about 5:30 yesterday morning, police warned the workers of Grinaker Construction Company and Murray and Roberts that their gathering was illegal.

The group refused to disperse, and at 6:15am police used teargas. At 7:45am more than 200 workers from a nearby suburb marched to the site with sticks.

There were no injuries or arrests, said a police spokesman.

The strike started on Monday when 1,000 workers downed tools for an increase to their basic wage of 55c an hour.

On Tuesday workers again refused to work. A meeting with management was held on Wednesday, and workers requested R1 an hour.

Management issued the following statement: "The hourly basic wage of all employees below artisan grade reporting for the normal work duties on Thursday will be increased by 13c per hour, making the minimum rate 68c per hour.

"Those employees who do not report will be deemed to have discharged themselves and recruiting of new employees will commence.

"They can collect their wages on Friday, August 14."

### Cape Town - A Case Study

We have described the financing of accommodation and services for workers. The Peninsula Administration Board affords an example of such financing. The period under review is from September 1973 to March 1978. It was established in September 1973 and took over Langa and Gugulethu from the Cape Town City Council and Wynberg, from the Cape Divisional Council.

As indicated above, Pen EMB draws on a narrow range of sources of finance, dependent on the consumption and thus the earnings of residents. The ability of the residents of the Cape Town locations to consume at a level able to sustain both the present quality of, and possible increases in the prices of services, is constrained by the generally low earnings of the areas. Most workers are employed, as shown earlier, in the unskilled sector. Further, because of the high proportion of migrants the population of the townships fluctuates with employment levels. A drop means a decrease in the number of consumers, rent and levy payers.

The resurrection of August to September 1976 brought about income instability, because of the destruction of liquor and beer outlets.

All immediate capital required for the building of housing and facilities is raised by way of state loans. These are channelled by the Department of Community Development through the National Housing Fund. The interest on these loans has been relatively low, (varying according to the project concerned) - on average 5% per annum. The period of loan repayment varies from 10 to 30 years (usually 30 years).

A relatively recent means of obtaining capital has been through internal loans. Boards with accumulated resources make loans to other boards in different regions. The interest rate is high (10%) and the repayment period short. (The boards use

Refuse removal constitutes an average of 10% of the expenditure on services per year, which in the light of high water and electricity costs, BMB has tried to reduce. Initially manual refuse removal was scrapped altogether. Large waste-bags containers were located on street corners and residents were expected to transport and deposit their own garbage. Often streets in Langa, Gugulethu and Wynberg are up to 60 houses long - considerable distances for those living in the centre of streets to carry heavy dustbins.

It is noteworthy that the refuse removal component of site rentals was not decreased during this experiment. See Appendix B.

streets led to number of garbage similar 'reductions' certain white a objected, oppos increased fly b and offensive c

About 3% of gen- services BMB ships. The Cei clinics and day are subsidised b costs are borne

All other areas d audit fees, comp stationery, rents charges, water b

attendant on the running of the BMB offices (See Appendix B).

Thus the running of the BMB institutions has costed about 20% of general expenditure annually, and thus excludes the costs of beer and liquor hall administration.

6 The major portion of medical care is undertaken by large hospitals in the white areas of Cape Town.

7 Loan charges reflect interest due on loans

# Textile workers quit at Mooi River

## Mercury Reporter

ABOUT 1 000 workers are on strike at the Mooi River Textiles plant following the dismissal of a shop steward on Tuesday, according to the secretary of the National Union of Textile Workers, Mr Obed Zuma.

Mooi River Textile management confirmed that a shop steward had been dismissed and that the incident had led to an 'illegal strike', but refused to say how many workers were involved or if they were prepared to negotiate with the Union of Textile Workers, which, according to Mr Zuma, represents more than 90 percent of their work force.

Mr Zuma said (a delegation from the Union of Textile Workers met with management on Wednesday, and 'almost arrived at an arrangement which the union believed could have settled the matter'.

But, according to Mr Zuma, the company has subsequently indicated that it would not allow any representation to be made in connection with the dismissal of the shop steward concerned.

In a Press statement released yesterday, Mooi River Textiles management said no 'employees had been dismissed and they are returning to work of their own accord'.

(See Appendix B).

Similar conditions apply to migrant accommodation. A flat monthly rental of R3.25 per bunk was charged in 1976, irrespective of the conditions or age of individual hostels, barracks, or dormitories. (G.G 30 1.76 No. 4971). As a survey conducted in the same year shows, there are vast differences in the age, quality, standards of privacy, and sanitary, cooking and sleeping facilities of the hostels.<sup>11</sup>

Rentals themselves have two components - a house rent (based on the costs of loan repayment, loan interest and redemption of housing), and a site rental which covers service and maintenance costs. Site rentals are applied uniformly regardless of housing type. In 1976 the site rental for family housing was R6.46 (64% of the average total rental). Rentals for hostel accommodation comprise a site rental with a bed rental of 79 cents included (4% of the entire rental).

The application of uniform site rentals comprises a form of arbitrary levelling in certain instances. Water is not metered for individual homes, for example. The flat rate applies universally with the result that the occupants of a two roomed home pay the same for water as the (double occupation) four roomed houses. Thus smaller households are subsidising the water consumption of larger houses. All residents pay for street lighting whether their own streets are lit or not.

Rentals remain the most stable source of finance available to BMS, especially as the Section Tenants who pay the largest portion of rentals (for family housing) are a relatively fixed population group.

While other sources of income fell sharply, income from rentals rose in 1976-77 (See Appendix A). However, this increase is relative. Rentals were increased between January 1976 and October 1977 by an average of 77%.<sup>12</sup> Despite this the figures

11. See Selvan, 1976.

12. For example the average rental in Langa rose from ± R10.00 to R17.00.

was due to a general wage increase for civil servants.<sup>2</sup> More significantly, for the same year, the staff marning beer and liquor outlets were under-employed due to the destruction of beer and liquor stores.<sup>3</sup> These were relegated to clerical work until the hall

control have available for

What patterns of, an

Most housing of the boards terms of a de Cage Town). been uniformly

to capital ex Appendix B). BMB's own of to residents

Repairs and m 11% of general 7% was spent.

only for the fencing of pr general expen Water is the

2. The follo of total

Year	% of total
1974-5	16%
1975-6	28%
1976-7	33%
1977-8	33%

3. The highest contribution to capital expenditure was in 1974-5, 0.2% of the total expenditure for that year.

# Strikers had dangerous weapons

## Mercury Reporter

FIVE days of strikes and unrest at Richards Bay had a sequel yesterday when 21 construction workers appeared during a special sitting at the Empangeni Magistrate's Court on charges of possession of dangerous weapons

The 21 pleaded guilty to the charge when they appeared before Mr W Ewart

The regional head of the South African Police Riot Task Force Maj J Gribbers told the Court that the strike started on Monday this week when a group of GMR construction workers downed their tools at the

Richigata site at Richards Bay. The workers all demanded and increase in salary

The major told the Court that the strike, which was peaceful, continued throughout Tuesday and, on Wednesday, management made a 13c an hour increase offer. The workers rejected this and the strike continued. He told the Court that the strikers on that day also intimidated other workers on other sites and that in all, 1 500 had stopped work

Early on Thursday morning, testified the major, a mob of the strikers at-

tempted to stop Alusaf buses to prevent those workers from going to their place of employment. The mob tried to get the Alusaf workers to join the strike but we dispersed them

In their evidence, all the accused told Mr Ewart that they had been intimidated into not going into work and that they had been forced to join the strikers

The Magistrate found them guilty and all were fined R60 or 30 days imprisonment and warned that if they again appeared in court on a similar charge, they would be sent to prison

33%  
41%  
41%

# Richards Bay workers teargassed

DURBAN — Police again used teargas to disperse workers yesterday in Richards Bay, where about 800 employees of Grinaker Construction and Murray and Roberts have been on strike since Monday in support of

pay demands. The two firms are engaged in construction work at the giant aluminum-smelting plant, Alusaf

A spokesman for the Metal and Allied Workers' Union which has members among

the striking workers, said yesterday that the two companies were refusing to negotiate with the union

A company spokesman said negotiations with workers were continuing, but that the situation was unchanged

CT 15/8/81 (152) (28)

D I S C = B * * 2 - 4 * 0 * A * C	
I F ( A B S ( D I S C ) , D I S C ) , - 1 1 E - 1 0 ) , 4 0 , 5 0 , 5 0 , 5 0	4 0
D I S C 1 0	5 0
I F ( D I S C ) , 1 0 , 2 0 , 3 0	1 0
I W O , C O M P L O X , F O R T	2 0
I W O , O B J U A , F O R T	3 0
I W O , U N E Q U A , F O R T	

(2) Now consider another procedure for the problem in (1), but with the coefficients real type numbers. This sequence introduces the basic function reference ABS(x) which returns the absolute value of a real type argument, x

N D I S C , N B * 2 - 4 * N A * N C	
I F ( N D I S C ) , 1 0 , 2 0 , 3 0	1 0
I W O , C O M P L O X , F O R T	2 0
I W O , O B J U A , F O R T	3 0
I W O , U N E Q U A , F O R T	

(1) If, in solving the quadratic equation  $ax^2 + bx + c$ , where all three coefficients are integer type numbers, the discriminant  $b^2 - 4ac$  is negative, the result is two complex roots which are conjugates of each other, if zero, two equal real roots, if positive, two unequal real roots. The following sequence shows how an arithmetic IF statement can be used to select one of three root evaluation procedures based on the evaluation of the discriminant.

Examples.

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source				
		Double Tax Agreements	s.1 'gross income' definition paras. (GA), (K), (N); s.9, s.10(1) (W), s.22A(2), s.24A(3) s.108 and peruse double tax agreements noted below with emphasis on articles listed -	Chapter 7		10.4 10.6 T.1523
				Chapter 27 (sktm)		
					Summarised table on D.T.A.	

# Firing leads to drivers strike

**Mall Reporter**  
**DRIVERS** at the British Petroleum depot at Industria, Johannesburg - which supplies petrol to service stations in the central and western Reef - refused to make deliveries yesterday in protest against the sacking of a colleague.  
 The drivers returned to their trucks shortly after noon after a work stoppage lasting six hours, during which deliveries to BP Shell and Trek petrol stations in Johannesburg, Randburg, Sandton, Soweto, Roodepoort, Krugersdorp and Randfontein were disrupted.  
 Spokesmen for the drivers, all members of the Transport and Allied Workers Union, telephoned the manager, Mr Chris Hojn, at his home before 6am yesterday to tell him they would not work because of the decision to dismiss fellow driver, Mr Phinda Shange.

**Grievances**  
 An emergency meeting was held with management at 6am. The drivers resumed work only after management promised to suspend Mr Shange instead of firing him.  
 Mr Hojn would not comment on the workers' allegations or their grievances. "All I am prepared to say is that we had a meeting with the workers," he said.

Dispatchers and other workers at the depot joined the drivers in the work stoppage. The workers said Mr Shange was their representative in the company's works committee.  
 They said the company wanted to fire Mr Shange because police had laid a charge of reckless driving against him after his truck was involved in an accident last March.

They said he was being victimised because of his "outspoken leadership".  
 The workers also demanded from the management:  
 • A minimum monthly salary of R750.

**Allowance**  
 • A special allowance for night shift.  
 • Equality in compensation pay-outs for white and black drivers as well as office staff.  
 • That pension money should be paid out to workers before the end of the year, and  
 • That the company clarified company policy regarding drivers who became involved in accidents while on duty.  
 They also wanted the company to make workers do the same shift and claimed that some workers did 11 hours shift while others only worked 8 hours shift.

24 August	19	Tax Planning	S.1 definition of 'South African Company' 'Republic', 'territory', 'definition of 'permanent establishment' in various DTA's; ss.28bis, 37A, 30, 31, 24B.	Handout on U.K. Imputation System	T.1423 T.1430 8.9
		Foreign Companies/ Foreign Transactions			
		S.W.A. Income			
		Malvis Bay Residents			
		N.R.S.T.			
		N.R.T.I.			
		Foreign Exchange			
		U.K. Imputation System			

# Striking workers teargassed again

By RIAAN DE VILLIERS

POLICE again used teargas to disperse workers in Richards Bay yesterday, where about 800 employees of Gunaker Construction and Murray and Roberts have been on strike since Monday in support of pay demands.

The two firms are engaged in construction work at the, grant Alusaf aluminium smelting plant.

A spokesman for the Metal and Allied Workers' Union said yesterday the two companies were refusing to negotiate with the union.

However a company spokesman said negotiations were continuing.

## Demands

Meanwhile, workers at Anso Products, a metal firm in Alberton, have been fired and re-hired after striking in support of pay demands earlier this week.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union in the Transvaal said yesterday the strike came after workers demanded a 60c-an-hour increase.

After consulting the company's board of directors, management offered increases from 1c to 20c plus an incentive bonus.

Workers downed tools on Thursday morning after hearing the offer.

They were later fired, but all were re-employed except for about 20 workers, most of them union shop stewards, the spokesman said.

The union and management will meet for talks next week.

Firing employees during or after a strike is no solution to industrial unrest.

This is the view of the head of the University of Port Elizabeth's Industrial Research Unit, Professor Roux van der Merwe.

Both procedural solutions and even strikes were all part of the collective bargaining process which led to on-going talks between unions and managements, Professor van der Merwe said.

But in the case of mass dismissals, there was little hope for further talks and settlement.

As long as there is some form of negotiation it is still possible to reach a settlement, he said.

In several industrial disputes this year, companies resorted to mass dismissals, such as Lewland in Cape Town and Dabul in Uitenhage.

The dismissals themselves did not settle the dispute but only prolonged worker grievances.

When black workers see companies resorting to these measures there is tension, Professor van der Merwe said.

It was recently stated in Parliament that there had been 189 strikes over the last 10 years but only one had been legal.

"In South Africa, we are blinded by the term 'illegal,'" he said.

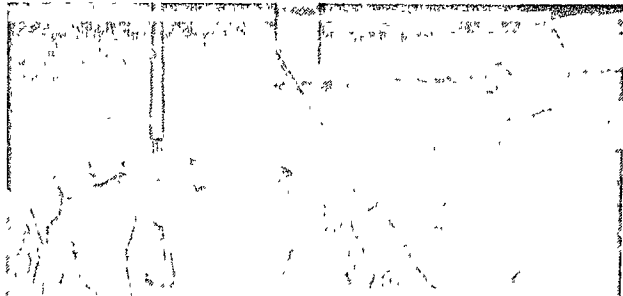
"But we are in a transition phase in the labour field and must recognise that everyone is going through a learning process."

The formula for legal and illegal strikes laid down in the Industrial Conciliation Act almost 60 years ago is no longer valid, he said.

**Arrests and mass dismissals of striking workers only prolong labour disputes, according to a prominent labour expert. As long as there is room for negotiation, it is possible to reach a settlement. The Star's Labour Reporter Tony Davis reports.**

# Strikes: arrests not the answer

Star 18/8/81 (152)



On strike duty... "police should get involved only if lives and property are threatened"

Because the concept of an illegal strike was outdated, it was important that the police did not become involved in strikes unless there was threat to lives or damage.

Police have arrested trade union leaders and detained them and appeared at the scenes of strikes even though they were not called on by managements.

"Detentions of trade union leaders are counter-productive because it in-

terrupts the process of collective bargaining.

"What are we achieving by backing up union leaders?" Professor van der Merwe asks.

There also exists a misconception on the part of the police and some company management that union leaders are more militant than their members. This is often not true.

Detentions thus only serve to escalate the unrest and not defuse the situation, he said.

In a free enterprise society, the State needed to adopt a more facilitating role and not an active one.

Because the workers' "level of power" was strong during an industrial dispute it was hard to expect workers to wait for a settlement through long cooling-off processes of conciliation procedures.

The workers often looked for immediate solutions to their grievances in the work place and not through other procedures.

## 3.12. CONSOLE EMULATION USING @@CONS

It is possible for demand users to have their terminals emulate the operators' console to a limited extent. The type of facilities which are available are listed below.

- 1) Display the current date and time.
- 2) Display the current state of the scheduling/backlog queues in a format similar to the status display.
- 3) Examine the current status of a particular job in the machine.



Table 6: Increases in site - rental components April to October 1978  
for the average family house

Components (1)	Costs before April 1978	Cost April 1978	% Increase	Cost Oct. 1978	% Increase	Overall % Increase
Administration	R2,03	R2,05	50	R4,06	33	100
Water	R1,95	R2,93	49	R3,90	33	100
Street lighting	R0,13	R0,20	54	R0,26	30	100
Sewerage	R0,20	R0,30	50	R0,40	33	100
Street maintenance	R0,07	R0,11		R0,14	27	100
Refuse removal	R0,98	R1,32				30
Welfare service	R0,69	R1,04				30
Health service	R0,30	R0,45				30
Fire protection	R0,01	R0,02				30
School levy	R0,20	R0,60				30
Total	R6,46	R10,92				38

Note (1) Sources: GG 29 1 76 No. 4971  
GG 19 3 78 No. 5911

Table 7: Increases in site - rental component

Component (1)	Cost before April 1978	April 1978 - increase	1978
Administration	79c	R1,67	113
Water	77c	R1,63	100
Street lighting	5c	R0,11	111
Sewerage	6c	R0,17	111
Street maintenance	3c	R0,06	109
Refuse removal	25c	R0,74	111
Welfare service	27c	R0,57	109
Health service	12c	R0,25	109
Fire protection	-	R0,01	0
Food rental	79c	R0,79	0
Total	R1,25	R6,00	85

forcing single women into domestic services. The limited availability of houses excludes single residents from the most expensive form of accommodation so that their labour is reproduced on the same terms as migrants, that is the cheapest.

Where a married couple have Section 10 rights, they may proceed to apply for a house although they will have very limited choice of type, position or area. Leases are renewed on a rent-by-rent basis; in terms of Section 29 of the Urban Areas Act of 1945 no tenant of a family house may remain unemployed for more than thirty days without notifying the board. His lease may be terminated if he remains 'habitually' unemployed or, in the opinion of the board, 'is no longer a fit and proper person to reside in a Bantu residential area'. Housing has therefore become the privilege of a small minority of the population, and tenancy is linked to employment.

The system of allocation of housing therefore reinforces labour control. Further, through the creation of the BAMBs the state was able to link labour allocation and worker accommodation directly.

Earlier in this paper the question was posed: 'How may political control of the working class be maintained where all workers, by virtue of their accommodation, have potential access to collective political movements?' South Africa's systems of labour control are closely linked to and dependent on institutions and processes of political repression. Not only are blacks deprived of basic political rights but the primary conditions for the organisation of the working class are undermined. The separate accommodation of migrants and Section Tenants undermines the basic unity of the working class. The location of hostels primarily in Langa and Nyanga and of family housing in Gugulethu nullifies the possibility of

**Mooi River workers return**  
12/8/78  
Mercury Reporter  
WORKERS from the Mooi River Textile plant who stopped work last week following the dismissal of a shop steward agreed to go back to work yesterday, according to a branch organiser of the National Union of Textile Workers, Mr P. Fineke.  
Mr Fineke said the about 1 000 workers had decided to go back to work after they had reached a deadlock with Management after asking for the re-instatement of the shop steward.

The only restriction on the use of a format specification in an array is that the format specification cannot contain a Hollerith field descriptor of the form nH.

- (3) Blank characters may be used freely in the FORMAT statement or a format specification, except with a Hollerith field descriptor.
- (4) If there is an I/O list in the formatted READ or WRITE statement, the format specification must contain at least one field descriptor other than nH or nX.

(5) Format control (control by a format specification) is initiated when a format specification is used as a format control character as shown in 6.6.

CHARACTER	BLANK
VI	0
	1
	+

There are many ways of representing the same sequence of characters. The safest way is to use the sequence IHO, IHI, IH+, respectively.

K=1	
W,R,I,T,E,	3
F,O,R,M,A,T,	1
2,0	
F,O,R,M,A,T,	1

In both cases, the printing of digit 1 in the first print

# Strikers forced to work

Own Correspondent

JOHANNESBURG — Some of the 800 construction workers who have been on strike in Richards Bay since last Monday returned to work yesterday.

However, a union spokesman said workers claimed they had been forced to go to work by police yesterday morning. This was later denied by a police spokesman. Meanwhile, the police spokesman confirmed that 21 workers had been arrested on Friday and accused in court yesterday on charges of being in possession of dangerous weapons.

According to the spokesman for the Fedsinstituted Metal and Allied Workers Union, workers and police men went to their hostels yesterday morning, forced them into trucks and vans, and took them to work.

Workers said the policemen were accompanied by two foremen from the two strike inf construction companies — Grinaker and Binneman and Babs.

The police on the scene included Inspector M J Meyer, Regional Commissioner for North Natal, yesterday denied the allegations.

"I would definitely have known about this if it had happened," he said. Mr O Bornheimer, chairman of Grinaker Construction (Zululand) and spokesman for the two strike-hit companies, said about half the striking workers had returned to their jobs.

What he did not know under what circumstances workers had returned. He was not aware of workers being forced to return to work. He said that the police had been asked to help in the situation. The workers have been on strike for a minimum of 14 hours and a maximum of 16 hours a day, and have received an average of 50 cents an hour, and have not received any other benefits.

of the next line and print the


had been written


characters in Table 6-1. However, the blank character and the control character is the

PRINTING	
CRM	

ted, it is used as a form

Further details on format

specification) is initiated when

# Strikers We were forced to go back

By RIAAN DE VILLIERS

SOME of the 800 construction workers who have been on strike at Richards Bay since last Monday returned to work yesterday.

However, a union spokesman said workers claimed they had been forced to return by police. A police spokesman has denied the claim.

The spokesman confirmed that 21 workers had been arrested on Friday on charges of being in possession of dangerous weapons.

According to the spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, policemen went to the hostels yesterday morning and forced workers into trucks and vans, and took them to work.

## Foremen

According to workers, the policemen were accompanied by two foremen from the two strike-hit construction companies, Grinaker and Murray and Roberts, the union spokesman said.

The union is seeking legal advice on the issue.

Brigadier M. J. Meyer, Divisional Police Commissioner for North Natal, yesterday denied the allegations.

"I would definitely have known about this if it had happened," he said.

Mr. O. Bornheimer, chairman of Grinaker Construction (Zululand) and spokesman for the two strike-hit companies, said about half the striking workers had returned to their jobs.

The workers have demanded a minimum wage of R1 an hour instead of the present 55c an hour and have rejected an offered increase to 68c an hour, plus additional bonuses.

809 19/8/8  
Talks with  
15? 1944  
strikers if  
they work

Own Correspondent

The training manager of Paper and Packaging Industries at Rosslyn, Pretoria, where about 500 workers walked out on Monday after demanding higher pay, said the company was prepared to negotiate with them if they returned to work.

Black workers, some said to be earning as little as R1.09 an hour, demanded an increase of R1 an hour across the board.

They said a workers' council committee went to see the management but was told by the general manager, Mr T Mokeky, that he was not prepared to negotiate.

Mr A Bannister, the training manager said the workers had ignored grievance procedures. The management was prepared to negotiate — but only after the workers returned to work.

not be hit by the section as it was then worded. The 1959 amend-  
ments were intended inter alia to bring such transactions within  
the net of the section and based on the decision in Smith's case  
(supra) the amendment has achieved this result.

Star 19/8/51  
 Sugar mill  
 strike  
 continues

Labour Report

The strike by about 1,000 workers at the Tongaat Sugar Mill in Natal continued into its second day today.

Indian and black workers went out on strike yesterday apparently over a wages dispute.

The National Union of Sugar Manufacturers and Refiners — a body which rival unions describe as a "company union" — held talks with the mill's management yesterday afternoon in an effort to resolve the dispute.

DISPUTE

This morning workers gathered outside the mill hostels to meet the NUSM secretary, Mr S Ntshande.

The Sugar and Allied Workers' Union, an affiliate of the South African Allied Workers' Union (Saawu), today claimed it was prevented from entering the mill yesterday to talk to its members.

A spokesman for the mill said management planned more talks with the National Union. He said the dispute might have occurred because of a pay dispute with Indian workers.

8/19/87  
Output up  
152  
as 2000  
1424  
go back

Production is returning to normal at Grinaker Construction and Murray and Roberts sites in Richards Bay where about 2000 workers struck over pay last week.

But the Metal and Allied Workers' Union (Mawu) claims the return to work after the week-long strike was largely the outcome of strikebreaking tactics by police.

On Monday, workers living in compounds in the townships of Esikhaweni and Ensclem were forced into company trucks by armed police and driven to the sites, she said.

The allegations were denied by a Richards Bay police spokesman.

She also alleged nine workers had been treated in hospital for dog bites after a police swoop on striking workers last week.

In an important breakthrough the companies have agreed to meet Mawu officials and shop stewards today to discuss demands.

Until now all negotiations have been conducted with a works council.

# Labour force getting back to work!

APRER discussions with the work force of Bestera (Pty) Ltd, most of the company's black labour force was drifting back to work. Dr J K Ebenel managing director of the company, said today.

Dr Ebenel said that last week he had heard rumours that the black labour force engaged on the Mitchell's Palm and other projects was considering strike action.

Management had met the workers and discussed their problems. They were upset by the recent increase in the bread price; by Government action in regard to squatters in the Western Cape; by the fact that workers were not allowed to have their families

with them; by having to contribute towards a pension, and by the enforced purchase of holiday stamps.

The management had told them that whereas they sympathised with them they could not expect to be paid more when the average worker on the

Project worked for only 28 hours a week although the working week was one of 40 hours.

14n attendance bonus had been introduced but this would be paid only to workers who either worked the full 40 hour week, had the foreman's permission

to absent themselves for the period they had been absent. Management had medical certificates being issued during their time away from work.

This system had been accepted by the workers and at present there was no animosity between the workers and management.

will be

with past tradition in many respects. The buildings which now go under the name of schools and run up a big construction bill, not to mention the rapidly increasing expense of equipping them, will surely have to be put to more effective, particularly more continuous, use in the future. Far from looking as schools have always looked, they will take on more of the guise of community centres or learning centres, where children, young people and adults will meet not only for instruction, lectures and study groups, but also for a broad array of other cultural activities, such as performances of plays, concerts, discussions, and leisure and hobby pursuits.

The costs of education embrace not only the direct outlays, those expended on the educational plant itself, but also the indirect loss of production and income which results from opting for education instead of gainful employment. Even though the question of whether or not lost income ought to be counted as an educational cost is open to debate, it cannot be denied that education would be easier to bear in the macroeconomic short term if the young people were out working part of the time rather than going to school. This argument acquires added weight at a time when the numbers of young people pursuing a full-time education are growing with explosive speed. Nor can it be denied that a large slice of education is not an investment but quite simply consumption, something which we in Sweden have regarded as not only legitimate but also self-evident. The Soviet Union, no doubt motivated by compelling grounds of social and economic cost, has

education, whose night classes are often attended on individual correspondence studies pursued after a full day on the job.

*Spreading out the educational period* It is now possible to envisage a different balance between basic general education, vocational training and continuing education (retraining) than the one now struck. Tradition holds that as much education as possible ought to be squeezed into the early years of life. School should preferably be started at the earliest possible age. In the United States, a debate has been waged during the 1980s about what might be gained from letting 3-4 year olds learn to read and possibly write.

One can imagine a scheme to provide every citizen with a certain number of 'educational vouchers' which would guarantee free education after compulsory schooling for a specified length of time. It would then be up to the individual to decide whether he wanted to use up all his bonds at one go or spread them out. For example, some youngsters might be 'fed up' with school at the age of sixteen and prefer to leave even though their parents want them to continue. Knowing that further education is guaranteed for them, they could take jobs to gain the maturity and experience that would make a return to school more meaningful. Considerable savings could no doubt be made from putting off the completion of schooling till long past the age of twenty. Adults are admittedly much more expensive to educate per unit of time because their on-the-

materialise in reality, then a group of black bureaucrats will be inheriting the crisis ridden system of administration and finance described in this paper. The effect will be to deflect immediate opposition to repression and poor services in the townships, from its real source, the apartheid state, to an artificially installed black buffer group.

It is, however, a gesture of little strategic value and is unlikely to provide a long term solution.

For the majority of South Africans however, that final solution can

The figures also show the effects of the policy of labour allocation. Due to recessionary unemployment the supply of African labour was cut by 10 170 workers between 1976 and 1977 and by a further 3 970 the following year.

Not only is the supply of contract labour thus regulated according to fluctuation of demand but it is also confined to certain categories of work. In the Peninsula, contract labourers are barred from the following categories of work - vehicle driving, floor sweeping, cleaning, domestic services, gardening, news-aver vending, ice cream selling, gift work, delivery, petrol pump attendance, time keeping. (Blood, 1979 : p.5).

Jobs at the bottom of the skills ladder remunerated. Fifty per cent of contract Town in 1977 were doing jobs classified 1979 : p.10).

In contrast with Section Tenements (where 1st for family housing) accommodation is demanded (e.g. 37 888 bunks for 20 000 migrants) Migrant workers are housed en masse in 1 or 2 dormitories, each worker occupying a bunk contract. Not only are migrants taken from other workers, but an attempt has been made to physically separate the migrant population into family housing, most family housing is located in Gugulethu and contract workers are also separated from

# Teargas used to disperse 3 000 workers

**M Mercury Reporter** Some workers ran into a POLICE used teargas and dogs to disperse striking Indian and black workers nearby river while many fled across the Durban North Coast railway lines, had gathered outside the David Whitehead factory in Tongaat yesterday.

About 3 000 workers had gone to the factory to get more workers to join in the strike and were confronted by a contingent of riot police

Police were forced to use teargas and dogs when the workers threw stones at them and refused to obey instructions to disperse, a police spokesman said yesterday

A large gate was forcibly removed by the workers, he said

The strikers said they were unhappy with aspects of the company's decision to pay superannuation fund contributions to about 1 600 Indians and Africans. They said they had been forced to resign and reregister with the company after they had received the money, which meant they lost annual bonus, holiday and other benefits

One of the men affected by teargas said hundreds of workers fled when the police fired teargas, canisters and moved to

wards them with dogs. Some workers ran into a nearby river while many fled across the Durban North Coast railway lines, had gathered outside the David Whitehead factory in Tongaat yesterday.

After the teargas incident about 2 000 of the workers gathered outside the Tongaat Sugar Mill and were later addressed by Mr Selby Nsiband, chairman of the National Union of Sugar Manufacturers and Refinery Workers.

Two officials of the South African Allied Workers Union who had arrived to address the strikers were told by police they had no right to be there

They left after the police warning

Mr Trevor Mann, the group's personnel consultant, said yesterday that all black workers who had resigned had received their money from the fund,

Indians have also been paid except for about 80 who have to wait until they receive a clearance from the Receiver of Revenue, he said

Mr Mann said other issues, including grievances in connection with the superannuation were not clear at this stage

He said although the situation was serious, it was 'pretty confused'

15. Sources: W Horrell, Annual Survey of Race Relations for particular year. Pen Raab, 1978c.

The number of male contract workers and male resident migrants in Cape Town declined from 34 140 in 1976 to 23 970 in 1977 and 20 000 in 1978. Male resident migrants are those who entered Cape Town before promulgation of the Bantu Labour Regulations P74 of 1968 and may thus qualify for Section 10(1)(b) rights. Total de jure African population of Cape Town remained more or less constant during these years, ranging between 103 685 in 1976, 101 545 in 1977 and 102 881 in 1978.

16 Even with a fall labour complement (e.g. 32 910 migrants in 1973) the number of bunks exceeds the number of workers





*Jan*  
**Rosslyn**

*20/1/68*  
**strike off**

The three-day strike at Paper and Packaging Industries in Rosslyn, Pretoria, has been settled

The 500 workers who struck on Monday in a demand for an increase of R1 an hour returned to work this morning after yesterday's talks.

The company's training manager, Mr Sandy Bannister, said workers had already received two increases this year, totaling 18 percent

not be hit by the section as it was then worded. The 1959 amendments were intended *inter alia* to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

## Workers Walk out in protest over guests at engine plant function

(152)

Post Reporter

1300 workers at the Volkswagen engine plant in Uitenhage walked out before yesterday's official opening ceremony, in protest against the presence of three guests of the firm.

The three guests were the Minister of Industries, Trade and Tourism, Dr. Dawie de Villiers, the leader of the Labour Party, the Rev. Alan Hendrickse, and the chairman of the Uitenhage Community Council, Mr. Bonnan Jan.

According to the secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr. Freddie

Saals, the three were invited "despite the fact that they did not represent the workers' interests."

The protest involved about 60 of the 130 workers at the plant and lasted about an hour.

Mr. Saals said, "The workers felt these people did not represent their interests, and were protesting against management's attitude in inviting them without considering their feelings in the matter."

In a statement, Numanwosa said the management of Volkswagen was "completely insensitive to the feelings of the majority of its employees."

The public affairs manager of Volkswagen, Mr. Ruben Eis, said that the company met with the union before the ceremony and agreed that workers who did not wish to attend the ceremony could leave the plant before it began.

"The ceremony started at about 11am and all the machines were switched off for about an hour," Mr. Eis said.

"Maybe half of the 130 workers in the plant left before the speeches but were back at their posts before the tour of the plant by the guests," he said.

# 2 500 out as strike at food company spreads

THE strike at the Tongaat Group's food plants in Natal spread yesterday to the egg and mushroom divisions

About 2 500 workers are now involved

The black and Asian workers involved in the strike were yesterday given an ultimatum by management to return to work or face dismissal

The strike follows unrest at the plants over proposed Government moves to freeze workers' pensions, which has prompted unrest in other factories this year

In Pretoria a strike at Paper

By STEVEN FRIEDMAN

and Packaging Industries in Rosslyn was settled yesterday when 500 strikers agreed to return to work pending negotiations with management by their works council on pay and other demands

Fosatu's Metal and Allied Workers' Union yesterday met managements of Grinaker and Murray and Roberts in Richards Bay following a week-long strike by their entire workforce, reports RIAAN DE VILLIERS

20/8/81  
A union spokesman said management was willing to recognise Mawu if it proved it was representative

The union has raised several issues, including the position of arrested workers, reinstatement of all workers, worker allegations about police action during the strike and wage demands, which management said it would consider

At Tongaat, riot police stood by yesterday as the company's managing director, Mr Alan Hankinson, addressed strikers and told them that if they were not at work today they would forfeit their jobs

Mr Hankinson said later workers had also been addressed by the general secretary of the Sugar Manufacturing and Refining Employees' Union, Mr Selby Ntsibande, whose members appear to be the movers behind the strike

The union has been accused of being funded by management, which Tongaat denies. Union sources claim it has taken a more militant turn of late

The strike follows demands by workers that they be allowed to opt out of the company's superannuation fund to avoid Government legislation freezing pension contributions. Tongaat agreed to this

But workers say Tongaat insists they resign in order to remove their pension money. Thus, they say, means they will lose accumulated benefits

Mr Hankinson confirmed yesterday that workers would have to resign. But he said this was a legal requirement outside company control

He said the only benefit workers would lose was a long-service bonus bequeathed to them in terms of the will of one of the company's founders

They would have to work another five years to again become eligible for the benefit

# VW walkout over invite to Minister

By RIAAN DE VILLIERS

SOME workers at Volkswagen in Uitenhage yesterday staged a protest walkout before the firm's new engine plant was opened by the Minister of Industries, Dr Dawie de Villiers.

In a statement issued later through the National Union of Motor Assembly and Rubber Workers' Union, the walkout men accused VW management of being "completely insensitive to the feelings of the majority of its employees" in its handling of the ceremony.

A union spokesman said the workers objected to a Cabinet Minister opening the plant.

The statement said workers walked out at the start of the opening ceremony and refused to re-enter the building until Dr De Villiers had left.

## Discussed

A VW spokesman said later the issue had been discussed with the union before the opening.

It had been agreed that workers who did not wish to attend could leave beforehand, and about 50 of the 130 workers did so.

Production resumed on time, he said.

The spokesman said there had been "no protest walkout during the Minister's speech".

152  
88  
181

**SUGAR STRIKE FM 21/8/81**  
 More than 1 000 Black workers at the Tongaat Group's sugar mill and animal feed plant at Tongaat go on strike and 500 workers at Packaging and Paper Industries in Pretoria down tools over a pay dispute. Meanwhile, at Richards Bay, 800 striking construction workers decide to return to work, with a union-management meeting scheduled.

An adjustable array declarator must have each of its integer variable subscript expressions listed as dummy arguments and each must be defined by its actual argument. These variables must not be redefined in the subprogram.

(d) A dummy array declarator may use one, two, or three subscript expressions, regardless of how the actual array was declared. Each subscript expression of the dummy array declarator may be either an integer constant or an integer variable. If any subscript expression of the dummy array declarator is an integer variable, that array is called an *adjustable array*.

(c) If the actual argument is the xth element of an array containing z elements and the dummy argument is an array name, that array must be declared in the subprogram with a size that does not exceed z - x + 1 elements.

(b) If an actual argument is an array name, its dummy argument must be an array name and that array must be declared in the subprogram with a size (in elements) that does not exceed the actual argument array.

(a) If an actual argument is an array element, its dummy argument must be either a variable or an array name.

(7) The following rules apply to arguments involving arrays or array elements

$Y = ADD(A, A)$   
 function is prohibited. An example of such a function reference is an entity in common (see COMMON statement), a definition of either within the become associated with another dummy argument in the same function or with

(6) If a function reference causes a dummy argument in the referenced function to be associated with another dummy argument in the same function or with another dummy argument in the same function, a definition of either within the function subprogram must contain at least one RETURN statement.

(4) The function subprogram may contain any statements except BLOCK DATA, SUBROUTINE, another FUNCTION statement, or any statement that directly or indirectly references the subprogram being defined.

(3) The subprogram may define and redefine one or more of its arguments so as to effectively return results in addition to the value of the function.

(2) The function name of the subprogram must appear as a variable at least once in the subprogram. During every execution of the subprogram, this variable must be defined before it may be referenced or redefined. The value of the variable at the time of execution of any RETURN statement in this subprogram is the value of the function and is the value returned to the function reference.

(1) All rules applicable to the FUNCTION statement are applicable to the external function definition.

**Rules:**

21/8/57  
Strikers  
had  
weapons

A total of 21 Grinaker Construction and Murray and Roberts workers who went on strike last week in Richards Bay have been convicted of possessing dangerous weapons.

The Divisional Criminal Investigation Officer for Northern Natal, Brigadier Conradie Moggee, said the men were arrested on August 14 and appeared in the Empangeni Magistrate's Court on the same day.

They pleaded guilty and were each sentenced to a fine of R60 or 30 days imprisonment.

The companies have announced that all workers have been reinstated and a general wage increase of 13c an hour is to be introduced.

A spokesman for Fosco's Metal and Allied Workers Union which represents many of the strikers has described Wednesday's meeting with management as "unsatisfactory."

The companies offered to recognise the union if it proved itself representative, but refused to negotiate on the workers' demand for an hour minimum wage, she said.

not be hit by the section as it was then worded. The 1959 amendment were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

# Cape strike hits R70-m coloured housing scheme

Work has ground to a halt on what is believed to be South Africa's largest public housing project, following a strike at two construction sites at Mitchell's Plain in the Western Cape.

Last Friday, more than 850 workers, mainly Transkeian and Ciskeian contract labourers, downed tools at the Beacon Valley site of Besterecta, a subsidiary of Bester Investments. They were joined on Monday by 350 workers at the company's Lentegeur site.

Besterecta is under contract to the Cape Town City Council to build 6 500 houses for coloured residents at a cost

estimated at R70-million by the Besterecta managing director, Dr Juligan Evenwel.

Dr Evenwel said workers wanted an increase in their average hourly wage of R1.27 to offset higher prices of bread and other essentials. They had also asked to be exempted from further contributions to the building industry's pension fund.

No specific figure had been set by the strikers, Dr Evenwel said. However, The Star's Cape Town correspondent reports that labourers are demanding a 100 percent increase, and artisans an increase of 120 percent.

not be hit by the section as it was then worded. The 1959 amendment were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.



RDM 2/9/71  
No firings as strike ends

A TWO-DAY strike at the Tongaat Group's four Natal sugar and food plants ended yesterday when a "substantial" number of workers reported for duty.

The company's deputy managing director, Mr D J Woo-

droffe, said "Reports indicate that most of the workers have returned. Others may have gone home expecting to return when the situation had normalised."

He said nobody had been dismissed. — Sapa.

RDM 21 8/81

Workers

return to

## paper firm

ABOUT 95% of the 500-strong black workforce returned to work yesterday at Paper and Packaging Industries in Pretoria, a company spokesman said.

The workers walked out this week over a wage dispute and other grievances.

The spokesman said the management had made it clear to the workers' council that it was not prepared to discuss disputes unless the men returned to work.

Talks would be held next week with elected spokesmen, probably the workers' council, he said.

The workers want a R1 an hour increase over and above increases granted.

Another grievance concerns the non-payment of travel allowances.

This was, however, reflected on a computerised paysheet which would have to be explained to them, the spokesman said — Sapa

# 70 fired *Sawyer 24/8/81* after stoppage

ABOUT 70 workers at Plant Protection in Braşpan were dismissed on Monday after the third work stoppage at the rubber factory in less than a month.

The workers employed in the company's rubber lining plant, sat down on the job in protest against the dismissal of two colleagues last Friday.

In subsequent discussions with management and Department of Manpower officials, they demanded wage increases and the recognition of the Fosatu-affiliated Chemical Workers Industrial Union.

After failing to meet a management deadline for return to work, they were paid off on Monday afternoon.

Last month the same workers struck in support of wage demands. About 30 colleagues from the rubber rolling plant followed suit a few days later.

According to a union spokesman, some dismissed workers were not given their leave pay, which management had said they should collect from their union.

Management was not available for comment.

Notes to the financial statement:

# More strikes in Natal than last year

## 12. Investments

Company		
1978	1979	
R000	R000	
66	66	
		<b>Listed comp</b>
		Marks & Sp
		900 000 or
		Market val
		the balance
		450 000 of th
		in terms of a
		<b>Unlisted cor</b>
		Servus Butch
		(a) 45 ordir
		(b) amount
		The directors
		the date of th
66	66	

## 13. Loans

Housing loans to directors of the Company and it
Amount outstanding at 1st June, 1978
Advanced during the year
Amount outstanding at 31st May, 1979
Executives' housing loans
Employees' share purchase trust

## 14. Stocks

Stocks comprise
Raw materials for outside manufacturing
Merchandise
Stocks have been valued as stated in note 1, on ba

**Mercury Reporter**  
THERE have been more strikes and work stoppages in Natal in the past three months than there were in the same period last year, according to a Mercury investigation.

The investigation has also revealed that less than half of this year's strikes have been over wage increases while most of last year's were centred on wage disputes.

Since June this year there have been eight major strikes in Natal compared to five strikes in Natal for the same period last year.

On June 19 more than 500 workers walked out of the Hulets sugar refinery at Felixton after management refused to meet a demand for a R95-a-month living out-allowance. The workers returned to work six days later after accepting a R30-a-month allowance for married workers.

On June 25, 800 workers went on strike at the Richards Bay Minerals plant following a dipute with management over recognition of the National Federation of Workers Union. The strike lasted until July 7, during which time the workers were fired and rehired, several workers were arrested and violent incidents took place.

On June 26, 400 workers representing the entire black workforce for SA Tioxide (Pty) Ltd in Umbogintwini went on strike in a bid to have the company's personnel officer dismissed.

On July 9, 2 000 workers went on strike and were fired the same day at the Phoenix plant of Ileo Homes (Pty) Ltd. The strikers were protesting over the dismissal of 14 colleagues and the actions of the company's newly appointed construction manager. Most of the workers were rehired five days later.

At the Regina Carpet Factory in Pinetown 200 workers went on strike on August 5 in an effort to get a R10 increase. The strikers returned to work the next day when management agreed to negotiate with them over the proposed increase.

On August 13 more than 1 000 construction workers went on strike at the plants of Grinaker Construction Company and Murray and Roberts (Pty) Ltd at Richards Bay in a

Group		
1978	1979	
1000		
66		
		<b>More than 1 000 workers</b>
		went on strike at the Mooi
		River Textiles plant on
		August 11 following the
		dismissal of a shop ste
		ward. After reaching a
		deadlock with manage-
		ment, the workers returned
		on Monday.
		<b>On Tuesday</b> nearly 3 000
		workers from the Tongaat
		Group went of strike fol-
		lowing a dispute with man-
		agement over the compa-
		ny's superannuation' fund
		and representation for
		all the groups workers
		under the industrial agree-
		ment, which, according to
		management, only applied
		to those men who work in
		the sugar mill. With nego-
		tations having reached a
		deadlock, the workers re-
		turned to work on
		Thursday
		<b>Commenting on the in-</b>
		crease in the number of
		strikes, Mr John Pohl, de-
		puty executive director and
		industrial relations adviser
		of the Natal Chamber of
		Industries, said 'Where no,
		or few, means of political
		expression are available to
		a group of people, trade
		unions can be and obvious-
		ly are a vehicle for politi-
		cal expression'
		<b>Mr Pohl</b> added that many
		employers were distrustful
		of unions and tended to
		enter into an 'arms length'
		relationship with workers
		which in many instances
		'frustration and ultimately
		to some action aimed at
		pressuring the employer
		concerned.'
		<b>Mr John Coplyn</b> ,
		organiser of the National
		Union of Textile Workers,
		told the Mercury yesterday
		that workers felt 'less fa-
		talistic' about their jobs,
		and were becoming more
		militant and making a
		more determined effort to
		control their working
		conditions'

STOP 25/2/81  
2nd strike  
152  
in a week

For the second time in a week, workers at Paper and Packaging Industries in Rosslyn, Pretoria, have downed tools in support of a R1-an-hour wage increase.

Only 50 employees had responded to a management deadline to return to work, a company spokesman said. The rest of the 300-strong day-shift had been fired, and would be re-employed selectively.

Police had been called in "to protect those workers who opted to return to work," the spokesman said.

Last week the company was hit by a two-day strike and the management agreed to review wage-levels "in specific cases."

Star 25/8/87  
Brakpan 1983  
175 152  
stoppage 1987

## 70 fired

About 70 workers at Plant Protection in Brakpan were fired yesterday after the third work stoppage at the rubber factory in less than a month.

The workers, employed in the company's rubber lining plant, sat down on the job in protest against the dismissal of two colleagues last Friday.

In subsequent discussions with management and Department of Manpower officials, they demanded wage increases and recognition of the Fosatu-affiliated Chemical Workers Industrial Union.

According to a union spokesman, some dismissed workers were not given their leave pay, which management had said they should "collect from their union."

# Go-slow strike ends

FAST LONDON — Production at the KSM Milling plant here returned to normal yesterday afternoon following a go-slow strike by workers over demands for higher wages.

A spokesman for the South African Allied Workers Union (Saawu) said officials from the union had met with management yesterday morning following which they had called on workers to resume normal production.

He said there would be negotiations between Saawu and KSM later this week and among issues to be discussed would be the drawing up of a recognition agreement between the two parties.

A spokesman for KSM confirmed that the go-slow strike, which started on Friday and involved most of the workforce, had slowed down production at the plant — DDR

REM 25/8/87

# Migrant workers' case resumes in Maritzburg

ABOUT 150 migrant workers yesterday crowded into the Natal Supreme Court in Maritzburg for the resumption of a case with important implications for migrant worker rights.

Labour Reporter

One of the issues in the case is the right of an employer to remove a fired contract worker from a company compound without obtaining a court order.

It has been brought by 180 workers, all members of the Fosatu-affiliated Sweet, Food and Allied Workers' Union, who were fired from the Union Co-Operative Sugar Mill at Dalton in Natal after a work stoppage earlier this year.

They are asking the court to order the reinstatement of their compound housing which they lost after being dismissed. They are also asking that it declare the stoppage a "lock-out" rather than a strike.

The case caused a stir earlier this year when Mr Justice Page granted an interim interdict to one of the workers, Mr Cyprian Ngewu, restraining the company from evicting him from the compound.

Lawyers said that this had established the principle that employers could not remove migrant workers from their compounds while their contracts were still in operation.

The case was originally brought by more than 40 workers, but Mr Justice Page found that the affidavits submitted by all but Mr Ngewu were incomplete.

They and 140 other fired workers then brought a new case before Mr Justice Booysens, who set the case down for a hearing on the facts, beginning yesterday.

Yesterday's hearing was taken up with evidence by Mr Ngewu and other fired workers. Mr Anton Mostert is appearing for Union Co-Operative and Mr C Nicholson for the workers.



1 Daily News

RD 25/8/81

(152)

29

# Coal yard strike

## Workers grossly underpaid for years, says firm's boss

minimum wages in the coal trade at between R15 and R16 a week.

"Our priority is to sort out the mess which has existed in the past few years and to ensure that people are paid adequately," he said.

The increase sought to improve basic wages and also to introduce a bonus scheme.

The new wage scales were "still only 20% above a Government minimum — which obviously leaves room for improvement", he said. But he said these were merely the first step in an attempt to improve pay and conditions in the trade.

By STEVEN FRIEDMAN

ABOUT 200 workers at coal merchants W R McPhail's Kazerne yard went on strike briefly over pay demands yesterday — and the company's new manager director said the workers had been "grossly underpaid for years".

"They have been appallingly paid. Anybody who was getting those wages would probably have done the same," said Mr A J Laughland, who took over as managing director on July 1 after Mr McPhail, together with other coal merchants, were taken over by the Irwin Group.

He said the strike had been settled after two hours when management agreed to bring forward a planned 20% increase by one month — the first in the company's wages planned by the company's new management. The increase would come into effect immediately, he said.

The new increase was the first step in a plan to raise wages of all McPhail employees "from top to bottom", Mr Laughland said.

He added that this had been regarded as a priority since the takeover but that, for administrative reasons, management had delayed the increase. The 20% increase next month was intended to bring the increase forward.

Sharply criticising wage levels paid by the Government, Mr Laughland said that when the new management had taken over they had discovered that workers were being paid for in a Government wage determination for the industry.

A Government wage determination gazetted in June sets

## Rosslyn men strike again (5)

26/12/81  
Mail Reporter  
THE majority of blacks employed by the Paper and Packaging industry at the paper mill in Rosslyn, near Pretoria, downed tools yesterday over a pay dispute

On Monday last week the workers went on strike, but returned to work pending negotiations between the management and the works council

A company spokesman said the entire morning and half the evening shift of black workers participated in the strike

The workers are demanding R1 an hour more

Copyright: University of BC/VA

14. What major issues related to the project were not studied, and why? Discuss the theoretical importance of these issues within the area of study.
  13. Choose one aspect of the research project which you have participated in and outline why you see it as important. Relate this aspect to other issues studied in the project.
  12. Briefly describe, and evaluate, the use of Video techniques as a method of social analysis. Use examples from a project that you have participated in.
- In a separate book, answer TWO of the following questions.

Simon Burton  
Bill Cowan

SECTION D: Video Research Project

SOCIOLOGY (INDUSTRIAL): COURSE II (continued)

# Union status granted

By RIAAN DE VILLIERS  
A PROMINENT East Rand firm, Henred Fruehauf, has agreed to recognise the Fosatu-affiliated Metal and Allied Workers' Union.

The recognition agreement was signed yesterday after months of negotiations and comes in the wake of a recent strike by workers at the firm's Wadeville plant.

In a joint statement, the parties said they regarded the agreement as a "positive step forward" in their industrial relations.

The agreement provides for a "mutual commitment to industrial peace", procedures for grievance and dispute resolution, a disciplinary procedure and "joint involvement" in matters affecting health and safety.

It also provides for the recognition and accreditation of shop stewards who will be given time off for union business.

The union and its shop stewards will be regarded as the sole bargaining agent for union members.

The union gains check-off facilities as well as access to company premises and notice boards.

# Cops move in as 500 strike

POLICE were yesterday called in to the Paper Packaging Industry (PPI) in Rosslyn when the firm threw striking employees out of the plant.

About 500 workers at the firm went on strike for the second time within a week after negotiations on wage increases between their emissaries and management had failed.

The statement from the management of the firm read that police were called in to protect workers who wished to continue with their work.

Meanwhile a spokesman

for the strikers said he could not understand why police were called because workers had just switched off their machines and staged a sit-in.

He said they decided to do so after dissatisfaction with the report-back by workers' council from management and asked for Mr. Mookyn their general manager to come and address them.

While waiting for him we saw several police entering the firm armed with rubber truncheons.

On Wednesday August 19 they returned to work and were according to their spokesman, promised the outcome of the negotiations.

on their demands would be released late on Monday.

He said the representative of the workers' council reported back to the workers that management was not prepared to budge on the wage issue but would look into the matter in due course.

A spokesman for the firm said in a statement that on Monday they had successfully concluded certain points of the issue with the workers' council which later advised workers of the outcome.

Management refused to give figures either of those who left or those who remained.

EXAMINATION EQUIVALENT	1 paper
	1/2 paper
INSTRUCTION	2 lectures weekly
	1 lecture / 1 tutorial / 1 seminar / 1 job
COMPULSORY SECTION	A selection from the literature of the 19th & 20th centuries.
	Middle English literature

YEAR: OP, HA, OH, ON, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

1) Courses must be distributed equally throughout the year. Thus, a student who chooses three half-year options must take ONE of these in the first term (concurrent with the compulsory Middle English component), TWO, in the second term.

DAY	LECTURE	LECTURER	TOPIC	NUMBER
MONDAY	13 Romantic Poetry		13. The Quest (HEK)	34
MONDAY	14 Four Romantic Poets (JFB)		17. The Novels of Thomas Hardy (LCK)	17
MONDAY	15 Courtly Love in Medieval English Literature (RCH)		16. Charles Dickens (MTR)	16
TUESDAY	23. Modern Poetry: Eliot & Lawrence (EJB)		24. The Poetry of Frost & Dickinson (MTR)	24
TUESDAY	27 Modern British Drama (MTC)		28. Saul Bellow & the Jewish Experience (MTR)	28
TUESDAY	30 Chaucer: selected Poetry (JPC)		29. Introduction to Old English (JVDN)	29
WEDNESDAY	19 Conrad & James (MTC)		35b. Dev of the English Language (BFL)	35b
WEDNESDAY	31 William Langland's Piers Plowman (JVDN)		20. W.B. Yeats (DCC)	20
WEDNESDAY	35a. Shakespeare's Tragedies (DCC, JRH)		21. D.H. Lawrence: Creativity and Corruption (JSC)	21
THURSDAY	22. I.S. Eliot (JFB)		22. I.S. Eliot (JFB)	22
FRIDAY				

152

# Men underpaid admits coal MD

*Soweto 26/8/81*  
**BY Z B MOLEFE**  
**THE Soweto Coal Dealers Association** yesterday agreed with the managing director of a coal company that black workers in the industry were grossly underpaid.

**SOWETAN** "I have a philosophy that a man must be able to live and support his family on what he earns."

He also pointed out that the R32-a-week wage the workers earned in his company was in his opinion below what can be said to be a living wage.

### PEANUTS

As a result his company will bring forward a planned 20% increase by one month. This is the first step in a series of increases planned, he said.

This will mean the workers will now earn R42 a week. Added to this will be a R20 bonus scheme which Mr Laughland thought would provide a reasonable wage for the lowest paid category of worker in the company.

"We want our workers to earn not less than R60 a week," continued Mr Laughland, "because if you pay peanuts you get monkeys." The wage determination for the industry is R35 a week.

### CONTACT

Mr D G Mtshawulana, chairman of the Soweto association, while supporting Mr Laughland also charged that the main culprits who underpaid



**MR MTSWAWULANA: Culprits who underpay workers are white-owned companies.**

their workers, were the white-owned companies.

According to him the average wage coal dealers pay their workers in the townships is a minimum of between R24 and R25 a week.

In most cases the employer in the townships is required to provide accommodation, toilet and shower facilities for the mostly contract workers, he said.

### SUSPECT

Mr Mtshawulana added that black employers in the townships were faced with a number of handicaps, so

they could not pay competitive wages like their white counterparts.

Chief among these is registration of workers.

Asked if he could say most township dealers underpaid their workers, Mr Mtshawulana said "I suspect that there are dealers who are guilty of that. But I cannot say with certainty that it is so on the other hand, I'm sure our members pay adequately."

He also said that, unlike coal workers employed by whites, those in the townships do not work a five-day week but a four or three-day week.

This follows a brief stoppage by about 200 workers at the Kazerne yard of W R McPhail over wage demands on Monday and managing director, Mr A J Laughland, is reported to have said the workers had been "grossly underpaid for years."

A number of coal traders in Soweto responded to Mr Laughland when he said after the strike that "our priority is to sort out the mess which has existed in the coal trade up to now. And part of that is obviously to ensure that people are paid adequately."

Later Mr Laughland told

# Bid to legalize picketing foiled

Political Staff (132)  
 HOUSE OF ASSEMBLY  
 The government has foiled a bid to legalize the use of pickets by striking workers. The Wehman Commission has recommended that the Industrial Conciliation Act be amended to allow for picketing.

It said the law should be changed to provide for the legitimate use of peaceful picketing as an instrument of industrial action and that its definition encompass the notion that picketing is an attempt peacefully to induce fellow-workers or members of the public to support the workers who are engaged in a lawful strike.

In the White Paper tabled with the report yesterday the government said it had "given serious thought to the commission's recommendations concerning amending the legislation to provide for peaceful picketing but does not at this stage see its way clear to do so."

Page	Reference	Term
6-26	6 6	Format Control and I/O list, relation between
6-4	6 3	FORMAT Statement, in sample program
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1-8, 2-12	1 5 1 3 1, 2 5 1 1	see intrinsic functions
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Page	Reference	Term
8-13	8 5	Extended range
8-13	8 5 1	External Function(s), basic subprograms
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8-3	8 1 2	machine coding of subprograms, out-of-line
8-30	8 7	EXTERNAL Statement
3-2	3 2 2	in arithmetic expression
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6-7	6 3 3	field Width in Field Descriptors
6-1	6 1	File
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3-6, 4-3	3 2 4, 4 2	example of constants in CALL statement, constant in DATA statement, in input output statement
1-9, 2-12	1 5 1 3 2, 2 5 1 2	in DATA statement
1-10	1 6	data
6-5	6 5	Table 6-1

# Witness store burnt after sackings

By MONTSHWA MOROKE

A STATE witness told the Germiston Regional Court yesterday that a man charged with arson had vowed to set a Germiston branch of Edgars Stores alight after the store had sacked its black women employees. Ms Elsie Njokweni was giving evidence before Mr P Muller at the trial of four former employees of the store — Mr Lesley Maphosa, 24, Mr John Leputha, 23, Mrs Edith Qhamakoane, 23, and Miss Nomsa Ngwenya, 23. All are charged with arson.

They have pleaded not guilty to setting alight Edgars Stores, in President Street, Germiston, on March 30.

Ms Njokweni said that while she was working in the stockroom of the store on March 27, Mr Maphosa, a cleaner and security guard, told her that three security guards at the stores had been sacked. Later he told her that all black women employees at their branch, except those working in the stockroom, had been sacked.

Ms Njokweni said Mr Maphosa then told her "I will not leave this place before setting it alight because of the sackings".

## Manager

When she heard this, she "typed off" one of the managers the following day, a Saturday, she said. The manager made several trips to the stockroom that day.

Ms Njokweni said on the following Monday Mr Maphosa arrived for work 10 minutes late and in a drunken state. But, she said, she thought he was conscious of his actions. "Lesley said he did not feel like doing any work that day. He said he was going to phone personnel to say that he had killed someone in the township. He had his hands in his pockets as he spoke."

Mr Maphosa then made his way between the stockroom shelves, she said.

## Blankets

While there he called out to Mrs Qhamakoane, who went over for some time.

"When Edith returned to her place, Lesley then called Nomsa. Nomsa also went away for a while before they came back together to where we were. Later, a Mr Mthembu went to pack blankets on the shelves but came back shouting that there was fire," Ms Njokweni said.

She said the smoke came from the direction of the shelves and they all ran out. The workers were told to go home and return the following day.

But before they left, Mr Maphosa came over to her and another employee, Anna.

"He hugged us and said 'I fixed those dogs'. Anna warned him not to talk that way because he would get himself into trouble."

The hearing was postponed to November 23.

# Paper mill strikers go back to work

152  
194  
125

**Mail Reporter**

**MOST** of the black workers who went on strike last week over a pay dispute at Barlow Rand Paper and Packaging Industry at Rosslyn, near Pretoria, returned to work yesterday

According to the firm's spokesman, Mr A F Bannister, 60% of the morning and afternoon shiftworkers who went on strike last Tuesday had returned to work and he expected 90% of the workforce to arrive today

Workers downed tools when the management and the

works' council failed to reach an agreement over a R1 an hour increase demanded by the workers

According to one employee, who refused to be named, strikers agreed to report to the factory today to find out if the management was willing to grant their demand

But early yesterday, some of the strikers were seen waiting at the factory gates. They were allowed to move into the factory one at a time

Policemen were at the factory when the employees left but there were no incidents

Mr Bannister said no discussions were held between the management and the strikers who returned to work

He said all employees who returned asked to be allowed to work

A spokesman for the South African Typographical Union (Satu) said in Pretoria his union did not back the strikers because the union did not believe in strikes as a way of solving disputes

He said he believed the strikes were instigated by political activists

## Not satisfied

The spokesman said the parties were brought together to negotiate the pay dispute after 500 workers went on strike

The workers were not satisfied with the agreement and, in particular, the fact that they would not receive any pay for the days they had been on strike

Negotiations would start when conditions at the factory returned to normal





# Public officials reject right to strike

THE Public Servants Association has rejected the South African civil servants be given the right to strike.

In Part Five of the Wichman Commission report released earlier this week it was recommended that civil servants be allowed trade union rights.

PSA president, Dr. Colin Cameron said in Pretoria yesterday that the association had no intention of asking the Government for the right to strike.

## Arbitration

"What we do want, however, is the right of arbitration. If negotiations broke down between the PSA and the Government we believe the fairest way of settling the differences would be the appointment of an independent arbitrator."

Dr. Cameron said the Wichman Commission's recommendation would be discussed at the next meeting of the PSA executive.

At the height of the dissatisfaction over the "unacceptable" 12% April increase earlier this year for Government workers, the PSA called its first extraordinary general meeting. Some public servants at the time considered striking. Following the meeting, demands were made on the Government and the Minister of State Administration, Dr. Andries Treurnicht, for interim increases. They were rejected, and the principal of once-a-year salary adjustments was reaffirmed.

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# Sugar mill Star 28/12/81 quiet after strike clash

Labour Reporter  
Workers at Hulett's sugar mill at Mount Edgecombe, Natal, were still on strike today after yesterday's clash in which some workers stoned riot police.

Police used teargas to disperse the strikers.

Mr Ron Phillips, public relations officer for Hulett's, told The Star that management discussed grievances with workers last night.

About 250 workers at the mill went on strike because of proposed legislation affecting pensions.

The legislation, which could freeze pension payouts, has been a cause of industrial unrest in Natal and the Eastern Cape this year.

The situation at the mill this morning was quiet.

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# Boksburg dairy halted as 600 back union

Star 28/8/61 (152)

In the second strike to hit the company this year, the entire African workforce at National Cooperative Dairies in Boksburg downed tools yesterday, over a demand for union recognition.

The 600 workers returned to their posts at 2 pm after management had agreed to begin negotiating with the Sweet, Food

and allied workers union, said the union's general secretary, Mrs Maggie Magubane.

NCD chairman Dr M N Hermann claimed a large number of workers had been intimidated into joining the strike and some had been injured.

In another dispute, workers in at least two departments at C O B F A

Ricekane plant in the West Rand downed tools yesterday, allegedly over the dismissal of a colleague.

The company's managing director, Mr Kerry Davidson, said a very small percentage of the workforce had been involved.

A spokesman for the unregistered General and Al-

lied Workers Union, which claims membership at the plant — said about 200 workers struck.

They went back at work after three hours but were still demanding reinstatement of their colleague and recognition of the union, she said.

The strike over pensions by 250 workers at

Englet's Mount Edgecombe sugar mill near Durban was unresolved last night.

The workers demanding the immediate liquidation of their pension funds were addressed yesterday by Mr Selby Mashande of the Sugar Manufacturing and Refining Employees Union.

# Strike Loophole in Pension Bill

A provision in the Pension Bill contains an open invitation to workers to strike pension experts believe.

The provision states that the Minister of Finance may exempt any person or body of people from compulsory preservation of pensions in exceptional circumstances.

This clause was introduced after workers in the Eastern Cape struck in protest against the proposals of the draft Bill which could freeze their pension contributions.

Mr. Paul Chapman, director of a Johannesburg management services company, said this clause could encourage workers to strike so as to qualify for the exemption.

He said the clause was introduced as a sop to English Cape strikers. Workers elsewhere in the country might follow suit to pressurise the authorities to exempt them from preserving their pensions.

Mr. Chapman said that, if black workers advised exemption through strike,

king, while blue collar workers might do the same. The clause was bad and should be removed, he said.

Mr. N van Staden, registrar of financial institutions, suggested that proposals such as these be submitted to him for consideration in 1967 to avoid amending the Bill before it was published in Parliament next year.

Mr van Staden said that the Draft Bill meant that some employers might have to moderate their pension benefits to employees hard hit in an employer for 12 months, all pension benefits would have to be kept in trust and could be transferred to the pension fund of a new employer.

### COMPETITION

But Mr van Staden said that, with competition between employers' pension fund benefits might not be reduced.

"Perhaps the most important principle upon which the proposed scheme rests is that benefits held out in the rules of any pension fund constitute part of the em-

Expert fears exemptions will spark unrest  
Stas 28/8/67  
153

ployee's total package of remuneration — that is, deferred pay.

"This deferred pay is seen as the accrued earned property of the member or employee concerned."

"This property is held in a safekeeping and must accumulate interest until it is applied to furnish a pension upon retirement, death or disabament," Mr van Staden said.

In practice this means that when an employee resigns from a job, he has to find a home for this deferred benefit.

If the pension fund of his employer agrees, the money may be left with that fund to accumulate interest until the new employer has a pension fund, and that member may transfer his accumulated pension money to the new pension fund.

Alternatively the employee may decide to transfer his pension money to a retirement annuity fund of his choice.

He may also transfer it to one of the special trust savings accounts that will become available at banks, building societies and the Post Office for this purpose.

These special savings accounts will operate under similar conditions to retirement annuities and may not be drawn in cash.

They must remain to accumulate interest until transferred to a pension fund or a retirement annuity fund. This money will qualify for tax concessions in

much the same way as a retirement annuity fund.

This means that employees who leave an employer who has a pension scheme and goes to work for one who lacks such a scheme can still have his pension money transferred to a new fund.

How will this affect an employee who joins a new firm at the end of his career when he is earning his peak salary?

Will this place an unfair onus on the new pension fund to pay him a high pension when he retires?

Mr van Staden believes it will be up to the new employer to "cut his coat according to his cloth" when he employs a high paid person who is nearing retirement.

It is possible that some of such an employee's salary may not be preserved for pension benefits.

The draft Bill does not tamper with the general rule that up to a third of the total pension may be paid out as a lump sum on retirement. But it adds the proviso that the remaining pension should not be less than twice the current

maximum social old age pension in the case of a woman or an unmarried male pensioner.

In the case of a married man who goes on pension, his monthly pension payments may not be less than four times the social old age pension.

This provision will not apply during the first five years of the Act.

### COMPULSORY

The draft Bill aims at freeing the State from the burden of paying social pensions to people who never bothered to work towards a decent pension of their own.

The next step may be to make pension schemes compulsory for all employers.

The interdepartmental committee of inquiry, which recommended the draft Bill, is looking at various ways of ensuring that pension benefits are spread to a wider population. A study has been made on the private sector rather than introduce a national pension scheme. At the same time the Government hopes to achieve the effectiveness normally associated with a national pension scheme.

# Strike

forces

sugar

mill to

close

## Mercury Reporter

SUGAR MILL workers went on strike early yesterday morning forcing the Hulett's Sugar Mill at Mount Edgecombe to close. It is believed that workers downed tools because of dissatisfaction over the effects the draft Pension Bill would have on their pension schemes.

The strike, involving 250 workers, occurred two days after trade union leaders warned that the Government's draft Pension Bill would lead to labour unrest.

Police in riot gear used teargas at the mill yesterday morning. According to Brigadier John Visser, Divisional Commissioner of Police, for Port Natal, the gas was used to disperse strikers after they began throwing stones at the police.

A witness said police used teargas at 9 a.m. when workers attempted to leave the premises.

A spokesman for the police said one man had been arrested for possession of a dangerous weapon.

Mr Ron Phillips, public relations officer for the Hulett's Group, said yesterday that after the initial confrontation workers were peaceful and orderly.

The strikers gathered outside the mill and waited while representatives of the National Union of Sugar Manufacturers and Refining Employees met Hulett's management.

Police kept a low profile and there were no more confrontations.

After the meeting the secretary of the union, Mr Selby Nsibande, addressed the workers. No firm decision was taken, and the workers left the premises.

When the new Bill became effective pensions would be subject to compulsory preservation and transferability.

considerably stiffened the regulations of the Class Areas Bill contemplated by the Smuts government. He also knew that the Areas Reservation Bill was going to be met with vigorous opposition by the Indians, as was the case with the Class Areas Bill. Rather than risking the possibility of the 'Cape Malays' siding with their Indian co-religionists, he used the old colonial ploy of divide and rule, widening the already existing cleavage between these two Muslim population groups in Cape Town. In the process he diminished the strengthening bonds of Islam, which could have been utilised by the 'Indian Muslims' in rallying the support from their fellow Muslim brothers in opposition to their racial subjugation.

It was with this in mind, one may assume, that he declared in his speech at the conference of the Cape Malay Association that: "They (the Malays) cherished no other land than South Africa, and the Malays are not Asiatic but South Africans in the true sense of the word."<sup>135</sup> To further emphasise this, he later continued: "As far as the policy of the Government is concerned, I give you the assurance that we shall never classify you as Asiatics, but shall always regard you as South Africans."<sup>136</sup> This virtually assured him the isolation of the Cape Muslims from their brothers in faith. Mogamat Arshud Gamiet must have been equally pleased. This was one step in the direction of the group exclusively he desired for his people but which he dared not ask for fear of religious reprisal.

But Dr Matlan different st zogan conce of that langt of Muslim ci civitisation country. He of hard work further enco

How many Black workers were (a) charged with and (b) convicted of illegal strikes and related conduct in 1979 and 1980, respectively?

The MINISTER OF JUSTICE

\* According to the Directorate of Statistics the figures are as follows

	(a)	(b)
17 1978 to 30 6 1979	24	17
17 1979 to 30 6 1980	61	48

Minister of Justice

209 Dr A L BORAINÉ asked the

Illegal strikes

Hour 4

61 2 36 28 12 181 (152)

politically, "Your people, like the Coloured man, will receive the enhanced

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Sacked

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By STEVEN FRIEDMAN

A SUPREME Court case with important implications for migrant worker rights is attracting international trade union attention.

In an unprecedented move, the International Union of Food and Allied Workers' Associations, which represents 175 unions in 62 countries, has sent a telegram to the Natal Supreme Court in Maritzburg which is hearing the case.

The telegram comments on the case and supports the sacked workers in the labour dispute from which it flows.

### Vital

One of the issues raised in the case is the right of an employer to remove a dismissed contract worker from compound housing without first obtaining a court order.

Lawyers say this has a vital bearing on migrant worker bargaining rights.

It flows out of a work stoppage at the Union Co-Operative Sugar Mill in Dalton, Natal, by members of the Fosatu-affiliated Sweet, Food and Allied Workers' Union.

The workers were dismissed after the stoppage and 180 of them have now asked the court to order the reinstatement of their compound housing and to declare the stoppage a "lock-out" rather than a strike.

In terms of the sub-judice rule, which makes it an offence to influence a court's decision, the Rand Daily Mail cannot publish the contents of the IUF telegram.



COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source	s.1 'gross income' definition paras. (GA), (R), (n); s.9 s.10(1) (w), s.22A(2), s.24A(3) s.108 and peruse double tax agreements noted below with emphasis on articles listed - Irrigated Kingdom Art.1,3,4,6.	Chapter 7	-	10.4 10.6 T.1523
		Double Tax Agreements		Chapter 27 (skim)	Summarised table on D.T.A.	8.10 8.11 8.12

**Dairy men claim firings unfair**

152  
2017  
2-1/5-18

By STEVEN FRIEDMAN  
SEVERAL of the 600 workers who took part in a strike at National Co-Operative Dairies in Boksburg on Thursday were fired yesterday - despite an undertaking to their union that they would not be sacked without prior consultation, the union's general secretary alleged yesterday.

Mrs Maggie Magubane, general secretary of Fosatu's Sweet, Food and Allied Workers Union, also charged that workers had told her that they were "forced to work" yesterday by the dairy's management.

Despite repeated attempts to contact the dairy's manager yesterday, no comment on the allegations was available. The workers at the dairy struck on Thursday in support of a demand that management recognise the union. They returned to work yesterday.

**Assaulted**

During the strike, two workers were assaulted and seriously injured by "intimidators" according to NCD management and the company originally said it had fired all the workers and would not take back those who had been involved in the incident.

Mrs Magubane said late on Thursday, however, that the dispute had been resolved. She said the company had agreed to negotiate with the union on recognition and that it had agreed that it would consult the union before firing workers.

Workers would only be fired if both parties agreed that they had been responsible for the assaults, she said.

24 August 19

Tax Planning	S.1 definition of 'South African Company', 'Republic', 'territory', 'Foreign Companies/	1294A, 864A, 193, 1637,	Handout on U.K. Imputation System	T.1423 T.1430 8.9
Foreign Transactions	definition of 'permanent establishment' in various DTA's;	Chapters 25, 25A, 548J - K, 847B.		
S.W.A. Income				
- Malvis Bay Residents	ss.28bis, 37A, 30, 31, 24B.			
- N.R.S.T.I.				
- N.R.T.I.				
- Foreign Exchange System				
- U.K. Imputation System				

31/8/87  
L strikers  
Nred

Labour Reporter

Seventeen workers have lost their jobs at the National Co-Operative Dairies in Boksburg as a result of last week's strike over union recognition.

About 600 workers went on strike on Thursday after demanding that management recognise the Sweet, Food and Allied Workers' Union, a Fosatu-affiliate.

When they returned to work on Friday 17 workers were "not re-employed," a company spokesman said.

The union still planned to meet management later today to discuss recognition.

A possible amendment

as follows -

For the purposes of to any year of assessment either prior to or the Commissioner is granted in terms of

'expenditure' in relation of expenditure incurred in year in respect of which on or allowance will be end of such year -

(c) The reference deduction will be when read with the missioner must det relates to a particular

at in respect of which any t could be narrowed down the effect that the Com-future expenditure which e. An asset acquired more

specifically for one contract might be used on several and thus the cost might not all be treated as future expenditure in respect of a particular contract. This could cause a problem as it may well be that an advance payment is in fact negotiated particularly to acquire the plant in question and if any portion of the advance is taxed there could be a problem.

The practise of some contracting firms to acquire all their plant in a separate company and lease the plant to the contracting company so as to obtain accurate apportionment between contracts could cause problems under this heading.

(d) Before any allowance can be given income must have been received or must have accrued.

(e) The section refers to any contract and thus is not restricted to long term contracts or even to written contracts. The initial problem was related to construction contracts and reference was even made to this in the explanatory memorandum to the Income Tax Bill 1980 however no such restriction appears in the Act.

(f) The Commissioner must be satisfied that the income received or accrued from the contract will have to be utilised to meet future expenditure on the same contract and may then allow a provision limited to the lesser of the income or the future expenditure. Note that on this basis there cannot be a provision for a loss.

(g) The Commissioner has merely to be satisfied that the taxpayer will incur the expenditure in question in the performance of his obligation under the contract. The contract does not have to impose an obligation in precise terms to incur specific expenditure.

(h) An allowance made at the end of one year will be included in

1981/1/15  
*millmen's gone away*

- 39. Secretar (1975 (4) September) EAST LONDON — There will be an increase in milk deliveries today — the milkmen have gone away. The chief executive of Mod. 1 Dairy, Mr H. Gale, said early this morning that he had a letter from the Milk Marketing Board but it had not yet established the reason but it was a date of some sort. Mr Gale apologised for any inconvenience to householders. (Pty) Ltd and 25th
- 40. Ernst & "Capita 24. al Reporting Development st Cost", January 1980, page
- 41. Securit mittee: Op. cit.
- 42. Lockett, Peter P.: Op cit., page 34.
- 43. FASB 34: Op. cit., paragraph 66.
- 44. Included here are:
  - Pick 'n Pay Stores Ltd - AFS 1981
  - K & L Timbers Ltd - AFS 1980
- 45. Anglo-Alpha Cement Ltd: AFS 1978.

EL milk  
August 19/81  
strike  
245 (152)  
No home  
del. delivery

**Argus Correspondent**  
EAST LONDON — No milk was delivered to East London homes today after about 160 milkmen went on strike, apparently for higher wages.

The strike started at midnight.

'We expected trouble of some kind,' said the chief executive of Model Dairy, Mi M Gatcke.

'The workers' committee approached us last week, asking for higher wages.

'We told them they had recently had an increase, and we were unable to grant another.'

Mr Gatcke said the company had had little other warning.

**SENT HOME**

'We really only realised what was happening at midnight when 160 workers failed to arrive

'We sent home another 30 who did report for duty because we feared for their safety. We were afraid of intimidation.'

He said about 70 per cent of the labour force was on strike.

'We have been able to maintain deliveries to shops and supermarkets, and will have to decide what steps to take to restore our other services.'

'I don't know whether our staff will return or whether we will have to hire others.'

# Sugar mill court

Case postponed  
 Star 2/19/52 (12/52)

The case involving 189 former workers of the Union Co-Operative Sugar mill in Dalton, Natal, has been postponed in the Maritzburg Supreme Court to October 2.

The workers, many of them members of the Sweet, Food and Allied Workers Union, had contested the company's decision to evict staff from their hostel after they had been dismissed.

The case started in April when the union submitted an urgent application to have the men reinstated at the hostel.

- (3) Competitor
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Each market has a different pricing policy in each of

There are a number of variables which firms markets, which includes

An important part of international co-ordination of domestic market

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The firms prices in any market are usually related to supply and demand factors beyond that market's

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pricing is a concern of the international marketer for two pricing policies within foreign markets. This aspect of

Multicountry pricing is concerned with establishing

### 3. MULTICOUNTRY PRICING

exchange rate on the day of order.

(6) More sales on a "spot price" basis - forms use

(5) Price lists are reviewed more frequently,

(4) More hedging in forward foreign exchange,

(3) Credit terms have been cut back

tightly controlled,

REFERENCES TO CHAPTER 4

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2. FASB DM: "An Analysis of Accounting for Interest Costs", paragraph 34.
3. Coopers & Lybrand: "Statement of Financial Accounting Standards - Capitalisation of Interest Costs", April 1979.
4. Arthur Young & Co.: "Letter in response to Discussion Memorandum - Accounting for Interest Costs", April 19, 1978.
5. Anthony, Robert N.: Accounting for the Cost of Interest, page 86.
6. Mr J. Vermooten of Picardi Investments Ltd.
7. Ernst & Ernst: "Letter of Response to the Exposure Draft, Capitalisation of Interest Cost", April 11, 1979.
8. Ibid.
9. Coopers & Lybrand: Op. cit.
10. Katugampola, B.: "Interest as a Construction Cost Element", Management Accounting, January 1977, page 15.
11. FASB 34: Op cit., paragraph 17.
12. Respondent to questionnaire: Mr T.K. Woolley, Chief Accountant of AECI Ltd.
13. Bierman, Harold Jnr.: "Interest During Construction", The Chartered Accountant in Australia, August 1975, page 10.
14. Arthur Young & Co.: "Letter in response to the Proposed Statement of Financial Accounting Standards - 'Capitalisation of Interest Cost'", April 9, 1979.
15. Ibid.
16. Guidance note on treatment of interest on deferred payments. Chartered Accountant (India), October 1979, page 393.
17. Ibid.

extension 233 (after Ham)  
COM 2/19/79  
Natal sugar mill  
strike called off  
THE three-day work stoppage at Hulett's Mount Edgecombe plant ended yesterday, when the workers decided to call off their strike action "pending the outcome of discussions with management", union officials said. A union spokesman said workers had decided to accept terms of compromise offered by employers - Sapa

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**Mercury Reporter**  
 A FEW hours after the four-day strike ended at the Hulett's sugar mill at Mount Edgecombe yesterday morning, about 800 workers went on strike at Hulett's biggest mill at Amatikulu.  
 The reason for the strike, which started at 10.30 yesterday morning, is dissatisfaction with the Government's new draft Pension Bill, according to union officials and Hulett's management.  
 Workers at the Amatikulu mill want to withdraw their pension contributions before the new Bill is passed, the same request that was voiced by workers during the Mount Edgecombe strike.  
 Police were on standby at the mill but no violent incidents or arrests were reported.  
 Mr Ron Phillips, group public relations manager, said workers returned to the Mount Edgecombe mill yesterday morning after management issued a statement saying they would deposit the sum of employees' pension contributions with interest into a trust account to be administered by representatives of the union and manage-

ment  
 The same statement was read to mill workers at Amatikulu yesterday, but workers indicated that they were unhappy and did not want to return to work.  
 Management told the workers to be at work by 2 p.m. or else they would be considered to be taking strike action. The workers did not return.  
 According to Mr Dick Ridgway, managing director of Hulett's Sugar Ltd, the terms of the statement issued to Mount Edgecombe workers will apply to the Amatikulu workers.  
 The statement says that pension money will be kept in the trust account until such time as it is possible to insure that the 'final Government legislation cannot have the effect of preventing employees from withdrawing their contributions on leaving the company'.  
 Mr Ridgway said that under no circumstances would the company's contributions be paid out.  
 This happened only on retirement.  
 Management proposes to discuss black representation on the Board of Trustees of the current or any future pension fund with the union early next week.

and furthermore, if interest were to be capitalised only on LIFO inventories to the extent that new layers are added, it would mean that some interest would be capitalised, and some expressed, depending on the enterprises quantity changes. I disagree with this. There should be no difference in the cost of inventory merely because of the manner chosen to account for it. If interest is capitalised on all the inventory that qualifies, then in the long-run, even interest capitalised on the base layers will be taken through

# Deliveries of milk suspended

EAST LONDON — All household deliveries of milk by Model Dairy have been suspended following a strike by dairymen

Officials of the African Food and Canning Workers Union (AFCWU) have claimed that the strike follows a refusal by management to negotiate with the union over wages

However Mr M Gateke, the chief executive of the dairy, said he was not quite sure of the exact cause of the strike but assumed it had something to do with a letter sent by union officials calling for a minimum wage of R70 a week

Mr Jan Theron the general secretary of the AFCWU, said he had met with Mr Gateke on Friday after the letter he had sent to management was not answered. He said he was told the dairy was not prepared to discuss the wage issue with a third party

"This amazed us," said Mr Theron "because Model Dairy recognised the workers committee which operates under the auspices of our union, in February. We were told that if there was any trouble at the dairy the entire workforce would be sacked

"We pointed out that it was normal practice for a union to negotiate wages for its members throughout the world, and that the workers at Model Dairy were working under appalling conditions for very low wages"

Mr Gateke said he was not prepared to deal with the union because he regarded it as a third party

"If the workers committee had come to us with wage complaints we would have been prepared to deal with them. As it was, we approached the workers committee when we received the letter from the union calling for a wage increment and they said they knew nothing about it

"Who do we believe? In the circumstances we don't think the union went about the matter in the right way"

Mr C Mbandazayo a workers' committee member, said he had been surprised when he was told at a meeting with management on Saturday that the union was a third party as he regarded the union as representing the interests of the workers

At a meeting between management and the full workforce of 220 on Monday afternoon, Mr Gateke reiterated his stand that he would not deal with the

union as it was a third party. Three workers interviewed yesterday said the workers had told management that workers had requested the union to approach the management over wages and that it was not a decision by the union

Mr Gateke said this was not the way he had interpreted the meeting and there was confusion over the exact position of the workers

In the early hours of Tuesday morning a large section of the workforce turned up at the dairy before their shifts were due to begin and, according to Miss Dobra Komose the branch secretary of the AFCWU had called on management to change their standpoint. They were later asked to disperse by the police

Mr Gateke said the situation on Tuesday morning had been confused and he was unsure of what the purpose of all the workers being there was if they were not prepared to work

"We sent buses to the hostels to collect the remainder of the workers but there was no one there. About 40 to 50 workers were willing to work but we sent them home as we feared they might be intimidated

"The police arrived later to assess the situation at the dairy and asked the workers to disperse. There were no incidents"

Miss Komose said most delivery workers at the dairy earned between R25 and R29 a week and had found it was impossible to support their families on this wage

"The workers asked us to intervene, which we did. We are here to protect them. The workers at the Model Dairy work long hours in the bitterly cold conditions of the early morning for a low wage

"Do many people appreciate the work that is done to ensure they get their milk delivered to their houses in the morning?"

Mr Gateke said he regarded the workers as having absconded from duty but that he was going to take steps to re-employ key workers and those who were not involved in the strike

"At present we are able to supply 95 per cent of our output. We haven't been brought to a standstill thanks to the understanding support we have received from the public which we appreciate"

DDT



SEPTEMBER 1981

264

Strikes: arrests *152*  
*Hans S. Dr. A. L. BORAINÉ* asked the  
Minister of Police *2/9/81*

How many Black workers were arrested  
for striking illegally during 1979 and 1980,  
respectively?

†The MINISTER OF POLICE

1979—214

1980—294

379/81  
Pensions Bill sparks  
off third sugar strike

Own Correspondent

DURBAN — The strike which hit two Hulett's sugar mills in the past week spread to the company's second biggest plant at Dainall on the North Coast today

The work stoppage, involving about 500 workers, started at midnight over disputes relating to the new Pensions Bill

Hulett's public relations manager, Mr Ron Phillips, says worker demands were the same as those of previous Edgecombe and

strikes are demanding the refund of their pension contributions

Workers have been warned to return to work today or consider themselves dismissed

AM 3/19/81  
300 152  
RW

# Workers go back at the Huletts mill

## Mercury Reporter

THE dispute over the Government's draft Pension Bill which resulted in about 600 workers downing tools at Huletts's biggest sugar mill at Amatikulu on Tuesday is over.

Mr Ron Phillips, Huletts's group public relations manager, said the 600 workers returned to work before the 12 p.m. deadline.

Management had complimented the workers on their orderly and responsible behaviour, Mr Phillips said.

This was the second work stoppage to affect Huletts in the past week. The first stoppage at the Mount Edgecombe mill lasted four days and workers returned on Tuesday.

In both cases workers were demanding to withdraw their pension contributions which may be frozen if the Government's new draft Pension Bill is passed next year.

Huletts's management agreed to deposit the sum of pension contributions with interest into a trust account to be administered jointly by union officials and management.

The money will be kept in the trust account until such time as it is possible to ensure that the 'final Government legislation cannot have the effect of preventing employees from withdrawing their contributions on leaving the company', a statement issued by management said.

400 MM 3/9/81

workers

back

at plant

#### Mercury Reporter

THE 400 workers who downed tools on Tuesday afternoon at the International Harvester plant in Willowton, near Pietermaritzburg, returned to work yesterday after accepting a 20 percent wage increase, a spokesman for Metal and Allied Workers' Union told the Mercury yesterday.

The workers requested a 30 percent increase on Tuesday to meet the rising cost of living, but after negotiating with management, agreed to accept a 20 percent increase.

Management refused to recognise the registered Metal and Allied Workers Union and the workers appointed a six-man committee which carried out the negotiations, said a spokesman for the union.

He said management first offered workers a 'bonus increase' scheme based on production, but when the workers refused this they offered them a wage increase.

The increase will come into effect in two weeks.

Police were not called out to the plant and the union spokesman said the work stoppage was characterised by the order and organisation of the workers.

A spokesman for International Harvester management confirmed that workers had returned.

# Hulett

## strikers

## return to work

By RIAAN DE VILLIERS

RENEWED labour unrest in the sugar industry in Natal ended yesterday when about 600 workers at Hulett's Amatikulu plant went back to work after a 96-day strike. The workers downed tools shortly after about 250 workers at Hulett's Mount Edgecombe plant returned to work after striking since last Thursday. Workers at both plants have demanded that their pension fund contributions be refunded to them. This follows the publication of draft legislation on pension schemes which has led to widespread worker fears that their contributions will be frozen.

### Condition

A spokesman for the National Union of Sugar Manufacturing and Refining Employees said yesterday workers had decided to return on condition that the union took their demand to the industrial court.

Mr Ron Phillips, Hulett's public relations manager, said yesterday management had refused to pay out the contributions but had offered to place them in a trust fund to be administered by the trade union and management. It would also consider having blacks on the fund's board of trustees.

However, Mr Selby Nsibandé, general secretary of the union, said workers had rejected the management proposals "outright" and had only decided to go back on condition the union took the matter to the industrial court.

company at a higher rate than the company itself paid. The subsidiary then returned to work to finance the construction of a qualifying asset which capitalise the interest charge.

For example: The Holding finance house at, say, 10% Company, S, at 15% p.a., v asset which takes one year interest of R1 500, which no expense in its books. (R1 000) it has incurred,

further benefit upon consolidation base of the group has been

Artificial situations like and FASB 34 has in fact set AFS. The board imposes a cost that may be capitalised

"total amount of interest the parent company accrues on a consolidated

i.e. the total amount of interest cost incurred by all members of the consolidated group, based on the theory that the consolidated entity is a "single reporting entity"<sup>55</sup> In other words, all the profits arising through inter-group transactions must be eliminated on consolidation.

owns R10 000 from a to its Subsidiary on a qualifying capitalises the and therefore has 10% interest profit of R500. A

in that the asset increased by R500.

allowed to occur, for consolidated amount of interest

d by subsid-

# Sugar strike spreads

Argus 3/9/81  
300 152  
186 132

Argus Correspondent

DURBAN — The ripple strike which hit two of Hulett's sugar mills in the past week spread to their second biggest plant at Darnal on the North Coast today.

The work stoppage by about 500 workers started at midnight over disputes on the new Pensions Bill.

Besides the mill being at a standstill Hulett's

transport operation, involving mainly sugar haulage, has also been affected by the disruption.

The Hulett's public relations manager, Mr Ron Phillips, said worker demands were the same as those at Mount Edgecombe and Amatukulu.

### REFUND

The strikers were demanding the refund of their pension contributions. The main reason advanced for making this demand is the fear that proposed Government legislation might result in employees being urged to withdraw their monies, Mr Phillips said.

The workers were given until 10 a.m. today to return to work or consider themselves dismissed by their own action.

About 1 500 workers have so far gone on strike at Hulett's three plants.

Star 4/9/81  
~~Workers~~ strike for  
third time in week

Labour unrest has broken out again at the Cobra brassware company at Lutzpandster on the West Rand

In the third strike in a week, the entire workforce downed tools yesterday after talks between management and the General and Allied Workers Union broke down

The union estimates that there are close to 600 workers at the plant

A management spokesman said "more than 200" were involved in yesterday's stoppage

Workers are understood

to have a range of demands, including a R3 an-hour minimum wage

A spokesman for the Commercial, Catering and Allied Workers Union reported that 100 workers at Pick n Pay Boksburg struck for two hours on Wednesday but returned to their jobs after the reinstatement of a dismissed colleague

The 10 day dispute at Plant Protection in Brakpan drew to a close yesterday as the 30-odd workers still on strike opted to sign themselves off rather than accept selective re-employment

Sept 2/1978  
Pensions  
Hulett  
assures  
workers

Labour Reporter

More than 1300 workers have been involved in pension related strikes in the Hulett's sugar group in Natal this week

On Wednesday night about 600 shift workers downed tools at the mill in Darball

They returned to work yesterday after management issued an ultimatum

The Darball strike came after walkouts at the Mount Edgecombe and Amatituku mills

Workers at the mills returned after a brief stayaway

The strikes are related to pending pension legislation. Workers fear their contributions may be frozen

Many have demanded immediate payout of pensions but were told by management they would be paid out only if they resigned

A Hulett's spokesman said management had given workers an undertaking it would meet the National Union of Sugar Manufacturing and Retiring Employees to discuss the pension issue

Hulett's also offered to establish a trust fund and look at having black representation on the fund's board of trustees

UJET

80 82 84 86 88 90 92 94 96 98 100



**Striking**  
DD 4/9/8)  
**milkmen**  
152 278 187  
**replaced**

EAST LONDON — House-  
hold deliveries of milk by  
Model Dairy were back to  
50 per cent yesterday and  
would increase daily, the  
chief executive of Model  
Dairy, Mr M Gatcke, said

Mr Gatcke said he was  
employing workers to re-  
place the 220 who went on  
strike at the dairy earlier  
this week and as more  
were employed so would  
deliveries increase

He said he was concen-  
trating deliveries on den-  
ser areas such as Cam-  
bridge and Vincent Road  
but normal deliveries in  
outlying areas would re-  
sume soon, probably over  
the weekend — DDR

10/1 Three stoppages  
4/9/81 (200) (146) (152)  
in a week over  
pension money

Mercury Reporter

HULETTS had its third work stoppage in a week yesterday when about 500 mill workers downed tools for 16 hours at the Darnall sugar mill on the North Coast.

Mr Ron Phillips, group public relations manager, said the work stoppage started at midnight on Wednesday and all workers had returned to their jobs by 4 p.m. yesterday.

Police were at the mill but had kept a low profile. According to Mr Phillips, the workers returned to work of their own accord once management had told them of their proposal to deposit employees' pension contributions in a trust account. Staff had also returned to work voluntarily at the Amatikulu mill, Mr Phillips said.

The reason for the work stoppage was dissatisfaction with the Government's new draft Pensions Bill — the same issue that caused the stoppages at the Amatikulu and Mount Edgecombe mills.

Workers want to withdraw their pension contributions for fear that they may be frozen when the Bill is legislated.

On Thursday last week 250 workers downed tools at the Hulett's mill at Mount Edgecombe and, soon after returning to work on Tuesday, 600 workers downed tools at Hulett's biggest mill at Amatikulu.

# 10 men accused of assaulting a non-striker

ZWELITSHA — Ten men appeared in the Zwaitsha Magistrate's Court charged with assault with intent to do grievous bodily harm to a man who had refused to go on strike in a local factory

Mr Goodman Mazayiyana, 20, Mr Nimrod Makholwa, 26, Mr Davidson Makholwa, 27, Mr Wiseman Nongaula, 32, Mr Feesman Nongaula, 27, Mr Mbolongo Nongwanda, 44, Mr Watson Shwayimba, 27, Mr Wellington Mzima, 36, Mr Goodman Tomson, 20, and Mr Sizabulela Mdudi, 22, appeared before Mr T Mqaba

They all pleaded not guilty to charges of assault with intent to do grievous bodily harm and a second charge of being in possession of dangerous weapons

Mr Paulos Tafema, no age given, told the court that during the Good Hope Textile strike on July 27 the accused had approached the group moving from the factory

They asked them why they had gone to work while the rest of the employees had decided the strike should continue. They had assaulted him with an iron rod

The other three in his com-

pany had run away and reported the matter to the police

The second and the last witness to be called by the State, Meadman Qoboka, said that when he ran away, he looked back and saw all the men surrounding Mr Tafeni in "an assaulting position and sticks were going up and down"

Under cross-examination by the defence, Mr V Mankahla Mr Qoboka agreed that 10 people could not surround one person who was lying down and assault him with sticks without injuring one another

He also agreed that Mr Tafeni had carried a stick on that day, although Mr Tafeni had denied it

When the State closed its case, Mr Mankahla asked that Mr Makholwa, Mr Nongwanda, Mr Shwayimba, Mr Nzima, Mr Tomson and Mr Mdudi be discharged as there had been no evidence to show they had taken part in the assault

The magistrate agreed and discharged all the accused on the second count, saying it was a common way of life for men to carry sticks

The other four men were warned to appear in court today — Sapa

## o buy locos from US

buying 60 locomotives in the United States for rail transport fuel this has national Railways of

iesel-electric locomotives in January next year would probably cost of 1982 the total cost of 394 million)

Since independence in April 1980 the railways have had mounting problems caused by an exodus of white maintenance staff and shortages of locomotives and rolling stock. Borrowed locomotives were returned to South Africa

Diesel fuel, which is imported by rail from South Africa is now in short supply hampering farmers preparing land for the growing season

Some filling stations have placed limits on the amount of petrol customers can buy amid rumours that fuel rationing may be introduced

DD 5/9/81 (152) 777

# 4 fined for violence

ZWELITSHA — Four former workers at a textile factory here were found guilty in the magistrate's court yesterday of assault with intent to do grievous bodily harm

Mr T D Mngaga sentenced Mr Goodman Magayinyana, 29, Mr Nimrod Makhohlwa, 26, Mr Freeman Nongcaula, 27, and Mr Wiseman Nongcaula, 32, to a fine of R60 or 60 days imprisonment

each and a further three months suspended for three years. The men had pleaded not guilty

Their trial was a sequel to the assault on some workers who went back to work in July while others were on strike at the textile factory

Mr V Mankalila, for the defence said in mitigation that the men had since lost their jobs. They had gone back to Transkei from

where they came from their dependants had lost support

Six other men who had originally been charged with them were found not guilty and discharged at the end of the state case

The magistrate found that although they were present at the time of the assault, there was no evidence directly implicating them — DDR

requirement for disclosing the amount of interest capitalised.

However, as the AFS are the principle sources of information supplied about a Company, it is necessary that the total interest cost incurred in a period is disclosed, so that investors, creditors and other analysts are able to compute certain fixed-charge coverage ratios (e.g. times interest earned) and other ratios that will enable them to assess an enterprises periodic performance. For this reason it is imperative that the amount of interest capitalised in a period be disclosed, although such disclosure will not by itself enable the effects of capitalised interest to be gauged. It has also been suggested that the estimated portion of depreciation representing amortisation of previously capitalised interest be disclosed.<sup>40</sup> A combination of these two would then place all necessary information in the hands of users and they could interpret this as they wish. However, this will entail a lot of extra bookkeeping.

The SEC recommended disclosure of

- i) the amount of interest capitalised;
- ii) the reason for the policy, and the way in

# Union launches laundry boycott

BY NORMAN NGALE

ABOUT 2 000 leaflets have been distributed near De Luxe Consolidated Laundries in Koedoespoort, Pretoria urging a boycott of the dry cleaners.

The leaflets were distributed by the members of the General Workers Union of South Africa (GUSWA) following a refusal by the company's management to talk to them.

The leaflet, saying 'Support De Luxe workers — do not take your dry cleaning to De Luxe,' stated that workers at the dry cleaners were denied union rights and were paid low wages.

It further alleged that their working conditions were bad, they had no canteen facilities, no uniforms and that their bosses did not want to recognise their union because it was unregistered.

Mr Donsie Khumalo, spokesman for the union, said nine of De Luxe employees were fired because of their union activities.

Mr B Kaplan, manager of the laundry, confirmed yesterday that pamphlets were distributed in the vicinity of his company but refused to comment about them.

On dismissed employees, he said one was fired for theft and the other eight were dismissed after they had refused to continue working.

Mr Kaplan said one of the eight came back crying over the weekend and after she had put her case to the workers committee she was accepted back.

He said his company was a law-abiding factory which followed regulations to the letter and that he did not stand in the way of any worker who wanted to join any union.

The company had all facilities for workers, he said but only lacked canteen facilities. Mr Kaplan said he would not stand in the way of an employee who wished to have his lunch on the pavement.

# Unity call at boycott meeting

Staff Reporter

UNITY "of all progressive groups" was vital at this stage of the liberation struggle, four separate speakers told a Wynberg mass rally yesterday.

The rally, called by the Cape Town Wilson-Rowntree support committee, was held to muster support for a nationwide boycott of Wilson-Rowntree products and to protest against recent detentions and squatter removals.

The theme of the rally was "Unity is Strength" and speakers announced a one-day support fast and a lunchtime mass meeting to be held in St George's Cathedral today.

Mr Sisa Njikalana, vice-president of the East London-based South African Allied Workers' Union, (Saawu), told the non-racial crowd of about 800 that "the people of Cape Town should use this golden opportunity to unite and forget petty differences".

"Genuine co-operation will bring the progressive movement closer together for the liberation of the oppressed and exploited people of South Africa."

## 'Worked together'

Outlining the causes and progress of the February strike and resultant sacking of 500 Wilson-Rowntree workers which led to the current boycott, he said the State, Wilson-Rowntree management and "the so-called government of the Ciskei" had worked closely together to "break the workers' solidarity".

His own detention, that of Saawu President Mr Thozamile Gqweta and of their co-workers had been part of this co-operation.

He described as "non-sense" Wilson-Rowntree management statements that the 500 workers had sacked themselves by striking.

He said the boycott was effective and gaining strength and Saawu had information that production had declined

since Wilson-Rowntree began employing "scab" labour.

The vice-president of the National Union of Motor and Rubber Workers of South Africa, Mr Jack Dimples, said trade unions could be effective only if they were "ruled by the workers and not the bosses".

The Cape branch of the Garment Workers' Union was one of these "puppet unions" and would never be "part of the liberation struggle until the workers took the decisions".

The president of the University of the Western Cape Students' Representative Council, Mr Mike Mulligan, greeted the rally in the "name of Nelson Mandela and all prisoners of apartheid".

He said detentions and deaths in detentions were a symptom of a government which "ruled in fear and panic" but would not stop the "people from marching forward to liberation".

## 'Inspiration'

The workers at Wilson-Rowntree and "our leaders languishing in prisons throughout the country and on Robben Island" would be an "inspiration to us", he said.

A spokesperson for the Nyanga squatters said "If you ask me to speak about the squatters you are asking me to relate my life history, because I have been a squatter from birth".

She said squatters "do not come out of the blue, they are created by the government and its laws".

Citing sections of the Freedom Charter, she said South Africa must "prepare for a situation where the workers will govern and there will be houses and security for all".

8/27/81  
**Hundreds of Reef strikers are fired**

Labour Reporter

Several hundred workers at the Cobra Bra<sup>ware</sup> firm on the West Rand lost their jobs today after refusing to meet management's back-to-work deadline

Workers walked out several times last week after talks between management and the General and Alhed Workers Union (Gawu) broke down

Gawu has called for union recognition as well as a minimum R3-an-hour wage.

Cobra's managing director, Mr Terry Davison, said today only about 20 percent of the firm's 540 staff were still at their jobs and that Cobra would start taking on a new work force from Wednesday morning

Former workers could also re-apply, he said

# Squatters caused by Government'

ANNUN 7/9/81  
152  
The Government creates squatters — how can people be squatters in the country of their birth?

This question was posed by Miss Z Kotz for the Nyanga homeless at a rally in Wynberg yesterday

The rally, attended by about 800 people, was organised by the Cape Town Wilson-Rowntree committee in support of a boycott of Wilson-Rowntree products and to protest against recent detentions and squatter removals

She said she too was a product of the squatter system.

A united work force would be able to break the system, she said

The homelands were starvation camps and hunger forced the people to seek jobs elsewhere

"The migrant labour system is breaking up families. If they don't want people from the homelands, why do they employ their husbands?"

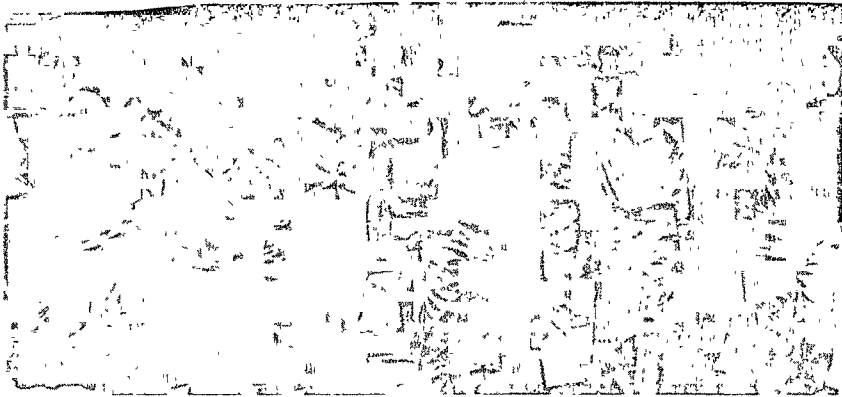
The coloured labour preference policy in the

Western Cape was used by the Government to divide the workers.

Mr Sisa Njikalana — vice-president of the East London-based South African Allied Workers' Union (Saawu), said the Wilson-Rowntree statement that 500 workers had sacked themselves by striking was 'nonsense'.

The boycott was effective and gaining strength and there was information that production had dropped since the company employed 'scab' labour, he said





Part of the work-force at Cobra Brassware yesterday.

PIC. LEN KUMALO.

# Cobra strike continues

49/81  
Sawdon  
152  
157

**MORE THAN 400 employees at the strike-torn Cobra Brassware in Luipaardsvlei yesterday "dismissed themselves" after ignoring management's ultimatum to return to work after a week's work stoppage.**

Most of the workers who were found milling around the Luipaardsvlei station said they had been told to collect their wages tomorrow as they had ignored the ultimatum by management.

Mr Samson Ndou, president of the General and Allied Workers Union (GAWU), said workers went on strike on the last Thursday of August after management had started locking them in the company premises during lunch time.

Mr Ndou said "One of the workers had allegedly

stolen in the factory and took the things out during lunch time. Management then decided not to allow anybody out of the premises for lunch. The workers had then called the union to settle the matter with management.

"When the union came in, the workers had already increased their demands, and these were:

- o Recognition of their union, GAWU
- o Reimbursement of their pension funds, and
- o A minimum wage of R3 an hour

Management said that it would hold talks with the union only when the workers are back at work. But workers refused. They were then told that if they were not back at work yesterday they will have dismissed themselves," he added.

Mr Terry Davidson, managing director, last week said that if the workers were not back at

work yesterday they would have dismissed themselves and that he was not prepared to negotiate with their union until everyone of them was back at work.

Mr Davidson was yesterday said to be in a conference and was not available for a comment. He was also due to meet the union officials.

Mr Ndou also said workers were yesterday locked out of the company premises by management.

**Labour disputes/work stoppage/strikes**

291 Dr A L BORLAINE asked the Minister of Police

Hans G. C. 326 3/9/01

In how many instances was the South African Police called to the scene of a (a) labour dispute, (b) work stoppage and (c) strike in 1979 and 1980, respectively?

The MINISTER OF POLICE

(a)	1979 38	1980 52
(b)	14	20
(c)	53	94

9/9/81  
**SAP kept  
busy by  
strikers**

Political Staff

**HOUSE OF ASSEMBLY** —  
The South African Police  
have been called out every  
three days over the last two  
years to the scene of labour  
disputes and strikes

The police have been  
called out 90 times to the  
scene of labour disputes, 34  
times to work stoppages and  
147 times to strikes

These figures were dis-  
closed in Parliament yester-  
day by the Minister of  
Police, Mr Louis le Grange,  
when he replied to a ques-  
tion which had been tabled  
by Dr Alex Boraine (PFP,  
Pinelands).

Star 9/9/81  
Strikers  
109 (152)  
109  
strike offer  
to stay on

**Labour Reporter**

Former workers at the Cobra Brassware firm at Loupaardsvlei on the West Rand last night decided to collect their final wages today rather than seek re-employment.

More than 300 workers lost their jobs on Monday after refusing to meet a management ultimatum to return to work.

The workers, many of whom are represented by the General and Allied Workers' Union, went on strike last week over wage and union recognition demands.

At last night's meeting, organised by Gawu, former workers said they would "continue the struggle" and collect their wages rather than seek re-employment.

Cobra Brassware started to take on a new work force this morning and former workers were also allowed to re-apply.

# DISMISSED: <sup>Sewakan</sup> <sup>10/1/61</sup> <sup>15/1/61</sup> <sup>19/1/61</sup> Cobra strikers

**FORMER** workers at the Cobra Brassware firm at Luipaardsvlei decided to collect their final wages yesterday rather than seek re-employment.

More than 300 workers lost their jobs on Monday after refusing to meet management's return-to-work deadline.

The workers, many of whom are represented by the General and Allied Workers Union (Gawu), went on strike last week over wages and union recognition.

When they refused to return on Monday they were told by management they had "dismissed themselves".

At a meeting organised by Gawu, former workers said

they would "continue the struggle" and return to the company to collect their wages.

Cobra Brassware started to take on a new work force yesterday and former workers were allowed to reapply.

Cobra's managing director, Mr Terry Davidson, said more than 120 workers had been taken on. He was unable to say how many were previous employees.

Mr Davidson blamed intimidation of workers for the spread of the strike.

# ... 100 milkmen

It is impossible to measure bus fares by the Model Dairy and told to return to their homes in Transkei.

The number of tally marks is a simple frequency diagram to facilitate measurement of frequency.

ABOUT 100 striking milkmen in East London have been given bus fares by the Model Dairy and told to return to their homes in Transkei. Workers who failed to leave were evicted from their hostel in Duncan Village by the East Cape Administration Board.

As contract workers they had to leave East London within 72 hours of being dismissed — in terms of the Urban Areas Act. Chief executive of Model Dairy, Mr M Gatcke, said

workers who did not report for duty on Friday were told to collect their pay and leave the hostel.

"We first gave them the chance to re-apply for their jobs," he said.

"Meanwhile we have replaced about 70 of the men and are keeping some posts open for those who may wish to return.

"We have had phone calls from workers who returned to Transkei because of intimidation and now want to come back."

individual picture representation by Diagram'.

simple frequency diagram to make the measurement of frequency the relevant

MEASUREMENT	TALLY	FREQUENCY
9,4	11	2
9,5	11	2
9,6	11	2
9,7	11	2
9,8	111	3
9,9	111	3
10,0		5
10,1		7
10,2	1111	4
10,3	111	3
10,4	111	3
10,5	1	1
10,6	1	1
10,7	11	2
TOTAL		40

'TALLY CHART OF TEST VOLTAGES'

A simple frequency diagram is now drawn by creating bars whose height is proportional to the frequency opposite the relevant measurements. This is shown in the following 'Histogram'

# 150 laundrywomen stop work

State 19/87 (139) (152) (217)

(c) If the optimal act

- 8. a. Oil Drill
- b. any part
- a<sub>1</sub> - do not
- a<sub>2</sub> - drill
- Success in his drilling given

**Own Correspondent**  
 About 150 women workers at Deluxe Consolidated Laundries at Koedoe-spoort in Pretoria, stopped work yesterday in demand of higher wages and the recognition of their union.  
 The General Workers Union distributed more than 2 000 pamphlets workers who, they claim,

earn R21 a week.  
 The leaflets were distributed after Deluxe management repeatedly refused to recognise the union.  
 According to a union spokesman, female workers downed tools and gathered outside the building

They made a number of demands including the recognition of the General Workers Union, pay rates of R2.50 an hour, free use of toilets, a working uniform and a better canteen, as agreed at a meeting on Wednesday night.  
 At the meetings, workers complained about wages of R21 a week even after long service

States of Nature

θ<sub>1</sub> - No oil      θ<sub>2</sub> - Oil

a <sub>1</sub> - don't drill	0	R300
a <sub>2</sub> - drill	R300	0

Previous experience shows that points considered potentially hopeful are distributed as follows

$P_0(\theta_1) = 0,55$

$P_0(\theta_2) = 0,45$

- (a) Without further information which action should be taken?
- (b) Suppose time permits the decision maker to obtain seismograph recordings, which give added information on the likelihood of oil being present. The effectiveness of seismograph recordings in indicating oil, summarized from past use, is given below

Seismographs E <sub>1</sub> (Negative)	States of Nature	
	θ <sub>1</sub> (Oil not present)	θ <sub>2</sub> (Oil present)
Recording E <sub>2</sub> (Positive)	0,4	0,7

Using this information and assuming only the recording was made, what decision would be made if

- (i) the sample result was positive
- (ii) the sample result was negative
- (iii) If the sample result was positive, compute the new expected value of perfect information.
- (iv) If the sample result was negative, what is the expected loss under the revised probabilities of the optimal action?
- (v) The expected losses calculated in (iii) and (iv) are conditional on the sample result. By computing the probability that the sample indicates oil, calculate the unconditional expected loss. (Preposterior Analysis).
- (vi) Compare the total expected loss with sampling to the total expected loss without sampling. Should you bother to take a sample?
- (vii) Construct the full decision tree for this problem

9. Construct decision trees for the problems in Q1 and Q6.

$\bar{X} = \bar{m}$   
 $\bar{X} = (1,98)$

# Ford may have to pay RL in pensions

The mean of the

$\bar{r} = (0,11 +$

We can use Tab

We merely multiply

Then the control

$UCL = \bar{X} +$   
 $= 2,01 +$

$LCL = \bar{X} - 3\bar{r}/(d_2\sqrt{n})$   
 $= 2,01 - 3(0,16)/(2,326\sqrt{5})$

The nearby Firestone plant.

Hundreds of workers at Ford chose to withdraw their pension funds.

### GRACE PERIOD

However, under the rules of Ford's pension fund, workers have a six-month period of grace to return to the fund without any loss of benefits.

Ford's industrial relations officer, Mr. Fred Ferreira, said it could cost the company about \$1-million in pension payouts if workers chose not to reapply.

value of  $\bar{r}$ .

$\hat{\sigma} = 0,16/2,326$   
 $= 0,0688$

$= (7.3)$

$(0,16)$

$= \bar{X} - A_2 \bar{r}$   
 $= 2,01 - 0,58(0,16)$   
 $= 1,92$

TABLE 7.3 FACTORS GIVING UNBIASED ESTIMATE OF  $\sigma$  FROM  $\bar{r}$

Number of observations in subgroup		Factor for estimating $\sigma$ from $\bar{r}$ (multiply $\bar{r}$ by $1/d_2$ )	Number of observations in subgroup		Factor for estimating $\sigma$ from $\bar{r}$ (multiply $\bar{r}$ by $1/d_2$ )
n	A <sub>2</sub>	d <sub>2</sub>	n	A <sub>2</sub>	d <sub>2</sub>
2	1,880	1 128	22	0,167	3 819
3	1,023	1 693	23	0,162	3 858
4	0,729	2 059	24	0,157	3 897
5	0,577	2 326	25	0,153	3 931
6	0,483	2 534	30		4 086
7	0,419	2 704	35		4 213
8	0,373	2 817	40		4 322
9	0,337	2 970	45		4 415
10	0,308	3 078	50		4 498
11	0,285	3 173	55		4 572
12	0,266	3 258	60		4 639
13	0,249	3 336	65		4 699
14	0,235	3 407	70		4 755
15	0,223	3 472	75		4 806
16	0,212	3 532	80		4 851
17	0,203	3 588	85		4 898
18	0,194	3 640	90		4 939
19	0,187	3 689	95		4 978
20	0,180	3 735	100		5 015
21	0,173	3 778			

† Adapted by permission from E. L. Grant, "Statistical Quality Control," 3d ed., McGraw-Hill Book Company, New York, 1964.

The values of  $\bar{X}$ , the UCL and the LCL and the sample means are plotted in Figure 7.2.



FM 11/9/81

## INTERCESSION

An unusual Transvaal Supreme Court ruling this week reversed the sentences and convictions of 177 bus-drivers who were convicted of charges related to striking earlier this year. What made the ruling extraordinary was the fact that although only three people appealed against the convictions, the sentences of all the others were also set aside.

In February, 188 workers — employees of Greyhound Buses — were arrested after a dispute about wages and dispute settlement procedures. Eleven pleaded not guilty and were subsequently separately tried. The rest were sentenced to 18 months jail suspended for five years conditional upon their immediate return to work and if they were not convicted of similar offences in the following years.

The workers had no time to secure legal representation as their trials were conducted almost immediately after arrest with complicated charges resulting from the dispute under the Riotous Assemblies Act and the Black Regulations Act.

In a rushed trial, 177 accused were tried in six hours. According to the judgment of Mr Justice Margo and Mr

Justice de Grange, who heard the appeal, the trial was conducted in haste which leads us to believe that justice was impeded and not advanced.

In setting aside the sentences, the judges said that not only were there irregularities in the initial court procedure but that the original sentences meted out were draconian.

### Inherent right

The Supreme Court had an inherent right to intercede on behalf of the convicted workers to set aside the sentences of those convicted even though it had not been asked to do so. There were irregularities in court procedure. Not only was the charge sheet found to be defective, but charges had not been fully explained to the accused. The court also ruled that it was "highly undesirable for people accused of complex charges to be tried without access to legal representation."

An informed legal source comments: "It is to be hoped that the judgment will have the effect of preventing rushed trials like this in the future. It is clear that the irregularities were the result of the indecent haste to bring the accused to trial."

one could expect unemployment to drop - it would also redress - tribute itself towards the cities. Not only would there be an exodus from homelands but one could expect people (in lesser numbers) to leave the low-paying and labour-surplus white rural areas. The burden of providing work and incomes for the poor of the nation would fall squarely on the cities and towns.

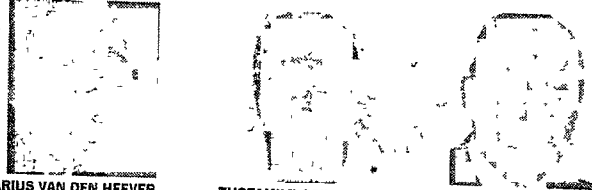
Some city-dwellers fearing the results have been propounding what is, in effect, a modified version of the old Labour Party dream: keep the cities for a privileged class (Whites then - Creweel used to claim that the mines could be run using only white labour; Whites, Coloureds, Asians and permanently resident Africans now) whose fortunes could be steadily improved, while the rest could fend for themselves. This is a more culpable dream than it was, since we understand better now than fifty years ago that the rest are in no position to fend for themselves. Official policy, on the other hand, has been to move people and to spend substantial sums of money on homeland infrastructure while expecting decentralisation of employment, something which, despite ever grander schemes, has failed to materialise at anything like the rate required.

The determination to keep our cities closed to more extensive African settlement has resulted in the perpetuation of the migrant labour system, through the mechanisms already discussed, it threatens to slow down the rate of labour absorption. The result will be (indeed, already is) a large hard-core poverty problem in the homelands as a whole and in closer settlements in particular. It is particularly severe among permanently female-headed households, but de facto female-headed households whose migrant workers fail to remit earnings or remit irregularly are also at severe risk. Labour market policies cannot reach many of these households and it is difficult to see how suitable labour market policy could be evolved for the rest since it is precisely current labour and residential policies that put them in such a disadvantaged position in the first place. West Africans to be allowed into the cities freely, some of this poverty could be expected to disappear simply because families could live together and so eliminate the risks of remittances problem; also the employment prospects

152 11/9/81

# Pension tension

## The proposed system is a source of unrest among black workers



MARIUS VAN DEN HEEVER... Change eliminates problems

THOZAMILE GQWETA... Workers very worried.

ROD IRONSIDE... Could trigger work stoppages.

"PENSION tension" sounds like a phrase devised by a slick ad agency. But it's an apt way to describe labour unrest which has resurfaced recently.

Earlier this year, the Eastern Cape was hit by strikes on pension issues and unrest also hit other areas, including Anglo American's head office.

In recent weeks, the Natal sugar industry was hit by three pension strikes; 2 000 workers marched out of a National Union of Clothing Workers meeting, rejecting a new provident fund proposed by union general secretary Mrs Lucy Mvubelo, and pensions were among issues raised in a strike at Cobra Brassware in Krugersdorp which ended in the firing of strikers.

The turmoil is a reaction to Government moves to change the pension system, which recently culminated in the release of a draft pensions Bill.

The unrest began after the Government accepted a recommendation that the preservation of employee pension contributions should be compulsory.

This meant that all employees who contributed to a pension fund would not be allowed to receive their accumulated contribution when they left a job.

Instead, the accumulated money would be transferred to the new employer's fund. If the employee did not immediately take up a new job, the money would be held in the former fund until a new job was found - or until retirement.

The proposed new system is designed to provide all employees with adequate pensions, but to avoid a state-funded national pension scheme.

When the government released plans for a state pension fund in 1976, it was supported by registered union bodies like UCU, but the private pension industry and "free marketeers" bitterly opposed the plan.

### Swallow

They said the scheme was financially unsound, that it would "swallow up" private pension companies, and that it amounted to "creeping socialism".

Alarmed by the proposed state scheme, business suggested several measures to the Government aimed at providing a more substantial pension pay-out on retirement while avoiding a state scheme.

One of the ideas was compulsory transferability - private pension companies had consistently backed transferability, arguing that workers who withdrew pension money and then spent it were "a drain on public resources".

In May 1978, the Government announced its support for this idea and that September, an inter-departmental committee was appointed to look at the issue.

The committee recommended forced transferability and in December last year, the then Registrar of Financial Institutions, Mr Wynand Louw, said draft legislation would be pre-

pared to introduce such a system.

He said "preserving" pension contributions would enable workers to build up enough of a pension to "look anyone in the eye" in their old age.

He also said the scheme would enable the authorities to spend less on social pensions and use this money elsewhere - for example, on the disabled.

The proposal would apply to all employees and there has been some reaction from white shop-floor workers. But the main reaction came from black workers.

They demanded to opt out of pension schemes to escape the proposed law.

Some employers reacted by paying back pension money, and it was estimated that "hundreds of thousands of rand" were paid back in pension money by employers in the first few months of this year.

But many refused, saying that joining the pension fund was a condition of employment and that workers who wanted to opt out would have to resign.

"Employers believed they were taking an enlightened step by letting blacks into pension funds. When workers wanted out they decided they were being ungrateful", says an employer source.

Often, when employers refused to pay back the money, workers struck and the celebrated Firestone strike was one

of those prompted by the pension issue.

Many worker complaints simply illustrated black suspicion of the Government - it fears that the money would be used by it (for defence) and never returned.

### Tide over

But one reason repeatedly advanced by unionists was that lower-paid black workers had different needs to those higher up the job scale. When higher-paid workers changed jobs, it was usually to move to a better one, they argued.

But when lower-paid black workers lost a job they had to spend time looking for a new one. The pension pay-out helped to "tide them over" while they were out of work and they needed it then, not when they were 65.

The threat of unrest prompted some employers to press for changes.

The Federated Chamber of Industries suggested to the Government that the scheme should not apply to workers earning below R8 000 a year, who would be able to decide whether they wanted their pension money transferred.

The FCI backed transferability and said there were higher-paid workers who spent their pension pay-outs, and then became "a burden on the State".

But it added that the pension needs of lower-paid workers were different and that pension

issues should be negotiated between workers and employers.

In his Budget speech, the Minister of Finance, Senator Owen Horwood, announced that the plan would be changed and this was followed by the release of a draft Bill. The Government hopes to enact a new pensions law in 1982.

The new Bill proposes that all money paid into a pension fund after it becomes law would be subject to the new compulsory transfer provision.

But any pension money paid in before then would not be affected. Employees could opt to have their money accumulated until then transferred or they could withdraw it on leaving their job - even if they left after the Bill became law.

And the draft Bill gives the registrar of pension funds the right to exempt workers from compulsory transfer if there is a threat of labour unrest.

The Registrar of Financial Institutions, Mr Naas van Staden, described the scheme as a "courageous" experiment.

He added that those who were concerned at the new provision would now be able to decide whether they wanted their accumulated money transferred.

### Confusion

But he appealed to workers to join the new scheme voluntarily.

Asked about those who wanted pension money to "tide them over", Mr van Staden said they were "confusing a pension scheme with a savings scheme".

"A pension is designed to cater for old age and if employees don't join the scheme, they will regret it when they are too old to work," he said.

Mr Marius van den Heever of Old Mutual also said he believed the changes would eliminate worker objections. "They can do whatever they like with their accumulated contribution, so I don't see a problem," he said.

Although contributions made after the Bill became law would automatically be transferred, "it will be a long time before this amounts to a big enough sum to cause much objection".

He rejected the idea that worker objection to the scheme ran deep - "somebody put the idea in their heads" - but said that "a programme of education" would be necessary to convince workers of its benefits.

But since the Bill was published, there has been renewed unrest. Mr Thozamile Gqweta, East London-based president of the SA Allied Workers Union, says workers "are still very worried about the pensions issue".

He adds "We are urging them not to strike, but there is tension". This may simply indicate

Government moves to revamp the country's pension system continue to be a source of unrest among black workers. While they broadly support the moves, employers fear that the latest Government proposals on the issue will not remove the threat of unrest, as Labour Reporter STEVEN FRIEDMAN reports.

that the changes are not understood by workers.

But the FCI is not convinced that the new Bill has resolved the problem.

Last week, the chairman of its labour affairs committee Mr Rod Ironside (an East Cape employer), welcomed the "broad thrust" of the Government's new pension approach, but accused it of acting "precipitously".

Like other management men, he criticised the clause giving the registrar the right to intervene where there was a threat of labour unrest.

"This could trigger work stoppages," he said. Many employers would request exemptions "making the proposals ineffective" or the registrar would be placed in a difficult position if his refusal to grant one led to a strike.

He repeated that the plan "cannot be imposed in all situations" and added that "sound industrial relations practices dictate that employers and employees should be given the opportunity to negotiate on these issues".

"The ultimate objective of security in old age for all" should be reached through "a step-by-step basis of agreement from all parties concerned".

### Channels

He suggested that provident funds should be exempted from the new law, and hourly-paid workers given the choice, in negotiation, between a pension fund (with compulsory preservation) or a provident fund without it.

The pensions drama has provided the most concrete example of the claim that the absence of black political rights will mean that political issues will spill over into the factory.

If blacks had adequate political channels, they would be able to lobby against the new law in the same way as white labour groups would. The fact that white union members have a vote, makes their views more influential.

But blacks had to use the one channel they did have, their labour muscle.

Many employers thus felt a need to press for some of the changes black workers were demanding in order to lessen the risk of factory unrest.

In the short-term, the claim that black labour will become a political force may mean simply this: The desire for stable relations in the factories will prompt employers, who have political clout, to request changes on some of the issues worrying their black workforce.

The reaction to the pensions move has already won changes in the plan.

As for the merits of the pensions debate, it is one thing to say that the transferring of pensions will provide benefits for workers. It is quite another to say that they must receive these benefits whether they like it or not.

That, as the FCI has pointed out, is for them to decide in negotiation with their employers.

A move to make the entire exercise voluntary - particularly for the lower-paid - would seem to be the next logical step in the great pensions palaver.

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11 98  
**Paid-off  
workers  
return**

Mercury Reporter  
ABOUT half of the workers who downed tools at the Dunlop plant in Ladysmith following a dispute with management over wages on Monday morning, returned to work yesterday, according to Mr. John Lowe, works director for Dunlop SA Ltd. Mr. Lowe said between 30 and 40 workers refused to work on Monday and elected to be paid out.

But since then they had been returning in dribs and drabs, and only about 20 men had not returned by yesterday afternoon.

According to Mr. Lowe, the company had refused the wage increase demanded by the workers on Monday.

Workers  
back after  
wage rise

Mercury Reporter

THE 60 construction workers who downed tools and walked off a building site at the University of Zululand on Wednesday returned to work yesterday morning after accepting a 15 percent wage increase from their employers, according to Mr Finley Hamilton of the Alexander Hamilton Construction company.

Mr Hamilton said the workers had left the construction site after requesting a wage of 80 c an hour. They returned to work yesterday after management offered them a 15 percent increase, bringing their hourly wage to 92 c. Their new wages will come into effect immediately.

The increase will bring the construction workers' wages into line with the market wage, which according to Mr Hamilton is between 80 c and 90 c an hour.

# Laundry worker strike

Sow E (1978) 1978  
11/9/78  
16/2  
15

MORE than a hundred employees - mostly women - at Deluxe Consolidated Laundries, Koedoespoorts, in Pretoria yesterday downed tools.

The workers, according to their spokesman, gathered outside the laundry shortly after their 10am tea break and refused to return into the building.

They demanded immediate recognition of the General Workers Union of South Africa (Gwusa) by management, pay increases of up to R2,50 per hour and better working conditions.

Pretoria's regional secretary of Gwusa, Mr Donsie Khumalo told SOWETAN yesterday that shortly after the workers went on strike he was picked up by security policemen at the laundry and taken for questioning. Mr Khumalo said he was questioned at the Compol Buildings, Pretoria premises of the Security Police for three hours and was subsequently released.

# No coal for many in ice-cold houses

By STEVEN FRIEDMAN  
Labour Reporter

152

POLICE arrived on the scene at McPhail's Kazerne coal-yard yesterday as most of the 200-odd workers stayed away from work, disrupting coal supplies to Johannesburg's households hit by the cold weather.

A company spokesman, Mr Paul McNaughton, yesterday denied claims that the stayaway was a strike prompted by worker demands to be paid early.

Mr McNaughton said the Denver compound where McPhail's black workers were housed had been hit by a fire which had damaged three rooms on Thursday night.

The fire brigade had arrived and had flooded most of the rooms in the process of putting out the fire.

## Wet clothes

Only about 30% of workers had turned up at work, but the rest had stayed away because they preferred to dry their clothes out, not because they were on strike", he said.

"Loyal workers" had arrived at work despite the incident at the compound, he said.

As evidence of his claim that there had been no strike, Mr McNaughton said workers were being paid for their week's work late yesterday afternoon.

He said the bagging and delivery of coal had also been affected by the snow which fell on Thursday.

In reply to a complaint from members of the public that consumers were being rationed to one bag of coal each, Mr McNaughton said

## Denial

"What we have done is to issue an appeal to the public to collect their coal directly from our yard because of the difficulties with deliveries. There is obviously a limit to the amount of coal people can take away in their cars, but some have taken away more than one bag."

He denied that coal supplies to the public had been rationed.

McPhail's Kazerne depot was hit by a strike last month when workers demanded wage increases.

The company's newly appointed managing director, Mr A J Laughland, said at the time that workers had been "grossly underpaid for years" and added that the strike had ended after the company brought forward a promised wage increase.

This increase, he said, was the first step in a far-reaching review of pay and working conditions at the company.

return on these funds.<sup>5</sup>

st, and this cost should be

enterprise are treated simi-

ore, it is felt that because

their investments for relatively

ward themselves as owners, and

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# Threat of legal action over pension dispute

NM 12/9/81 (152) (186) (200) (208) (229)

**Mercury Reporter**  
SUGAR giant Hulett's has been threatened with legal action by an employees' union following recent work stoppages over pension payment disputes

Mr Selby Nsibandé, secretary of the National Union of Sugar Manufacturers and Refining Employees, told the Mercury yesterday that the millworkers wanted to withdraw all their contributions and considered Hulett's answers to their demands to be 'totally unacceptable'. The matter had been handed over to the union's legal advisers and it was intended to take the matter to the Industrial Court.

Mr Nsibandé emphasised that the work stoppages at

the Mount Edgecombe, Amatikulu and Darnall mills had been aimed at the Government's Draft Pension Bill as well as the present Hulett's pension scheme. Workers were unhappy with the outcome of the stoppages because management had refused to let them withdraw their pension contributions, he said.

### Trust account

Mr Dick Ridgway, managing director of Hulett's Sugar Ltd, said they had offered to deposit the employees' contributions plus interest in a trust account to be administered jointly by representatives of the trade unions and management.

'This money will be kept

in the trust account until it is possible to ensure that the final legislation of the Government's draft Bill cannot have the effect of preventing employees from withdrawing their contributions on leaving the company and until such time as negotiations take place in respect of black representation on the board of trustees, either of the current or any future pension fund.'

Mr Ridgway added that they would not agree to refund pension contributions because of their long-term obligation to ensure that all employees and their dependants were adequately covered in respect of death, old age and premature retirement.

According to Mr Nsibandé, Hulett's employees have been opposed to the pension scheme since it was introduced at the end of 1975.

'The old Works Committee questioned the new pension scheme when it was introduced, but Hulett's implemented the scheme even though several workers were not happy with it.'

Mr Nsibandé said that, according to members of the old Works Committee, some workers had been forced to join the pension scheme in 1976.

'Workers are not opposed to the pension scheme as a whole, but felt in the past that they would have liked to have participated in designing the rules governing it. There have been no black representatives on the Pension Fund in the past, and it is only since the Mount Edgecombe stoppage that the idea of black representation has been considered.'

### Industrial Court

Mr Nsibandé said that the Government's draft Pension Bill had sparked off dissatisfaction with Hulett's pension scheme, and workers were determined to withdraw their money immediately.

'Workers returned to the mills after the stoppages because the union said the matter would be taken to the Industrial Court. They consider Hulett's proposals to be unacceptable.'

Mr Ron Phillips, Hulett's group public relations manager, confirmed yesterday that the company had received a letter on Thursday saying the union intended to take legal action.

**No accord at Dunlop**

Mail Correspondent  
NEGOTIATIONS with management have broken down at Dunlop's Ladysmith factory after last week's work stoppage by half the workforce  
Mr Makhosini Khumalo, the president of the Black Allied Workers' Union, said 200 workers had been told by management to collect their wages, and that 150 replacements had been hired at a higher wage than experienced workers earned  
Mr John Luwe, works director, denied the workers were hired at anything above the fixed wage scale and said all but 50 workers who elected to be paid off were back at work

financial statements a subsidiary  
company, that is less than  
subsidiary incurs an interest  
used upon consolidation of the holding company has  
effect of capitalising  
sidered when calculating  
a portion be allocated  
Whinney contend that the calculation of the minority interest  
should be based on the net income shown in the separate  
financial statements of the subsidiaries.<sup>56</sup> It is submitted  
that this is the best treatment of the minority interests.

4.8.3 Unconsolidated Subsidiaries

A parent company and its unconsolidated subsidiary may be viewed as a single entity for financing purposes. For this reason, I feel the entire amount of profit resulting from inter-company financing should be eliminated, and therefore not be eligible for capitalisation, when reports are drawn up in conformity with the Companies Act of 1973, or when the subsidiary is accounted for on the equity method.

4.8.4 Associated Companies

When accounting for associate companies on the Cost Method, there is no problem because the investor company only recognizes profits as they accrue in the form of dividends.



# Protest meeting: 800 back strikers

C. Herald 12/9/81

MORE than 800 people attended a protest rally in Wynberg last Sunday in support of the boycott of Wilson Rowntree products.

The meeting, held at the Luxurama Cinema was arranged by the Wilson-Rowntree Support Committee to boost the six-month old boycott and to protest at recent detentions and squatter removals.

Mr Sisa Nkhalana, vice-president of the South African Allied Workers' Union (Sawu) — to which the strikers belong — said the morale of the

workers was still very high.

He said the boycott had been effective. Production at the factory had dropped. Mr Nkhalana, nevertheless, called for an intensification of the boycott.

Before the strike Wilson Rowntree employees were allowed to buy the sweets they manufactured, but many did not do so.

Now however the workers are as good as compelled to buy these sweets. Mr Nkhalana said.

He criticised the continued detention of 33 Wilson-Rowntree strikers.

revenue-earning capacity suggested that interest that require extensive t  
tion.

One respondent also purchased assets prior to produc-

#### 4.1.2 Land

In this regard, if land u t to get it ready for an intended use asset is that developed land, then any asset is that such development is part c rred during and may be capitalised. on could lead to a permanent difference ari tax purposes.

#### 4.1.3 Inventories

FASB 34 does not allow interest to be capitalised on inven-  
tories that are routinely manufactured on a repetitive basis,  
because, in the Board's judgment the informational benefits  
received by doing so is outweighed by the costs involved.  
The allocation of interest to inventories has little effect  
on periodic earnings because of the "roll-over"<sup>3</sup> effect, i.e.  
the amount of interest capitalised in a period tends to be  
offset by amortisation of previously capitalised interest.

The Board's stand that no interest should be capitalised on  
inventories that require an extended maturation period, e.g.  
aging whiskeys, is a direct reversal of what they proposed  
in the ED. Their logic behind this is that it is not  
appropriate to capitalise interest as a holding cost.

DD 17/9/81  
Arson  
two  
men  
freed

MDANTSANE — Two former Wilson Rowntree employees, Mr Skhrwintshi Sibawu and Mr Eric Mntonga, of Mdantsane, were found not guilty and discharged on a charge of arson at the close of the state case in the Regional Court here yesterday

Acquitting the men, the Regional Court magistrate, Mr B Addison, said there was no evidence on which to convict them. He said the men had been charged for arson but the state had not proved that immovable property had been set alight, except that rubbish was set alight.

He was satisfied there had been no evidence to prove that it was Mr Sibawu who set the rubbish alight.

The trial is a sequel to unrest at the sweet factory early this year.

Mr Eric Mlandu said in evidence that he woke up one night in May and saw fire in his yard. He said he opened the curtains and saw Mr Sibawu standing on the other side of the fire. He fled in a car, when he saw the curtains opening.

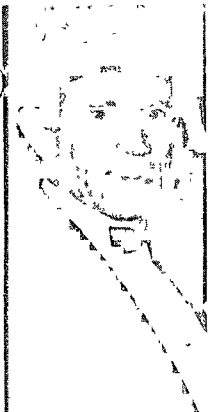
Mr Mlandu said the compost and pieces of paper were burning about 10 meters from the house. The fire did not damage his house and was no danger to it.

Under cross examination by advocate V E M. Tshabalala of Durban, for the defence, he said the fire had extinguished itself. He agreed that the person he saw could have been someone who looked like Mr Sibawu. He could not say for certain that he was Mr Sibawu.

The state closed its case without calling any other witnesses — DDR

17/9/81 (180) (172)

# 27<sup>DD</sup> milkmen evicted



MR KOCH contracts expired

EAST LONDON — The chief director of the East Cape Administration Board, Mr Louis Koch, confirmed yesterday that a further 27 dismissed Model Dairy workers had been evicted from their Duncan Village hostel

He was reacting to a claim by the African Food and Canning Workers' Union that more than 50 workers had been told to leave the hostel by the hostel superintendent on Monday

Mr Koch said the board had been supplied with a list from Model Dairy containing 27 names of workers who had been dismissed in the recent strikes and were still living in the hostel

He said the workers

would have to vacate the hostel by the month end. As their contracts had expired, their accommodation payments would stop at the end of September

"Unless they are re-employed or reattested by the Commissioner's office, they will have to leave," Mr Koch said

Miss D Komose, secretary of AFCWU, said more than 50 workers, all Transkeian contract workers, had been told to leave. She said that just before noon on Monday, ECAB officials served the notices, after gathering the workers outside the gates

"They were told they were no longer working for Model Dairy and so they had to leave. They were told they had to move on

their own and that they had one week in which to leave," she said

Miss Komose said they were all Transkeians and had "no chance of getting alternative accommodation near East London — they will have to go back to Transkei"

Attempts to contact Mr M Gatcke, the chief executive of Model Dairy, for comment were unsuccessful — DDR

# Iscor workers paid off after row over shifts

CAPITALISING IMP A NUMBER of black workers at an Iscor plant in Newcastle have lost their jobs after a dispute over a new shift system

Financial accounting realities of a business cannot be entirely explained due to the complexities required to be objectified for economic purposes. Accounting should not be used where there are compelling reasons not to recognise the intangible

According to an Iscor spokesman, 62 workers were paid off yesterday after walking off their jobs and refusing to return.

The Black Allied Workers' Union claims 150 workers are involved, and that the workers were locked out of the factory.

Mr Neels Howard, Iscor's head of industrial relations, said a two-shift system instead of three shifts was introduced at an Iscor plant on Monday. The move had been discussed with the industrial council, unions party to the council and workers.

Black workers had raised a number of practical problems, including transport difficulties, but after negotiations with bus companies and changes in their schedules, most black workers supported the system, he said.

On Monday the first shift of 81 workers refused to start at the

By RIAAN DE VILLIERS

new time but went to their jobs after talks with management.

However, they donned tools at their accustomed time of 3pm instead of 7pm and refused to return, despite a warning that they would "dismiss themselves" if they did not. The night shift acted in the same way.

Mr Howard said the workers were paid off. He hoped there would be "no further problems".

According to Sapa, a Bantu spokesman claimed about 150 workers had been locked out when they returned on Tuesday and were removed from the premises in the presence of police.

He said the union had held talks with the industrial council, which denied that it had approved the new roster.

because to do so would not be in accordance with GAAP. Anthony feels that this conclusion is unwarranted.<sup>3</sup>

In this chapter I propose to discuss briefly the Proprietary and Entity theories of Accounting, and then to highlight various of the arguments both for and against capitalising an imputed interest on equity capital. I will conclude by examining some of the major problem areas involved were such a policy to be implemented.

## 5.1 Proprietary vs Entity Theory

The proprietary theory of accounting views the enterprise as being owned by the proprietor himself. He is the centre of all accounting - all the assets are his, and the liabilities are his obligations, and any excess of assets over

# Strikers fired and company 'closes'

RBM 18/9/81 152 1484  
A WYNBERG firm, Poolquip, has fired its entire workforce after a strike and told workers it is closing down, a Fosatu spokesman claimed yesterday. But he said workers doubted this as management had said it would re-hire workers on Monday.

A Fosatu workers' spokesman said the workers — about 80 — were fired after a stoppage on Tuesday and Wednesday in protest at the retrenchment of workers and disbanding of their works committee.

He claimed that the retrenchments had been carried out in violation of an industrial council agreement and said some of them were members of the project, which aims to organise workers and then channel them to Fosatu unions.

## Petition

Attempts to reach the company's managing director for comment were unsuccessful yesterday.

The Fosatu spokesman, Mr Aaron Thiobejane, said Poolquip workers had signed a petition in August asking for the establishment of an official works committee.

He said the company had

## Labour Reporter

agreed and a committee had been elected.

However, he alleged that when workers asked for additional copies of the committee's constitution, management had refused.

The company had then disbanded the works committee, "a move which angered workers".

Last week some of the workers were retrenched.

"The other workers refused to accept this and they were sent home early on Tuesday. But on Wednesday they were told that they were all being fired and that the company was closing.

"We are not sure about the closing down story as management has said that any worker who wants to continue working can claim his job back on Monday," Mr Thiobejane said.

18/9/81

AN undisclosed number of workers at Iscor's Newcastle plant were yesterday paid off following industrial unrest which had recently swept at least two major Northern Natal industries.

The publicity secretary of walkout this week, was said to

the unregistered Black Allied Workers Union (BA W U), Mr B E Kinnamo, who put the figure at 150, said the workers were paid off because of their strike action in protest over the introduction of new working hours.

The works manager at Iscor Mr C J van Vuuren who disputed the number of workers who walked out, describing it as "an exaggeration", said the steps taken by

his corporation were necessitated because of the prevailing "economic conditions". The reason for their going was that working hours on the rod mill had been changed from 18 shifts a week to 12 shifts a week. These were being worked on the basis of two 12-hour shifts a day four

days a week, he said. "We tried to reallocate labour to other departments but the people have been fed contradictory and misleading statements which led to discontent with the result that the 98 took their discharge". Mr Kinnamo said he was not aware of the new arrangement being negotiated with the workers of the Industrial Council, as Iscor claims

Meanwhile at Duntlop's Ladysmith plant where, according to Bawu's president Mr M K Kinnamo, about 200 workers had downed tools a little more than a week over a pay demands, the dispute remains unresolved

# 86 FIRED



**DISMISSED:** The 86 dismissed workers assembled outside the offices of Fosatu in the city. *158* **JUDAS NGWENYA**

**EIGHTY-SIX** workers at Poolquip Industries in Bramley were dismissed this week for downing tools in protest against the firing of 11 colleagues.

The workers said they were removed from the company's premises in 11th Street, Kew, in a police kwela-kwela and driven to the Bramley police station where they were warned to stay away from the firm.

The chairman of the workers' committee, Mr Caiphus Seromo, said the mass dismissal was a sequel to the management's refusal to cooperate with the committee.

He said a director, a Mr Horn, refused to allow the printing of sufficient copies of the committee's constitution, and when he was pressed to meet the workers, he "decided to fire 11."

Mr Seromo, who was among the first to be dismissed, said Mr Horn told him he was not interested in the committee's activities but only in

**By CHARLES MOGALE**

production

"I was also told that management was not aware that it had to contact the Industrial Council if it wanted to fire us. I am sure that the first 11 to be fired were marked because of our open support for the workers' committee," Mr Seromo said.

One of the workers, Mrs Martha Day, said that when a group of workers demanded an explanation for the dismissal of their colleagues, they were told that there was nothing that could be done. All employees then decided to down tools.

They were later driven out of the premises and told they were "fired."

An official of the Federation of South African Trade Unions



**CHAIRMAN** of workers' committee Caiphus Seromo: "They refused to cooperate."

(Fosatu) said that when he approached the manager, Mr F Linda, yesterday, he was told that interested employees could start work again next week. Those who did not feel like it could pick up their pay packets.

Mr Linda told SOWETAN: "We have no comment."

11. Discuss in the South African context, what you consider to be the meaning of "women's emancipation".



STA 10/19/87  
**Boksburg**  
**strike**  
**is over**

Eight dismissed workers have been reinstated and their workload reduced after a strike by the 130 strong workforce at Mine Steel Products, Boksburg

The dispute began when pairs of workers were required to carry 80 kg boxes of sand to the moulding line, instead of the 42 kg boxes previously used, said a spokesman for the Metal and Allied Workers Union (Mawu)

When four workers refused to carry the boxes — saying that extra hands were needed — they were dismissed, the spokesman said. Replacement workers were dismissed in similar circumstances and, on Wednesday morning, the workforce downed tools

The spokesman said the strike ended four hours after the reinstatement

CT 21/9/81  
153  
BUSA  
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# Sweets 'seized' in UCT protest

Staff Reporter

TWO canteens at UCT were stripped of Wilson Rowntree products on Friday as part of an impromptu protest by an *ad hoc* group of about 30 students supporting a nation-wide boycott of the firm's products.

They have now locked 327 packets of Wilson Rowntree sweets in the SRC safe and will keep them there until the university caterers, Fedics, undertake to discontinue the sale of the firm's products at its campus outlets.

The boycott was launched when 500 Wilson Rowntree workers were sacked after a strike at the firm's East London factory in February this year.

Since then a large number of workers and their trade union representatives have been detained by Ciskeian security police, the latest of these being the detention of 205 trade union members two weeks ago.

The SRC president, Mr Laurie Nathan, said yesterday that shortly before lunchtime the group decided to "give the boycott content and use the protest as an

educative weapon"

While one group of students entered the main union cafeteria and dumped Wilson Rowntree products in a cardboard box, another group addressed students to give reasons for the action.

As the products were "confiscated", the students took an inventory of each item removed.

They then moved to the cafeteria in the Robert Leslie Social Science Building and cleaned out its shelves. Once again an inventory was taken.

Mr Nathan said one supervisor in the Leslie canteen initially objected to the action on the grounds that the products were all old stock.

Once the position had been explained to him, he agreed that all the firm's products could be removed and he would not reorder Wilson Rowntree stocks until the boycott was over.

"If Fedics as a body agree to remove all their stocks of Wilson Rowntree products and not to buy any more, the *ad hoc* group have said they will return the confiscated goods," Mr Nathan said.

# UCT chews over the sweet swoop by boycott demos

RDM 22/9/81

(186) (152) (145A) (61) (34)

CAPITALISM

PAL

Financial accounts cannot be explained due to the requirements required to be relaxed for economic purposes.

THE University of Cape Town authorities reacted cautiously yesterday to the "confiscation" of 327 packets of Wilson Rowntree sweets by an ad hoc group of about 30 students on Friday.

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axed for economic purposes.

The students were protesting against the continued stocking of the firm's products by the campus caterers during the boycott of Wilson Rowntree

They blitzed two of the biggest cafeterias on campus at the weekend, explaining their actions by megaphone to other students having lunch

The background to the February strike and subsequent sackings of 500 workers at the firm's

## Mail Correspondent

East London factory was outlined, and the launching of the boycott in support of the sacked workers spelt out

Mr Don Cooper, Deputy Registrar for Student Affairs, said yesterday the protesting students had acted in a "very responsible manner."

"They have locked the sweets in the SRC safe and have given the caterers, Fedics, a stock list

"The students are being perfectly reasonable and are negotiating with Fedics on the future of the stocks," he said

A spokesman for the sweet raiders said yesterday he felt "quite confident" Fedics would agree to their demand that they cease stocking the products at their on-campus outlets until the boycott was over

## No action

The university's chief administrative officer, Mr W Jack, said although he did not think any action would be taken, UCT regarded the raid "as an unsatisfactory state of affairs"

Mr Helmut Schneider, Fedics' catering manager at UCT, has said the matter is up to the university authorities

"If they decide 'no Wilson Rowntrees', that's fine by me. If they say we have to stock their products, we will have to abide by that decision," he said

economic measure - principle are it is re-financial ics unless ntng does l at all, GAAP. d. 3 Propriet- to high- nst al. I blem areas  
accounting should not be at variance there are compelling reasons. 2 not recognise the interest cost because to do so would not be in Anthony feels that this conclusion  
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## 5.1 Proprietary vs Entity Theory

The proprietary theory of accounting views the enterprise as being owned by the proprietor himself. He is the centre of all accounting - all the assets are his, and the liabilities are his obligations, and any excess of assets over

# Fish and chip workers strike over lost bonus

OFFICE workers around Marshall Street had to do without their fish and chips yesterday after a strike by the black staff closed their Captain Dorego fish-and-chip outlet.

By STEVEN FRIEDMAN

All 10 of the store's black employees refused to work early yesterday and the store's franchise holders were forced to shut up shop

By late yesterday there were no indications of a settlement, although management was attempting to contact the strikers to persuade them to return

The general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma

Mashinni, said the workers had struck after R5 had been deducted from their weekly pay-packets

"Every spring, the workers get R5 deducted because management says they have been receiving an extra R5 as a winter bonus. The workers got angry and left," she said

After locating the distressed franchise-holders, a Captain Dorego spokesman confirmed the workers had struck after losing their "winter bonus"

## Favourable

"Winter is our busy time and so workers get an extra R5 a week. Once spring comes, they lose it," he said. "Their pay slips make it quite clear that the R5 is only a bonus for winter"

He added that he was "surprised" by the strike. "The franchise holders concerned have always been good to their black staff and their wages compare favourably with other outlets. Workers earn between R30 and R45 a week"

The spokesman said workers had reported as normal yesterday, but had remained in their change room instead of beginning work

"When questioned about this, they said they did not want to work today and left," he added

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in with the legal form. Under this concept, the entity  
receives its capital from two principle sources - equity -  
capital from its shareholders, and debt capital from its  
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CT 22 9/81  
Sweet boycott: (3/1)  
Students press on (152) (#) (1/2)

Staff Reporter

WHILE University of Cape Town authorities reacted cautiously to the "seizure" of Wilson Rowntree products from campus cafeterias last week, a spokesman for the student group involved said similar action may be taken at the Baxter Theatre

Last Friday, a group of about 30 students protesting against the continued stocking of the firm's products during the current Wilson Rowntree boycott blitzed the cafeterias at lunchtime.

They locked the sweets in the SRC sale and gave the caterers, Fedes, an inventory of all the items taken. A spokesman for the group

said yesterday he felt "quite confident" Fedes would "be reasonable and agree to their demands as regards their on-campus outlets."

"However, if Wilson Rowntree stocks continue to be sold in the Baxter Theatre, we might have to consider similar action there," he said.

The university's chief administrative officer, Mr W Jack, said that while he did not think any action would be taken against the group, the matter had been reported to Mr Don Cooper, the deputy registrar for student affairs, and the university regarded the action "as an unsatisfactory state of affairs."

# 'Unequal treatment' strike at Anglo plant settled

The strike by about 2 600 metal workers at Anglo American's Scaw Metals Plant, in Wadeville has been settled

worker force clocked in as usual yesterday morning

At National Spring Manufacturers, also in Wadeville, where more than 300 workers returned to work on Monday after a two-day strike, the workforce has voted to ban all overtime until its demands are met

The workers have asked for the recognition of the Metal and Allied Workers Union and of shop stewards at the plant, as well as the reinstatement of two colleagues whose dismissal triggered the strike

ADUC

1. L. black worker who was dismissed last week after a fight with a white colleague
2. W. The company agreed to reinstate the dismissed worker, said a spokesman for the Metal and Allied Workers' Union, and the
3. Ins. and sample merchandise before purchasing and paying duty tax, if such tax is applicable
4. Dr. Process, assemble, or otherwise manipulate goods to qualify for lower duty and/or lower freight charges
5. Accept orders for goods in a zone before payment of duty or excise tax, if such tax is applicable
6. Process, assemble, or otherwise manipulate goods to qualify for lower duty and/or lower freight charges
7. Alter or modify goods on the spot to meet requirements of US Government or state agencies (rather than at distant foreign manufacturing locations).
8. Relabel or remark merchandise to avoid fines assessed on improperly marked goods reaching customs territory (A firm may withdraw a sample of its goods and submit it to US Customs to learn how the product will be identified for duty purposes, thus avoiding later differences of opinion)
9. For imported items subject to US quotas, hold merchandise at no penalty until the next quota period
10. Assemble or process quota-restricted goods into products not subject to quota limitations
11. When manufacturing in an FTZ, choose the most advantageous type of duty or quota limitation
12. Salvage or repair damaged goods duty and quota free
13. Pay no duty on items that have suffered damage
14. Stockpile, free of duty, supplies for use
15. Store goods indefinitely to await the best market conditions
16. If the US market proves unsuitable or unresponsive to goods, remove them duty free and ship them elsewhere
17. Take advantage of FTZs' round-the-clock security to minimize security costs and concern
18. Transfer certain bonded merchandise to a zone for subsequent export, cancelling the bond or time limit applicable
19. Borrow on goods stored in an FTZ by use of negotiable warehouse receipts
20. Ship merchandise worth under \$250 from a zone and pay applicable duty with minimum formalities
21. Avoid posting bond for missing documents by keeping merchandise in a zone while documents are located "

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customs territory (A firm may

withdraw a sample of its goods and

submit it to US Customs to learn

how the product will be identified

for duty purposes, thus avoiding

later differences of opinion)

For imported items subject to US

quotas, hold merchandise at no

penalty until the next quota

period

Assemble or process quota-

restricted goods into products

not subject to quota limitations

When manufacturing in an FTZ,

choose the most advantageous

type of duty or quota limitation

Salvage or repair damaged goods

duty and quota free

# 2 200 striking workers return to work

By RIAAN DE VILLIERS

A STRIKE by more than 2 000 black workers at Anglo American's giant Scaw Metals plant in Wadeville has ended following a decision by management to reinstate a black worker who was fired after assaulting a white. A company spokesman said yesterday all 2 200 of the workers returned to work on Monday night. The work stoppage started in one department on Friday and spread to the rest of the plant on Monday. It followed an incident in which a black worker assaulted a white worker who had verbally abused him. After an inquiry the white worker was suspended and the black worker dismissed.

## Biased

The decision was interpreted by the black work-force as being racially biased and this led to the stoppage, the spokesman said. After consultations with the workers, management agreed to re-employ the black worker and to give him the same punishment as the white. This decision was accepted by the black workers who then returned to work, he said. This was confirmed yesterday by a spokesman for the Metal and Allied Workers' Union, who said workers had demanded that the two workers receive the same punishment. The union claims a membership of 1 600 at the plant. He said the union would meet with management soon to discuss demands by the workers that the union be recognised, that the liaison committee be scrapped and that management should discuss grievances with the union shop stewards' committee instead. Management had indicated it would not recognise the union outside the Industrial Council structure, but it seemed it might be prepared to deal with the shop stewards' committee, he added. The company spokesman declined to comment on this.

## Conditions

The union spokesman also confirmed that all workers had returned to work at National Springs, another Wadeville firm, after striking on Friday and Monday. But he said workers had decided not to work overtime until certain conditions had been met. These include the fact that the coloured Labour Battalion - includes Inkatha Saba - headed by Chief Gatscha Dlamini at the weekend. Black Alliance (Saba) in the

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WHILE University of Cape  
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**Confident**

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5.3 Evaluation of Proposals

The proposal of capitalising interest imputed on equity  
 funds is essentially an economic one. Economists speak of  
 three factors of production - natural resources, labour and  
 capital - and associate a cost to each (rent, wages and  
 interest). Capital here includes all capital, whether  
 debt or equity, and therefore a cost must be incurred for



# Food store strikers win bonuses

Labour Reporter  
 IT WAS back to business as usual at Marshall Street's strike-hit the 1. Captain Dorego fish and chips outlet yesterday as the store's 10 striking workers returned to will 1 work  
 Mrs Emma Mashinini, general tiall: secretary of the Hotel, Liquor and Catering Workers Union, said yesterday that all the work-ers had been re-instated and that earni the store would now pay them their R5-a-week "winter bonus" upon throughout the year  
 ratio

Workers went on strike after they were refused their bonuses.  
 "We regard that bonus as wages. The industrial council agreement clearly says bonuses of this sort must be treated as wages," she said  
 But the store's franchise-holder replied angrily she had been forced to pay the R5  
 "The Department of Manpower arrived and told us the industrial council agreement said we

had to pay the money. They insisted we agree and we were forced to do so in front of them. This is most undemocratic"  
 The store spokesman said that "it had been made quite clear to the workers that this bonus was being paid for the winter months only when our turn-over is very high  
 "We have been punished for treating our staff well and for rewarding them for their good work during the winter months," she said

Ratios such as return on total investment, and other profit-ability ratios, for example, the return on owners' equity, will also be affected by capitalising interest, but not to such a great extent. This is due to the fact that the total amount of the investment in assets is larger in amount than income, and accordingly, the amount of interest capitalised bears a smaller proportion to those assets than it does to income.<sup>52</sup> The same survey also indicated that the ratios of investment turnover and the book value of the assets per share changed by less than 3% if interest were expensed rather than capitalised.<sup>53</sup>

## 4.8 Consolidated Annual Financial Statements

### 4.8.1 Group Accounts

What happens to the interest that has been capitalised when consolidation takes place? If no practical guidelines exist, it is possible for management of the holding company, by virtue of their position of control, to manipulate the profits of the group by merely borrowing funds from outside the group, and then lending these funds to their subsidiary

# Industrial Council Accused Over Strike

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## Officials in Firing Row

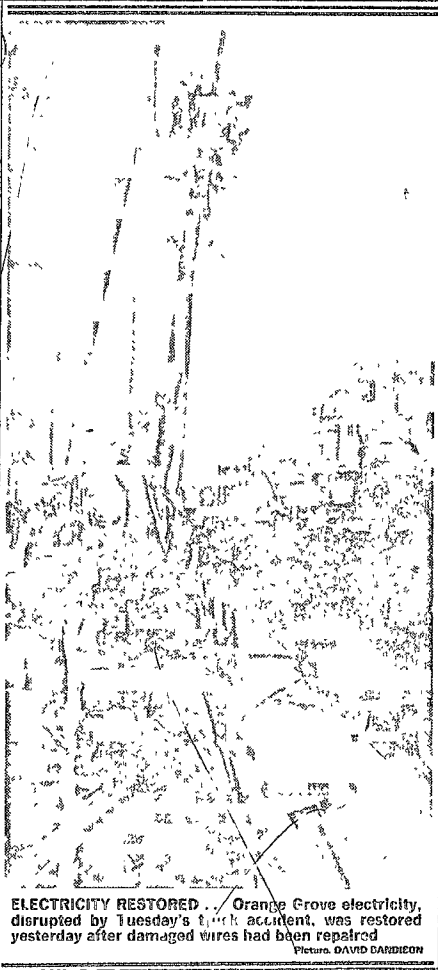
WAYO — Zimbabwean officials of Labour officials were firing on Tuesday of 550 of workers walked out after bonus payments chairman of Rhodian, Mr Welsh, said yesterday that the matter was closed the dismissal of the 550 Welsh said government officials and National Industrial Council representatives agreed, when the employees ended in their strike, that the was entirely within its — Sapa

## ATTER OF FACT

AS incorrectly reported in today's Rand Daily Mail wo of the seven people de in an early morning by Security Police — Miss Hogan and Mr Morris worked for the Economic and Development (EDA) Only Mr Gavin sson and Mr Cedric de who were detained in the raid, worked for EDA It also incorrectly reported Mr Smuthers and another Miss Joanne Jevitch, for Actstop, the anti Areas removals group of the seven, Miss Bar Klugman, worked for

RECT specific errors of write to the Editor at PO 138, Johannesburg, or tele the Editor's secretary at between 9 am and 5 pm any you have broader coms about the Rand Daily can be taken up with Mail Ombudsman, James g, c/o the Editor's

38 High Road Bramlyn, Vary brown and white Please 40 4665



ELECTRICITY RESTORED // Orange Grove electricity, disrupted by Tuesday's truck accident, was restored yesterday after damaged wires had been repaired. Picture: DAVID DARDIEON

THE row over the official industrial council system took a new turn yesterday when a council was accused of "recruiting strike breaking labour" for employers — an allegation which may harden black union attitude to councils

The chairman of the council denied this allegation yesterday, but said that it was "a normal function of the council" to put employers who needed labour in touch with workseekers

By STEVEN FRIEDMAN

Mrs Emma Mashinn, general secretary of the Hotel, Liquor and Catering Workers' Union, alleged the tea room, restaurant and catering trade's industrial council had agreed to provide labour for a strike hit fish-and-chip shop this week "The new workers would have replaced the strikers, who would then have been fired," she alleged Mrs Mashinn said industrial councils are supposed to be neutral bargaining bodies with employer and union representatives What gives them the right to take sides in a strike by recruiting strike breakers?

workers — it has nothing to do with strike-breaking" He said the tea room council "has nothing to do with this union — they are not parties to the council" Mr Michos claimed the union allegations were put to the council agent concerned, who had denied it, and that the union had "accepted this denial" Mrs Mashinn, however, disputed this "The agent concerned did deny it — but he confirmed that somebody else in the council was recruiting the labour," she charged

## Take sides

There is nothing in the law which allows them to do this Councils are supposed to be a negotiating platform, not an employment office It is this sort of attitude which makes black unions determined not to go on to councils "How can we be expected to take part in bodies which take sides against us?" The council's chairman, Mr D Michos denied the allegations We are aware of these claims and have investigated them They have no substance Neither the council nor its staff was involved in attempting to break strikes, he said

## Workseekers

"There is no way the council would become involved in that sort of activity" Mr Michos confirmed the council played a role in "putting workseekers in touch with employers who need labour" But he said this was "a normal part of a council's work and a service to both employers and

# OK QUARTZ WATCH SPECIALS

# Fish and chips workers go back

By SELLO RABOTHATA

THE 10 workers who went on strike at the Marshall Street Captain Dore's outlet this week returned to work after learning that their R5 bonus won't be withdrawn. Mr B H Hiphersay, the franchise holder said.

All the workers downed tools on Monday morning after they had been told that the R5 winter bonus they used to get would be deducted as winter is over.

Mr Hiphersay said that his wife had, during winter decided to pay the workers an extra R5 as it was a busy time with more people buying fish and chips to keep warm. "But he said, "she told them that it would be withdrawn in spring."

He said "My wife also spoke to them individually and explained that the R5 would be just for winter. On Monday they all came to work but decided to stay in their change rooms where my wife had to fetch them. They then said that they would not work and left."

"The whole thing came as a complete surprise to us as we have never had complaints from the staff. My wife is worried because she paid the bonus out of her own pocket. This is now practical blackmail," he said.

He also said that they had been told by a member of the Industrial Council that if they paid people a certain amount without anything written in agreement they could not deduct it later but would have to carry on paying so the R5 bonus would not be deducted.

"My wife has always told the workers that if they wanted to talk over money they should come to her. They are paid between R30 to R45 a week, we also have a woman who earns R40 a week. Well they are coming back to work now," he said.

SOWELAN could yesterday not get a comment from the Commercial, Catering and Allied Workers' Union (CCAWU) as they were said to have changed offices.

Hansard Disputes/work stoppages/strikes  
 OC 482-24 24/9/87

290. Dr. A L BORAINE asked the Minister of Manpower

(a) How many (i) disputes, (u) work stoppages and (un) strikes were dealt with in terms of the Black Labour Relations Regulation Act in 1979 and 1980, respectively, by (aa) Black labour officers, (bb) regional Black labour committees, (cc) the Central Black Labour Board and (dd) the Wage Board and (b) in what industries, trades or occupations did (i) work stoppages and (u) strikes occur?

The MINISTER OF MANPOWER

(a) (i)	1979	1980
(aa)	72	161
(bb)	1	2
(cc)	1	2
(dd)	1	2

Note In addition to the figures given in (a)(i)(aa) there was a substantial unknown number of disputes which were dealt with by the Black Labour Officers in respect of each year in the normal course of their duties and which were settled on the spot, but which did not result in either work stoppages or strikes

(a) (u) (aa) 34 during 1979 and 54 during 1980.

(bb) to (dd) None.

(a) (un) (aa) 37 during 1979 and 105 during 1980

(bb) to (dd) None

(b) (i) Automobile Manufacturing Industry, Building Industry, Textile Industry, Meat Trade, Iron, Steel, Engineering and Metallurgical Industry, Civil Engineering

Industry, Local Government Undertaking, Fruit and Vegetable Canning Industry, Commercial Distributive Trade, Cement Products and Ceramics Industry, Food Industry, Road Passenger Transportation Trade, Mining Industry, Rubber and Rubber Products Industry, Dairy Industry, Sweet Manufacturing Industry, Canvas and Ropeworking Industry, Clothing Industry, Electricity Supply, Forestry Industry, Heavy Clay and Allied Products Industry, Metal Containers and Allied Products Industry, Motor Industry, Printing and Newspaper Industry, Private Hotel and Boarding-House Trade, Stevedoring Trade and Watch Patrol Services

(ii) Automobile Manufacturing Industry, Building Industry, Textile Industry, Meat Trade, Iron, Steel, Engineering and Metallurgical Industry, Civil Engineering Industry, Local Government Undertaking, Fruit and Vegetable Canning Industry, Commercial Distributive Trade, Cement Products and Ceramics Industry, Food Industry, Road Passenger Transportation Trade, Mining Industry, Rubber and Rubber Products Industry, Baking and/or Confectionary Industry, Dairy Industry, Sweet Manufacturing Industry, Furniture Manufacturing Industry, Chemical and Allied Products Industry, Cleaning Services, Clothing Industry, Laundry, Dry Cleaning and Dyeing Trade, Heavy Clay and Allied Products Industry, Leather Industry, Metal Containers and Allied Products Industry, Mineral Water and Liquor Manufacturing Industry, Motor Industry, Printing and Newspaper Industry, Private Hotel and Boarding-House Trade, Pulp and Paper Manufacturing Industry, Stevedoring Trade, Tobacco Manufacturing Industry, Ware-

1938  
Sarnia  
workers  
return  
to work

Mercury Reporter  
THE 150 workers from a Grinaker Construction site in Sarnia near Pinetown who downed tools on Tuesday following a wage dispute returned to work yesterday.

Mr Peter Lait, the managing director of Grinaker, confirmed that the workers had returned to work and said a meeting would be arranged with the workers' committee to discuss their grievances.

The workers claimed that the management had not fulfilled promises in the recent wage increases.

They said they had been promised a 20 cent an hour increase but had received only a 10 cent increase and in some cases only 8 c.

Mrs Jane Nala, the secretary of the Metal and Allied Workers' Union, which claims to represent the workers, said they had returned to work only when management had agreed to negotiate with them.

She said Grinaker Construction had refused to recognise the union until they could prove they represented all the workers at all Grinaker sites in Njala.

MP 1981 UP.

NY 25 1981  
**Sarnia  
workers  
return  
to work**

Mercury Reporter  
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She said Grinaker Construction had refused to recognise the union until they could prove they represented all the workers at all Grinaker sites in Natal.

Strike halts  
Durban docks

OWN Correspondent

DURBAN — The total work force of 950 Sasseco stevedores began a wildcat strike today, immobilising shipping and discharging of cargoes on 11 vessels in Durban Harbour.

The managing director, Captain Gordon Stockley, said at midday that the labour force had rejected the elected workers' committee, and company officials were finding it difficult to establish their grievances.

# Big wildcat strike in Durban docks

Argus 28/9/81



Argus Correspondent  
DURBAN — Sassco's total work force of 950 stevedores began a wildcat strike at 6 am today, immobilising shipping and the discharging of cargoes on 11 vessels berthed in Durban harbour

operate locally, with Sassco by far the largest

The managing director, Captain Gordon Stockley, said at midday today that the labour force had rejected the elected workers' committee, and company officials were finding it difficult to establish what their grievances were

At least one ship has decided to 'cut and run', and instead of returning from the container terminal to her berth at Maydon Wharf, where she was scheduled to ship general cargo, she was to sail for Richards Bay today.

He was meeting representatives of the labour force in order to establish a new committee. 'We hope then to be in a position to sort out their problems,' he said, adding that the difficulties had come about in trying to reach conclusions 'with more than 100 men'.

The South African Stevedores Service Co Ltd is one of two which



## Stoppage over wages

CV Post 28/7/71 Post Reporter 152 (152) (152) (152)  
ABOUT 300 workers on the production line at the SA Battling plant in Port Elizabeth's North End stopped work today in a pay dispute

The reasons for the dispute could not immediately be established, but apparently concerned hourly rates of pay. The minimum weekly rates are R45, but workers apparently wanted to know what their hourly rates were.

The firm's management could not be reached for comment, despite several approaches by the Evening Post.

One secretary said most of the top-level management were away overseas. A divisional general manager, Mr I R Bishop, declined to comment and the production manager, Mr J B de Wet, was not available.

400 metal  
workers  
2/19/81  
strike in  
Boksburg

In the latest outbreak of labour unrest on the East Rand, about 400 metal workers at the Dorbyl Railway Products plant in Boksburg went on strike yesterday.

Management could not be contacted, but a spokesman for Fosatu's Metal and Allied Workers Union (Mawu) said the workers were demanding a 60 cents across the board increase in their hourly wage. Most workers earned in the region of R1,18, he claimed.

The demand was first raised early this month by Mawu shop stewards, but was turned down. A brief work-stoppage took place on the issue last Friday.

Workers clocked in as normal yesterday morning, then refused to leave the change-rooms, said the spokesman. He added that all the men were back on the job in the afternoon, and that management had agreed to reopen negotiations today with union officials and stewards.

The East Rand has been hit by a succession of strikes for wage increases over and above the recent industrial council award.

In June, about 1,000 workers at two Dorbyl motor component plants in Uitenhage were fired after striking in support of a R2 minimum wage.

SA 29/9/81  
**Workers  
end strike  
to await  
MD's return**

Own Correspondent

PORT ELIZABETH — A temporary truce has been reached, between management and workers at the SA Bottling Company's plant in Harrower Road, where 230 workers walked out yesterday.

The workers, mostly members of the General Workers' Union of South Africa (Gwusa), were reported to be back at work today after their walkout yesterday over a demand for higher wages and better working conditions.

A two-hour meeting with the company's divisional general manager, Mr I Bishop, was held and workers decided to wait until the chairman and managing director of the company came back from overseas in two weeks' time before pushing for their demands to be met.

A minimum wage of R2,50 an hour instead of R45 a week, as the starting salary for lower grades was one of the worker requests.

It was also claimed that money had been deducted from their wages for going to the toilet and that supervisors insulted and swore at them.

The walkout was believed to have been sparked when a worker was allegedly fired for taking a 15-minute breakfast break.

840 29/9/79

# Stevedores return to work after a shutdown at Durban harbour

**Labour Reporter**  
Striking stevedores employed by the South African Stevedores Services Company (Sassco) in Durban have agreed to return to work today after a shutdown at the docks yesterday.

The black workforce of about 950 workers went on strike yesterday, leaving 11 ships lying idle in the harbour.

Sassco is one of the Durban harbour's employer associations.

The stevedores agreed to return to work this morning on condition that management met their liaison committee to discuss grievances.

Sassco's chairman, Mr M Graham, said the "work stoppage" was a result of the workers' attempt to draw management's attention to their grievances, although the company did not know what these grievances were.

The Sassco yard has been the scene of much inter-union rivalry for union membership among the stevedores.

Competing for membership are the General Workers' Union, the Transport and General Workers' Union and the South African Allied Workers' Union (Saawu).

The General Workers' Union (GWU) has already

obtained agreements with stevedore employer bodies in Cape Town, East London and Port Elizabeth, and Durban is seen as a key point to establish its control in this labour field.

The GWU opened its Durban office about five months ago.

The Transport and General Workers' Union, an affiliate of the Federation of South African Trade Unions (Fosatu) has recognition agreements with another Durban stevedore employer firm and is at present organising at the Sassco yards.

Saawu also has some

members and has been closely linked with the GWU in other organising drives.

The struggle for membership could end as a direct confrontation between the GWU and Transport and General.

Mr Graham said the liaison committee was an elected body and could not confirm grievances relating to weekly wage demands.

Union sources in Durban said the Sassco stevedores were not happy with the committee system because it had not proved effective in representing their grievances to management.

Star 29/9/67 (152) 37

# 100 Game store workers stop work

## Own Correspondent

DURBAN — More than 100 workers stopped work at Game discount stores in Durban's West Street yesterday demanding higher wages

The workers claimed they had been promised increases which were supposed to have become ef-

fective last week but had not materialised

Mr John Dobbins, president of Game, said yesterday representatives of the workers and management were discussing the stoppage

The striking staff was not involved in sale operations and the store remained open for business.

Mr Dobbins said that after the meeting with four workers' representatives — whom the company agreed to recognise as shop stewards — the present wage structure and recent increases would be thoroughly investigated and that a minimum starting salary be

R220 and a minimum increase of R60 should be granted

Grievances of 12 workers at the Brickhill Road store would also be investigated and management undertook to report back to the shop stewards today the statement said.

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NY 29/9/84

233 752

# 950 wildcat strikers agree to work today

## Management to establish grievances

Shipping Reporter

NEARLY 1 000 Sassco stevedores who suddenly refused to work yesterday have agreed to return to their duties today, and the stevedoring firm's management is to meet a workers' committee later this morning to establish grievances.

The chairman of S A Stevedores Co Ltd, Mr Mike Graham, said yesterday that the wildcat strike came suddenly and unexpectedly early yesterday when 950 black stevedores refused to work after being signed on at 4 30 a m.

'I cannot really say at this stage why it happened or what their grievances are,' he said

'The dispute did not follow a normal strike pattern — where a committee negotiates with management on behalf of the workers and then informs management that grievances have not been resolved, and a common decision is taken to strike until the grievances are resolved.

'In this instance the committee had no part in the dispute and no negotiations took place at all.

'In fact, the committee was by-passed by the workers and management had to ask them if it could meet the committee to determine the grievances tomorrow. In return, it was requested that they would in the meantime agree to go back to work tomorrow,' said Mr Graham

He said the committee had met the management last week.

One of the problems yesterday was to get the 950 men to specify exactly what their grievances were, and that was why the management had worked for today's meeting.

Although several ships

# Durban strike hits ships

## Labour Correspondent

A WILDCAT strike yesterday by stevedores employed by South African Stevedores Company (Sassco) could affect as many as half the vessels shipping and discharging in Durban Harbour.

At least one ship has decided to "cut and run" and instead of returning from the container terminal to her berth at Maydon Wharf, the ship was yesterday sailing for Richards Bay.

Shipping sources could not confirm the number of stevedores involved nor give details of the strikers' demands.

No-one at Sassco was available for comment.

Meanwhile, black workers at Power Steel Construction in Wadeville returned to work yesterday afternoon after striking since Friday.

The firm is the third metal plant in Wadeville to be hit by strike action within a week.

A spokesman for the Metal and Allied Workers' Union said yesterday the strike was sparked off when a foreman fired a worker after a quarrel last Thursday.

LECTURE DATE LECTURE NO. TOPIC

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

THE INCOME TAX ACT

UNIVERSITY OF CAPE TOWN  
DEPARTMENT OF ACCOUNTING  
TAXATION AND ESTATE DUTY II - 1981

MEYEROWITZ  
ILLUSTRATIVE  
EXAMPLES  
TUTORIALS

# Game to investigate work grievances

Mercury Reporter

A WORK stoppage involving more than 100 of Game Discount World's employees at their West Street store was resolved by 10 a m yesterday, the president of Game, Ml John Dobbin, said in a statement yesterday.

The work stoppage resulted from dissatisfaction with the present wage structure and recent increases.

Mr Dobbin said that representatives of the employees met the management, and the management agreed to investigate workers' grievances.

According to the statement the management would consider recognising four of the employees as shop stewards, investigate the possibility of a minimum starting salary of R220 and a minimum increase of R60 and investigate the grievances of 12 members of the Brickhill Road store.

The management will report back to the employees at 4.30p m today.

... were affected by the strike yesterday, the Port Captain's office reported that the arrivals, departures and shifts of ships in and out of Durban harbour were not affected.

Mr Wilson Sidina, national organiser of the Cape-based General Workers' Union, which represents 'about 20' of the Sasseco stevedores, said after meeting the Sasseco management and members of the works committee yesterday that the

work stoppage had ended because the management had agreed to discuss the stevedores' grievances.

Mr Sidina added that claims that stevedores were unhappy with their works committee were not true. They were not happy with the management's attitude towards the works committee.

Workers were not happy with the present wage structure and this was the reason behind yesterday's work stoppage, he said.

24 August 19

- Tax Planning
- Foreign Companies/
- Foreign Transactions
- S.W.A. Income
- Walvis Bay Residents
- N.R.S.T.
- N.R.I.T.
- Foreign Exchange
- U.K. Imputation System

S.1 definition of 'South African Company', 'Republic', 'territory', 'definition of 'permanent establishment' in various DTA's; ss.28bis,37A,30,31,24B, 1294A, 86(4), 193, 1637, Chapters 25, 25A, 548J - K, 847B.

Handout on U.K. Imputation System

T.1423 T.1430 8.9

7A	1294A	1252 - 1294	1294A	Handout on s.50(d)	8.10	8.11	8.12
definition s.9 s.24A(3)	Chapter 27 (skim)	Chapter 27 (skim)	Summarised table on D.T.A.		10.4	10.6	T.1523
V, VI, VIII, XII, XIV, 12, 20.	3, 4, 6,						



Sawyer 29/9/87

376 189 150 37

THE chairman of the Industrial Council for the Tearoom Restaurant Proprietors and Caterers Association, Mr D Michos, yesterday denied an accusation by a unionist that the council had recruited labour to offset striking workers at a fish and chips shop last week.

Mr Michos was reacting to the accusation made by Emma Mashinni, general secretary of the Hotel, Liquor and Catering Workers' Union, who had accused the Industrial Council of helping employers obtain labour to offset strikers.

Mr Michos said last week during the Captain Dorego fast foods strike the industrial council had not recruited any workers but has instead taken steps to settle the dispute and this was done and all the workers had gone back to work.

Mrs Mashinni had accu-

By SELLO  
RABOTHATA

sed the Industrial Council of trying to break the strike at the fish and chips outlet in Marshall Street, Johannesburg, by agreeing to provide labour to replace the strikers.

She said the Industrial Council was supposed to be a neutral body that helped in negotiations between management and unions and it was not supposed to take sides in disputes by recruiting strike-breaking labour.

She also said this sort of

attitude contributed to making blacks not want to go on to Industrial Councils.

She said an agent of the Council had denied he had been involved in the recruiting of labour but said somebody in the council had in fact done so.

Mr Michos said the Council did not recruit strike-breaking labour but it did put employers in touch with people who are looking for work. He had received a report from the agent concerned and was very satisfied with the explanation he gave. He said Mrs Mashinni was mistaken in her accusations.

# 500 workers strike over dismissal

*Sowetan 29/9/81*  
# (152) (1404) (189)

MORE than 500 workers went on strike yesterday at Power Steel in Wadeville, Germiston, demanding the reinstatement of a colleague they claim has been unfairly dismissed.

Mr Moses Mayekiso, organiser of the Metal and Allied Workers' Union (Mawu), of which sixty percent of the workers are members, said the trouble at the factory started on Friday, last week.

Mr Mayekiso said "The employees decided to down tools after the dismissal of a colleague by a foreman who accused him of not greeting him (the foreman) in the morning."  
"The worker is said not to

By SELLO  
RABOTHATA

have greeted the foreman in the morning and when the foreman asked him why he did not greet, the worker apologised and told the foreman that he had not seen him. He was later called to the office and told that he was fired," he said.

Mr Mayekiso said the other workers had then

decided to go on strike, demanding the reinstatement of the dismissed worker as they felt that it was unfair to dismiss a worker for not greeting

Mr Mayekiso said MAWU officials were due to meet management later in the afternoon yesterday to settle the dispute.

SOWETAN could yesterday not get a comment from management as the spokesman, a Mr Phiroip, was said not to be in

# Bottling staff back at work

By SANDRA SMITH

ABOUT 230 workers returned to their posts at the the SA Bottling Company plant in Port Elizabeth's North End after a stoppage yesterday in support of demands for higher wages and better working conditions

They opted to go back pending the return from overseas of SA Bottling's chairman, Mr P R Gutsche, and managing director, Mr P H Gutsche, in a fortnight.

A spokesman for the General Workers' Union of South Africa (Gwusa), which has been involved in negotiations for recognition with the company, said today the dispute began on Friday when a woman was dismissed.

She was reinstated after a protest but all those involved are said to have had R1,10 deducted from their salaries that week. The union spokesman said the workers were told the deduction was to make up for the hour they did not work after the woman was dismissed.

On Monday workers informed the firm's management they

Ev Post 29/9/81 (152) (182) 159

wanted to know what their hourly rate of pay was. About 230 stopped work in support of a demand for a minimum wage of R2,50 an hour, instead of a minimum of R45 a week

The Gwusa spokesman said he was informed yesterday by members of SA Bottling Company management that they would contact him later in the day to tell him when they would hold a meeting with the workers

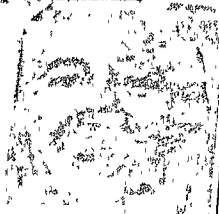
When they did not contact him, he went to the plant in Harrower Road and found that most of the workers had already left after a meeting with members of management

He said the workers decided to return to work today, and would discuss their demands for higher salaries and better working conditions with the the Gutsches when they returned from overseas

For the second day the firm has remained tight-lipped about developments.

The divisional general manager, Mr I Bishop, was not available for comment. His secretary said the situation had "returned to normal"

winner  
me



MR R EVANS  
R100 winner in birthday game  
caption by the end of  
Mr Pat Power  
dent's Council con-

RDM 30/9/81  
Firm hit by wage strike  
140A  
52  
30

By RIAN DE VILLIERS  
IN THE latest incident in a re-  
newed wave of labour unrest  
on the East Rand workers  
have downed tools at a Dohi  
plant in Ekurhuleni in support  
of wage demands.  
According to a union spokesman,  
the black work force of about  
400 went on strike last Friday  
but conditionally returned to  
work on Monday after manage-  
ment had agreed to negoti-  
ate with union shop stew-  
ards and officials.  
However, management turned  
down the demands yesterday  
afternoon and workers said  
they would not work today, he  
added.

The spokesman for the Fosati-  
affiliated Metal and Allied  
Workers Union said, the de-  
mand for an across-the-board  
increase of 80c an hour was  
first submitted to manage-  
ment last month.  
Workers at Power Steel Con-  
struction in Wadeville struck  
on Friday and Monday after a  
worker had been dismissed.

Stoppages

These strikes have come in the  
wake of stoppages at two other  
Wadeville metal plants, the  
Anglo American's Scaw Met-  
al plant and National Spring,  
an Abercorn subsidiary, at the  
beginning of last week.  
Meanwhile, several stoppages  
have occurred in Durban.  
About 600 black steelworkers  
employed by the SA Stevedores  
Company in Durban reportedly  
agreed to return to work  
after striking on Monday.  
More than 100 workers are re-  
ported to have stopped work  
at Game discount stores in  
Durban yesterday, demand-  
ing higher wages.  
According to worker sources,  
about 80 black workers at  
Coda in Durban struck yester-  
day after management de-  
mands that they resign and  
apply for re-employment if  
they wanted to withdraw  
their contributions from the  
company's pension fund.  
They said the workers returned  
to work yesterday afternoon.

Machel  
frees 700  
RDM 30/9/81  
2

LISBON. — Admitting his Marx-  
ist government "made some  
mistakes" Mozambique's Presi-  
dent Samora Machel has ordered  
nearly 700 detainees to be freed  
from "re-education camps".  
Citing unspecified sources in  
Maputo, the Portuguese national  
news agency reported Mr. Mach-  
el had made the decision after  
reviewing several cases of peo-  
ple detained on a variety of  
charges.  
The report said that Mr. Mach-

fusal to stop the tour contra-  
vened the 1977 Glenageles  
agreement, which urged Com-  
wealth countries to discour-  
age links with South Africa but  
stopped short of calling for an  
outright ban on sporting  
contacts.  
Mr Muldoon said New Zealand  
had made it clear when the  
agreement was signed that it  
would preserve the right of  
sportsmen to make the final de-  
cision on whether to play against  
South Africans.  
Mr Muldoon said it was essen-  
tial Commonwealth leaders  
knew precisely what they had  
agreed to at the exclusive Glen-  
ageles Hotel in Scotland.  
"We undertook to try to per-  
suade our sportsmen to stop  
sporting contacts with South

TO THE  
RDM 30  
REUNIT!

AV, SEPTEMBER 30, 1981

REUNIT!

# Wilson Rowntree boycotted

ABOUT 50 Aleridgeville traders have removed from their shelves the Wilson Rowntree products in response to a call for a boycott of these products.

By NORMAN NGALE

Meanwhile the names of local traders have been given an ultimatum to remove all Rowntree products from their shelves within two weeks retrospective from last weekend.

According to various traders interviewed in the two townships, several youths have been distributing pamphlets calling for a boycott of Rowntree sweets company products.

Mrs. J. Chula, an Aleridgeville granny said yesterday she was puzled over the weekend when sending a child to various shops that she could not get any of the Wilson Rowntree sweets.

Mrs. Chula who is suffering from a bout of XXXX and she wanted Wilson Rowntree sweets to soothe her throat and she was shocked when a child told her the sweets were banned.

One of the pamphlets circulated among the traders in Mambou and Aleridgeville said: "Thousands of people all over the country are supporting the Wilson Rowntree workers."

According to the pamphlet this followed the sackings of about 500 employees at the company's Port Elizabeth plant earlier this year. The pamphlet further states that the workers

were still on strike in demand for reinstatement, recognition of their workers committee and recognition of their trade union SAATW by management.

M. Z. Mashao, president of the Aleridgeville Substiville chamber of commerce told SOWETA yesterday that local traders allied to his chamber were asked at an urgent meeting last week to remove the company's products from their shelves after I was visited by

Youths on September 10 who handed me the pamphlet.

We are prepared to sympathize with them in their call for solidarity, but we get discouraged by their approach which is arrogant," Mr. Mashao said.

Mr. P. S. Momoa chairman of the Mambou Branch of the National African Federated Chamber of Commerce condemned the youths for giving an ultimatum without consulting the local traders' body.

It was a spectacle far removed from the sedate meetings typical of established trade unions in South Africa.

Sixteen shop stewards and officials of the Metal and Allied Workers Union snatched on to the platform of the packed church hall, fists raised singing — and the tumultuous four-hour dialogue with a thousand Hender and Hender strikers was on.

With passionate argument between platform and floor and singing and chanting, the meeting bore striking testimony to the surge of worker militancy which has swept the East Rand in recent months.

The decisive event in raising the temperature in the area appears to have been the breakthrough of the Chemical Workers Industrial Union in the protected Colgate-Palmolive dispute.

Since then, there have been at least 20 strikes on the East Rand, many unreported. The mood has been caught by all affiliates of the Federation of SA Trade Unions — but none more emphatically than the Metal and Allied Workers Union (Mawu).

Mawu's card-carrying members on the

# Worker militancy is surging on the local labour front

There has been a massive upsurge in recent months of worker militancy in the industrial areas of the East Rand. Riding the crest of the wave has been a key affiliate of the Federation of SA Trade Unions, the Metal and Allied Workers Union. DREW FORREST reports . . .

Bay and East London — not to mention the customary forms of labour disidence on the mines.

Events on the East Rand have come some way towards allaying the concern of Posset as an "economist" body, preoccupied with shop floor issues to the exclusion of all else. After consolidating their position in the factories, all its affiliates in the area are driving roots into the townships and forging links with local community organisations.

Mawu's attitude to involvement in community issues is clear. "Community problems are workers' problems," says Mr. Sebahi. He stresses, however, that the union will not take up civic grievances until it is strong enough to make its voice heard.

## Bending

The steady run of the union's successes on the East Rand have included at least five victories in secret bal-

would enable it to negotiate with individual employer associations — some of which are more prosperous than others — rather than

one all embracing umbrella body. The basic demand is for complete freedom to reach "house agreements" on wages and conditions with individual employers in terms of self-interest.

Mr Sebahi is sceptical that the revised Setra guidelines will meet the union's demands. Some form of panel bargaining will, he doubts, be provided for, but he fears it will be through the medium of multi-racial Liaison committees, dubbed "joint consultative committees".

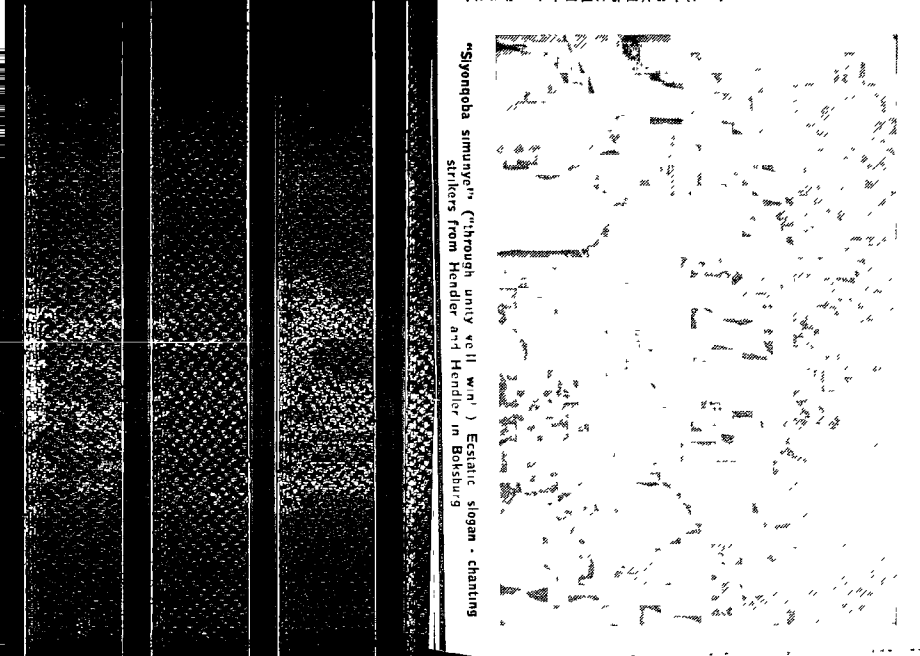
He also doubts that the registered parties to the council

will concede to significant change. Black unions assert that the existing industrial council system is unsuited to black workers' needs, and Mawu is pressing this claim with the most powerful registered union grouping — and one of the most powerful employer bodies — in the country.

The outcome of the dispute will have a major impact on South Africa's labour relations future.

"Siyonqoba simonye" ("through unity we'll win") Ecstatic slogan - chanting strikers from Hender and Hender in Boksburg

UET



"Siyonqoba simonye" ("through unity we'll win") Ecstatic slogan - chanting strikers from Hender and Hender in Boksburg

152

30/9/81

East Rand has leapt by 40 percent since February, says union general secretary, Mr David Sebabi, who estimates that just under half its national membership of 25 000 is concentrated there. From its Benoni base, it has swept through Boksburg, and is increasingly a presence in Wadeville and Isando.

### "Populist"

An obvious factor in Mawu's soaring membership figures is the heavy concentration of metal and engineering concerns on the East Rand.

But of equal importance has been its distinctively "populist" style of operation, which has led one labour relations executive — who knows both unions — to compare it with the East London branch of the SA Allied Workers Union.

recognition of shop steward committees at 12 companies and the union's third formal recognition agreement, with Henred Freuhauf Trailers

A growing number of employers are bending before the wind — but there are reservations about Mawu's performance. A spokesman for a major engineering group complained this week that the union lacks "backup power," and that "too much power is devolving from officials to shop stewards untrained in negotiating skills."

He also warned that white metal workers were feeling "insecure" because of Mawu's burgeoning influence, and that a white backlash in the factories was on the cards.

Certainly, metal workers in the Fosatu Worker Project, who are not fully organised, are known to have struck at three factories — Harvey Tiling, Eclipse Engineering, and Telephone Manufacturers of SA — and to have demanded shop steward recognition at others.

"Mawu seeks the mass participation of its membership through the general meeting, and the involvement of shop stewards in all negotiations," says Fosatu's Transvaal secretary, Mr Taffy Adler.

Stressing that strong rank and file control is a feature of all Fosatu affiliates on the East Rand, Mr Sebabi says: "Our offices are open to workers every day — and they come seven days a week, until a late hour."

Mawu's style is in part a function of its leadership. As one of Fosatu's oldest affiliates (it moved to the Transvaal from its Durban springboard in 1975) it has gone furthest in drawing factory workers into leadership positions.

### Reflex

Until his dismissal after the 1979 strike, Mr Sebabi was himself a warehouse worker at Toyota Marketing in Sandton.

But the union's approach is also a reflex to conditions in the metal industry, with its mass factories and relatively unsophisticated, volatile African workers, many of them migrants living in compounds.

Experts see a close parallel between its eruption to prominence on the East Rand and the upsurge of union support in areas like Richards

### Negotiate

Mr Sebabi acknowledges the union's manpower problem, but insists that its most daunting hurdle is the metal industry's industrial council — the largest and most powerful in the country.

Every year, registered metal unions and the Steel and Engineering Industries Federation of SA (Seifsa) — (South Africa's largest employer body outside the mining sector) — meet to negotiate legally binding agreements setting minimum wages and conditions for half a million metal workers.

Now that Mawu is registered, both Seifsa and the established unions have insisted that it enter the council, which it refuses to do.

### Freedom

"How can we negotiate for the whole metal industry while representing a minority of its workers?" asks Mr Sebabi. The council, he says must be "dismantled and rebuilt from the bottom" before the union would consider entering it.

At present, Mawu would have one vote in a 15-strong union bloc on the council, he says, which would not reflect either its strength or influence.

The union is also looking for a decentralisation of council bargaining, which

# Bosses advised to talk to the Press over strikes

Ev Post 30/9/11 (214) 152

Post Reporter

THE managements of firms where strikes occur should talk to the Press to clarify the situation and help prevent inaccurate reporting.

This is the opinion of the head of the Department of Industrial Relations at the University of Port Elizabeth, Professor Roux van der Merwe.

He was commenting on the refusal of several firms to give information to the Press about strikes.

Prof Van der Merwe said his advice in management training courses was that, in the event of a work stoppage, companies should deputise a properly briefed representative to make statements to the Press.

Small companies were often caught off guard by industrial unrest, and instead of making statements which would clarify the situation,

they tried to wish the Press away.

"It is not good practice, however, to conduct one's negotiations through the medium of the Press," Prof Van der Merwe said.

"Trade unions are prone to conduct their business through the Press — it is obviously to their advantage."

He said managers often complained that the Press was biased and hostile towards them. "Trade unions are always prepared to speak, and if managements are not, one obviously gets a one-sided picture."

"However, the Press also has a responsibility not to be biased in its reporting," he said.

The executive director of the Midland Chamber of Industries, Mr Brian Mathew, said the South African Press tended to "over-report" work stoppages which, in countries where they were common, would not receive coverage at all.



# 1 200 stop work over pension fund demands

Own Correspondent

DURBAN — More than 1 200 workers at Sappi Kraft's largest pulp and paper mill at Mandini, Zululand, refused to work yesterday in support of a demand to have their pension contributions paid out, according to the group's managing director, Mr E van As.

If by midnight last night the final shift had not reported for duty, the total workforce of more than 1 600 men would be on strike.

Mr Van As said both the 8am and 4pm shifts had refused to start work. During the afternoon management and representatives of the Fosatu-affiliated Paper, Wood and Allied Workers' Union held meetings at

which Sappi management arranged for a bank to guarantee refunds of all pension contributions to all black workers as of yesterday.

"It appears that workers had been led to believe that their pension fund contributions would be frozen from today. This is not the case — it is company policy that pension contributions are paid out when workers resign, and in the last three days eight men have resigned and have been paid their pension contributions."

In terms of the R1 500 000 guarantee from the bank, whatever happens in the future, pension fund contributions paid up to yesterday's date will be paid out together with accumulated interest

to anyone who leaves the mill before retirement age.

Mr Bernard Chamberlin, general manager of the mill, said in a statement yesterday that the mill was operating with a skeleton staff.

He said negotiations between workers, representatives of the Paper, Wood and Allied Workers Union and management had taken place over the past three weeks concerning the Government's draft Preservation of Pensions Interests Bill. Workers were concerned that the legislation would prevent them withdrawing their pension contributions if they left their jobs.

The union could not be contacted for comment yesterday.

# Food company workers on strike over sacking

Star. 1/10/81 (152)

By Drew Forrest

Labour unrest has spread to Kempton Park where the entire 550-strong African workforce of H Lewis and Company, a milling and edible oil manufacturing company in the Tongaat group has gone on strike.

A spokesman for the unregistered African Food and Canning Workers Union, which claims 70 percent membership at the plant said the strike was triggered on Tuesday by the dismissal of a union committee member, allegedly for forging a clock-card.

Workers decided yesterday not to return to work until management met their demand for his reinstatement, or the dismis-

sal of another worker accused of the same offence but not dismissed, he said.

The chief executive of Tongaat Foods, Mr A G Crosby, denied union charges that factory management had refused to deal with an unregistered union and that workers had been told to report for work by 8 am today, or face dismissal.

"No decision has yet been taken," he said.

"We met the workers' committee today and the members agreed that correct dismissal procedures had been followed," he said. "It's the union which can't accept this."

Meanwhile, at Dorbyl Railway Products in Boksburg, about 400 workers went on strike yesterday

for the third time in a week in support of a demand for a 60c increase in their hourly wage.

In a meeting on Tuesday with shop stewards and officials of the Metal and Allied Workers Union, management had made it clear that it would not accede to the demand said Dorbyl's group industrial relations adviser, Mr Mike Beaumont.

In another dispute, about 170 black employees at four Game discount stores in Durban have refused to accept their dismissal after a strike yesterday.

The workers are demanding the recognition of the Commercial, Catering and Allied Workers Union and a wage of R220 a month.

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Stav 1/10/84

# Pension pay-out strikers back at work in Mandini

Labour Reporter  
Striking workers at the South African Pulp and Paper Industries (Sappi) plant in Mandini, Zululand, returned to their jobs early today after management agreed to look into their pension grievances.

The workforce of about 1 650 workers went on strike on Wednesday demanding that management repay their pension contributions.

However, Sappi told workers that they could collect their contributions only if they were fired or had resigned.

A return-to-work deadline was extended by Sappi until today and workers returned to the early shift on the basis of management's promise to negotiate the pension issue.

Workers apparently fear impending legislation affecting pension pay-outs and the transfer of pensions.

A spokesman for the Fosatu-affiliated Paper,

Wood and Allied Workers Union which represents a large part of Sappi's workforce, said workers feared and mistrusted the legislation and also criticised the presence of police at the plant.

## DEMANDS

Sappi has reportedly agreed to look into three worker demands:

- Bank guarantees for the pension contributions which would be paid out when workers leave the company
- For union representatives to travel to Pretoria to meet the Registrar of Pensions and discuss legislation
- No worker dismissals as a result of the strike

Sappi officials from the company's five Natal paper mills are meeting to discuss the pension issue.

Pension-related strikes have also hit other firms in the Eastern Cape and Natal and more recently several plants in the KwaZulu region.

DD 1/10/81

# 700 walk out over CDA dismissal

152  
1404

**EAST LONDON** — About 700 workers quit the Car Distributors Assembly (CDA) plant here yesterday.

Spokesmen for the National Union of Motor and Rubber Workers said the action followed the dismissal of a fellow worker.

They said there had been negotiations between the union and the management of CDA, the manufacturing and assembly plant for all Mercedes-Benz vehicles in South Africa.

A spokesman for the union, which is affiliated to the Federation of South African Trade Unions (Fosatu) said Mr Today Dayimani had been dismissed following a scuffle with a white worker who was not dismissed.

He said that, following a

mass meeting of the union in the Kadalie Hall on Tuesday night, it was agreed to approach management with the demand that Mr Dayimani be reinstated.

Workers in B plant — the truck assembly division — had downed tools from 7:30 am yesterday and refused to work until they had heard the outcome of the approach to management. The union spokesman said he had been told by management that the matter would not be reconsidered until the return of Mr Leo Borman, the managing director of CDA, who was away and who was due to return next week.

At 10:30 am the full workforce in B plant, numbering about 700 workers had walked out of the factory.

A spokesman for UCDD in Pretoria, of which CDA

is a subsidiary, said it would be unfair to comment until the directors had all the facts. It is understood Mr Borman will be returning to East London today.

A shop steward of the union said the workers in B plant were determined to remain on strike until their demand had been met or until Mr Borman had investigated the matter.

He said there had been a similar incident on Wednesday last week in which workers in the engine department had downed tools for two and a half hours following the dismissal of a colleague, who was not reinstated.

A shop steward in the engine department said another 30 workers were sent home in his department yesterday after they had downed tools — DDR

# More strikes on East Rand

JOHANNESBURG — Labour unrest continued on the strike-hit East Rand yesterday as two new strikes were reported in the Kempton Park area and the stoppage at Dorbyl Railway Products flared again after workers had returned to work on Monday.

The East Rand has been hit by more than 20 strikes this year.

At the milling firm H Lewis and Company, a Tongaat group subsidiary in Kempton Park, about 500 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague, an AFCWU spokesman said.

Management had refused to negotiate with an unregistered union, but yesterday afternoon a Tongaat group executive agreed to hold talks with the union and worker representatives if the workers returned.

"Workers have refused and want their demands met before they return."

At SA Breweries' Isando

plant, a management source confirmed that drivers had struck briefly on Tuesday, but added "The problem has been sorted out."

At Dorbyl Railway Products' Boksburg East plant, the 400 workers downed tools yesterday in support of demands for a 60c-an-hour increase.

They had struck in support of this demand on Friday and part of Monday, but returned after management agreed to negotiate with shop stewards and officials of the Metal and Allied Workers' Union.

But negotiations broke down and workers downed tools again yesterday.

Dorbyl's group industrial relations manager, Mr M S Beaumont, while confirming it, would not comment on yesterday's stoppage.

But Mr Beaumont added that Dorbyl had not been prepared to accede to demands for an increase. He said the company had already granted workers 15 to 22 percent increases in July in terms of the metal industrial council agreement.

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**Stoppages  
at three  
sugar mills**

**Own Correspondent**

DURBAN — A series of work stoppages involving more than 1 100 mill workers at Hulett's Sugar Ltd yesterday forced three of their mills to stop production.

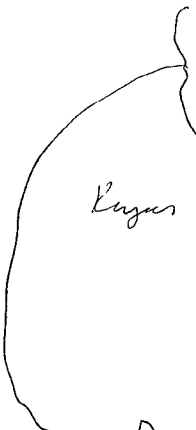
According to Mr Ron Phillips, group public relations manager, the workers at the three mills demanded immediate payment of their pension fund contributions.

The Hulett's management has taken a firm stand not to pay, because of an Industrial Council meeting yesterday afternoon to discuss the pension fund question and because of the proposed "trust account" scheme that management offered to workers during stoppages at the same mills last month.

The 7am shifts did not start work at the Amatukulu and Darnall mills, while workers at the Mount Edgecombe mill downed tools. Shop stewards at the Felixton mill called for a meeting with management.

During stoppages last month, Hulett's offered to keep pension money in a trust account until it was possible to ensure that the "final government legislation on the Preservation of Pension Interests Bill could not prevent employees from withdrawing their contributions on leaving the company".

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# Fears of more strikes hitting in Natal

**Labour Reporter**  
ABOUT 1700 workers at a Kwa-Zulu paper mill went on strike yesterday in reaction to the Government's proposed pension legislation.

Labour unrest in Natal has spread to rural areas amid fears that a wave of strikes hit by a wave of strikes at Sappi's DaggC mill at Mandeni.

KwaZulu workers struck early yesterday and have been told they will be fired if they miss two consecutive shifts.

Sappi's managing director, Mr C Van As said yesterday it was likely all 1700 black workers at the mill had struck. Mr Van As said workers from the company pension scheme as they wished to avoid the effects of planned legislation to preserve employee pension fund contributions.

## No guarantees

Management had held talks with shop stewards of Fovault's Paper Wood and Allied Workers Union and had assured workers that until the Bill became law they could withdraw pension contributions. "The law allows for this. But we obviously can't give any guarantees about money paid in after that because we don't know what the law will stipulate," Mr Van As said.

He added that workers who missed two shifts would "dismiss themselves".

Our Durban correspondent reports that more than 300 workers at the Vryheid municipality struck yesterday in support of wage demands but the strike was settled after a few hours.

In Durban a strike at a champagne store Game Discount World spread to a second branch and now involves about 170 workers, according to Mr Vivian Mtwa, Durban organiser of the Commercial, Catering and Allied Workers Union (CCAWUSA).

The strikers were defying an ultimatum to return to work or be fired. Mr Mtwa said the strike group, which owns Game, had said it refused to deal with unregistered unions. Workers were demanding recognition of the CCAWUSA and wage increases.

"They want a minimum of R220 a month and R60 a month increase for all workers. Management claims no worker earns less than R160, but workers dispute this," he said.

A company spokesman referred queries to Game's managing director, who was not available.

Five strikes have been reported in Natal this week and, although a strike by secedores at the Durban harbour has ended, management and union sources have warned it could flare anew.



# New labour unrest flares on East Rand

By STEVEN FRIEDMAN

LABOUR unrest continued on the East Rand yesterday, with two new strikes reported in the Kempton Park area and the stoppage at Dorbyl Railway Products flaring again after workers had returned to work on Monday.

East Rand industries have experienced more than 20 strikes so far this year

Yesterday, at-milling firm H Lexis and Company, a Tongaat group subsidiary in Kempton Park about 560 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague, according to an AFCWU spokesman

The spokesman said workers believed union members had been victimised by the company and had downed tools after a member of the union committee at the plant had been fired

Management had refused to negotiate with an unregistered union, but yesterday afternoon, a Tongaat group executive agreed to hold talks with the union and worker representatives if the workers returned, the spokesman said.

## 'Threats'

"Workers have refused and want their demands met before they return. The company has now threatened to fire them, send migrant workers back to the homelands and call in police," the spokesman said. Company spokesmen could not be reached for comment.

At SA Breweries' Isando plant, a management source confirmed drivers had struck briefly on Tuesday, but added "The problem has been sorted out"

At Dorbyl Railway Products' plant in Boksburg East, the 400 workers downed tools yesterday in support of demands for a 60c-an-hour increase

They had struck in support of this demand on Friday and part of Monday, but returned after management agreed to negotiate with shop stewards and officials of the Metal and Allied Workers Union

Then negotiations broke down and workers downed tools again yesterday

Dorbyl's group industrial relations manager, Mr M S Beaumont, would not comment on yesterday's stoppage, although he confirmed it had occurred

But Mr Beaumont added Dorbyl had not been prepared to accede to demands for an increase. He said the company had already granted workers 15%-22% increases in July in terms of the metal industrial council agreement

## Training

"We pay above the statutory minimum. In addition, the company provides extensive on-site training facilities, and this year more than 80 workers have won promotion and increased earnings from this scheme. We have therefore not acceded to the request for an increase," he said

A MAWU spokesman said last night that management was to address striking workers today and the union would ask that its officials be allowed to address workers, who are remaining on company property

# Recognise Union Workers ask

NW 1/10/51

~~27~~ 152 ~~87~~

## Game tires 140

## after stoppages

Mercury Reporter

MORE than 140 workers were dismissed from Game Discount World stores yesterday as the management took a hard-line stance following work stoppages and disruptions which began on Monday.

According to a statement released by Game management, the employees were dismissed for refusing to work.

The statement added that Game's stores had resumed trading normally.

Stores involved in the walk-outs were the West Side Road, Fresh Market Game and Furniture Game.

Workers at Home Improvement Game and the company's Point Road warehouse stopped work briefly, but returned after meeting the management.

According to the management, about 20 percent of those originally involved in stoppages had returned to work by yesterday.

A meeting was held on Tuesday evening between four workers representatives and management to discuss grievances concerning wage increases and recognition of the Commercial Caterers and Allied Workers Union.

### Refused

Management refused to accede to demands for a minimum starting salary of R220 and an increase of R80. They also refused to recognise the union, claiming they were not 'registered' or formally recognised by Game.

The president of Game Discount World Mr John D. Scottin yesterday described the absolute non-sense a claim by Mr Vivian Mwa of the Com-

mmercial Caterers and Allied Workers Union that the average wage of Game's employees was R145.

Mr D. Scottin said the minimum starting wage for black men was R160 per month and for women R125.

At the city centre store only a total of three members of staff were still on the minimum starting wage, he said.

160  
175  
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142

# Police called in after 141 sacked

## Argus Correspondent

DURBAN — Police were on standby at the Game discount store in central Durban today as a precaution against any possible outbreak of unrest following the dismissal yesterday of 141 striking workers.

A spokesman for the store said there were no incidents and the police were recalled after the workers, who are understood to have tried to enter the store in protest over their dismissal, dispersed later.

## PAY DEMANDS

The labour unrest, sparked by demands for higher pay, entered the third day today amid charges by the Commercial, Catering and Allied Workers' Union representing the workers that last night's dismissal of the striking workers amounted to a lockout.

A spokesman for the firm, Mr John McDonald,

told The Argus correspondent that the management had been forced into the decision of firing the workers because of their refusal to return to work.

They were considered to have dismissed themselves by their conduct.

The management had no option but to take the step of firing them, Mr McDonald said.

Among those fired were 83 from the West Street store, seven from the fresh market outlet six from their furniture department and 45 from their Brickhill operation.

Of these about 70 assembled outside the West Street store today while a further 40 gathered outside the premises of the Brickhill Road store. It is understood that the workers were asked to ignore the letters of

dismissal and also to reject the offers of re-employment, the spokesman said.

The workers were then believed to have dispersed and were seen to be heading for the Port Natal Administration Labour Bureau in Oidnance Road.

The general secretary of the Union, Miss Emma Mashinn, said that in spite of their several attempts to negotiate with management these had been unsuccessful because they were alleged to have refused to recognise an unregistered union.

# Call for tough line on strikes over pensions

Ev Post 21/10/81

(433) (152) (134) (300)

EAST LONDON — Delegates attending the meeting here of the executive council of the Federated Chamber of Industries have called for a tough line towards workers striking over pensions

The FCI vice-president, Mr Tony Heap, yesterday accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "wielding power or political gain"

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers could achieve

"Where will it stop if we back down on the pensions issue?" he asked

He was backed by Mr Alex Hamilton, of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over the pensions issue

Mr E L Klopper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again

He held up the sacking of air-controllers in the United States as an example of how to deal with a strike

Mr Bill Hamilton, of the Natal Chamber of Industries, said that apart from the role of activists, there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired

He said the real problem was that the issue had been insensitively handled by the Government

Mr Brian Mathew, of the Midland Chamber of Industry, said the Government had started half-way up the ladder in introducing the proposed legislation. He distanced himself from hard-line attitudes on the issue, saying the MCI remained totally committed to negotiation

It was decided to debate the matter further before formulating a standpoint — Sapa

● See Page 7

# Motor

RDM 2.10.81

## firm (152)

### hit by all-out strike

By STEVEN FRIEDMAN

LABOUR unrest escalated in various parts of the country yesterday as all 1 600 workers at an East London motor plant and more than 1 000 workers at three Hulett's sugar mills in Natal struck.

On the East Rand, police stood by at the strike-hit milling company of H Lewis and management said all 560 striking workers had been fired.

In Durban union sources said a strike at Game Discount World had not been resolved.

However, all 1 700 strikers at Sappi's paper mill in Kwa-Zulu have returned to work, according to the company, and strikers at Dorbyl Railway Products in Boksburg East returned to work late yesterday after a four-day strike.

Thirteen dismissed strikers at Cobra Brassworks in Krugersdorp were arrested yesterday and are expected to appear in court today, charged with "intimidating workers in an attempt to prevent them from returning to work."

## Sent home

In East London, all 3 300 workers at the CDA plant, which manufactures Mercedes-Benz cars, struck or were sent home yesterday.

A company spokesman said the strike by about 800 workers on Wednesday had spread and all 1 600 black workers had downed tools yesterday afternoon. The 1 700 white and coloured workers were sent home.

The strike is a protest against the dismissal of a black worker who was involved in an altercation with a white foreman.

In a statement yesterday, CDA's managing director, Mr Leo Borman said he hoped the dispute could be "defused" in discussions with the union, scheduled for late yesterday.

In Natal, a Hulett's spokesman, Mr Ron Phillips, said about 1 100 black workers at three mills, Mt Edgcombe, Amatukulu and Darnall had struck yesterday in protest against proposed Government pensions legislation.

At H Lewis, a Tongaat group subsidiary, management said it had fired workers in terms of an ultimatum to return yesterday or be dismissed.

"We are already engaging new staff," Mr A G Crosby, chief executive of Tongaat Foods, said yesterday. He said management had been prepared to negotiate with the African Food and Canning Workers

Union, but only after strikers returned to work. This had been turned down.

An AFWU spokesman said, however, that none of the strikers had yet been replaced. They still regarded themselves as company employees and refused to collect their pay, he said.

## Demanding

Workers were still demanding that a fired worker, who they believed had been victimised, be reinstated. But the spokesmen said workers decided they would return before raising two other issues — wages and union recognition.

At Dorbyl Railway Products, workers returned yesterday after management had refused to accede to their demands for a wage increase over and above that granted in terms of the metal industries' industrial council agreement.

A spokesman for Fosatu's Metal and Allied Workers Union said MAWU attempts to gain access to workers yesterday had been unsuccessful. "We believe the strike has once again demonstrated that workers reject industrial councils and other bodies foisted on them by employers," the MAWU spokesman said.

At Sappi's Mandini mill in Kwa-Zulu, all workers returned yesterday, according to Sappi managing director Mr C van der Merwe. The strike was sparked by the proposed pensions legislation.

# White Er Post fired in 2/10/61 bid to 152 settle strike at plant

By KEITH ROSS

EAST LONDON — A white worker was fired and a dismissed black worker reinstated today in an effort to bring "justice" to the strikers at Car Distributors Assembly plant at East London.

The strike escalated yesterday when the entire black workforce of about 1 600 men downed tools, forcing the factory to close.

The workers decided to remain on strike while the National Union of Motor and Rubber Workers of South Africa negotiated about their grievances with management.

The union is claiming that there was unjust discrimination against blacks when disciplinary measures were taken after five violent incidents at the factory in the past 20 days.

The incidents were investigated last night by the managing director of CDA, Mr Leo Borman.

A company spokesman said Mr Borman agreed with the apportionment of blame in each of the cases but felt that the disciplinary measures taken in two instances had been inappropriate.

He decided that a white man who had been suspended for three days for attacking a black should be dismissed. A black worker who had been fired for attacking a fellow black had been too severely treated, Mr Borman decided.

The worker would merely be suspended for two days.

Workers involved in all five incidents will be able to appeal today to a special committee set up at the factory after a four-hour meeting last night between CDA's management and the union.

It will have eight members, four each from the union and management.

The management team will be led by Mr Borman and the union representatives will have

Mr Cornelius Fazzal at their head.

A company spokesman said both CDA and the union had agreed to abide by the decisions of the committee investigating the incidents. All workers would be paid at 4.30pm today, but only for time worked.

White and coloured workers who had been unable to work because of the strike would also not be paid for shifts missed. The spokesman said the committee was under pressure to reach decisions today.

If no decision was reached today, the factory would remain closed on Monday.

# Mamelodi traders urged to join Rowntree boycott

THE Mamelodi Chamber of Commerce decided this week to advise all local traders to join the boycott of the Wilson Rowntree products

Spokesman for the Chamber which is the local branch of the National African Federated Chamber of Commerce said yesterday the decision was taken at a meeting on Tuesday night

This followed calls by youths calling themselves the action committee for a total boycott of the products following the alleged firing of 500 employees by the company's Port Elizabeth branch earlier this year

Pamphlets have been distributed to various shop owners in Mamelodi and Atteridgeville calling for the boycott of the products

mostly sweets

Mamelodi traders are aiming to beat the deadline of an ultimatum from the youths that they remove the products from their shelves within two weeks

Atteridgeville and Sausville traders belonging to the local chamber have already implemented a complete boycott of the products in response to the call

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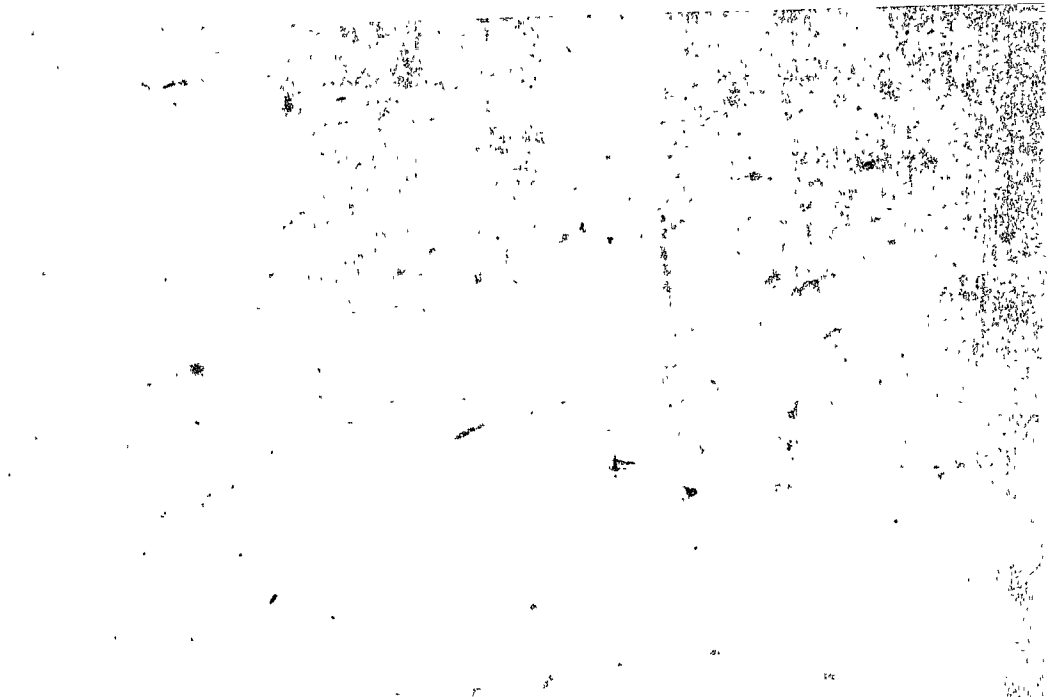
136-137-138-139-140-141-142-143-144-145-146-147-148-149-150-151-152

important labour court cases are to resume one today and another next Wednesday. The long-delayed case at the Maritzburg Supreme Court today involves 180 former employees of the Union Co-operative Sugar Mill at Dalton, Natal. The workers challenged management's right summarily to evict them from their hostel compound after they had been dismissed earlier this year.

# Important cases to be heard in court

and under Ciskei's Proclamation R252 The detentions sparked widespread protest against the Ciskei authorities both locally and overseas

The Ciskei Government's case against 183 workers detained at the beginning of September resumes next Wednesday at the Mdantsane Magistrate's Court. The workers are charged alternatively with incitement to violence, violations of the Riotous Assemblies Act





# 5 000 still away from work

star 2/10/81

152  
186  
137  
187  
192  
193  
194  
195  
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199  
200

## Labour Staff

Nearly 10 000 workers have been involved in a wave of strikes this week. More than half of these were still away from work today, either on strike or because factories have been closed.

The centres for the unrest are Natal—where workers at three sugar mills in the Hulett's group went on strike yesterday over pension-related demands — East London and the East Rand

The majority of strikes relate to proposed pension legislation affecting contribution payments, retirement and transfer of funds

Workers have demanded immediate pay-outs, mistrusting the Government proposals

Other strikes have involved issues of union recognition, worker dismissals and wage demands

## Springs

About 1 400 workers at the Telephone Manufacturers of South Africa (Tema's) plant in Springs lost their jobs today as the result of work stoppages over the dismissal of three of their colleagues.

The three were dismissed on Wednesday for playing cards while on duty and yesterday about 500 workers stopped work and called for their reinstatement.

They refused to meet management's return-to-work deadline and were told they had dismissed themselves. Early today more workers joined the

# 5000 are still away from work



touched off the strike and other union allegations of white worker mistreatment of black staff at the plant.

A spokesman for Hulett's expressed surprise

"We accept that workers have very real fears about possible pensions legislation" he said, "but they have pre-empted a meeting this afternoon of the industry's industrial council on the pensions issue

"This involves the Sugar Manufacturing and Refining Employees Union which represents them"

On the East Rand most of the 400 workers who struck on Tuesday at Dorsbyl Railway Products in Boksburg are back at work

At another East Rand firm, H Lewis and Com-

pany in Kempton Park, about 550 food workers who struck on Tuesday in protest against the dismissal of a union committee member have been fired

stoppage and were also told to leave the plant.

Tema's managing director, Mr Fred Williams, said the plant would probably be closed on Monday and re-engage staff on Tuesday. He added that about 2 000 workers were still at their jobs

The Hulett's walkouts at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal North Coast follow hard on the heels of the pension-related strike by 1 650 workers at Sanna's Mandala plant which was settled yesterday

## Sent home

Other outbreaks of labour unrest in Natal this week include strikes by 950 Sasso workers at the Durban docks and 170 employees at four branches of Game Discount World in Durban

In East London the production of Mercedes-Benz vehicles at Car Distributors Assembly (CDA) came to a standstill yesterday as the plant's 1 600 black workers struck and the rest of the 3 300-strong workforce was sent home.

The dispute began on Wednesday when 288 workers in the CDA truck assembly department downed tools in protest against the dismissal of a workmate

A four-hour meeting between management and representatives of Fosatu's National Union of Motor Assembly and Rubber Workers failed to settle the strike and the plant will be closed today

A joint management-union committee has been appointed to investigate the incident which

sympathy and were subsequently told they had "dismissed themselves". Dismissed workers complained that management arbitrarily hired and fired workers

5/22/10/81  
152  
Five  
**Incompetence**

workers at the Electric Centre in Doornfontein, Johannesburg, were dismissed last week for "incompetence" according to management sources. Ten other workers walked out in

COMPREHENSIVE HEALTH CARE IN RURAL AREAS  
OF MALAWI

Dr. A. O. FICH

Introduction

The purpose of this article is to summarize the existing system of health care in rural areas of Rhodesia, with special reference to the Matabeleland Province. The roles of medical assistants, health assistants, village health workers and other auxiliary staff are outlined, and their areas described. The costs of the services are mentioned, and it is hoped that subsequent discussion will show that a comprehensive health service can be provided in a relatively underdeveloped country.

Sappi  
workers  
go back

**Own Correspondent**  
**DURBAN** — Workers returned to Sappi's Tugela pulp and paper mill at Mandini yesterday, ending the work stoppage over pension fund contributions which started on Wednesday. A spokesman for the mill said both the morning and afternoon shifts had reported for work and the mill was fully operational. A statement released by the Sappi Kraft management said the Fosatu-affiliated Paper, Wood and Allied Workers' Union had put forward management's proposals to workers on Wednesday night. Sappi has agreed to arrange a bank guarantee to refund pension fund contributions paid up to Wednesday to any black workers who leave the mill before retirement age.

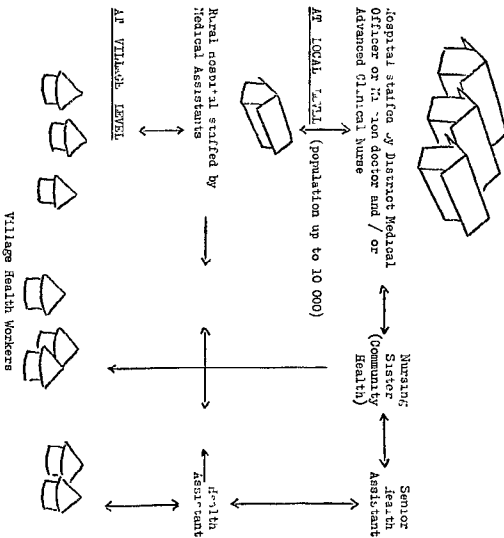
- The health problems in our rural areas are similar to those of other developing countries and emphasis is on diseases prevalent where living standards are low and there is a lack of adequate water and sanitation. The health problems are grouped together under the following headings for convenience.
1. Nutritional
  2. Infectious diseases
  3. Parasitic diseases spread by vectors or intermediate hosts
  4. Common ailments, injuries and social problems
  5. Problems in pregnancy and childbirth
  6. Emergencies of all types

We have analysed the health problems and we know what needs to be done to combat them. Our challenge is to provide a system of comprehensive health care which will reach the people who need it most in ways which yield the greatest benefits, and yet are within the country's finite capabilities. By comprehensive health services we mean a system of health care (and I quote) which must "reach into the communities and homes, and influence patterns of living - the construction of dwellings, the protection of water, the delivery of babies, the feeding of children, the size of families" (Dayent 1971).

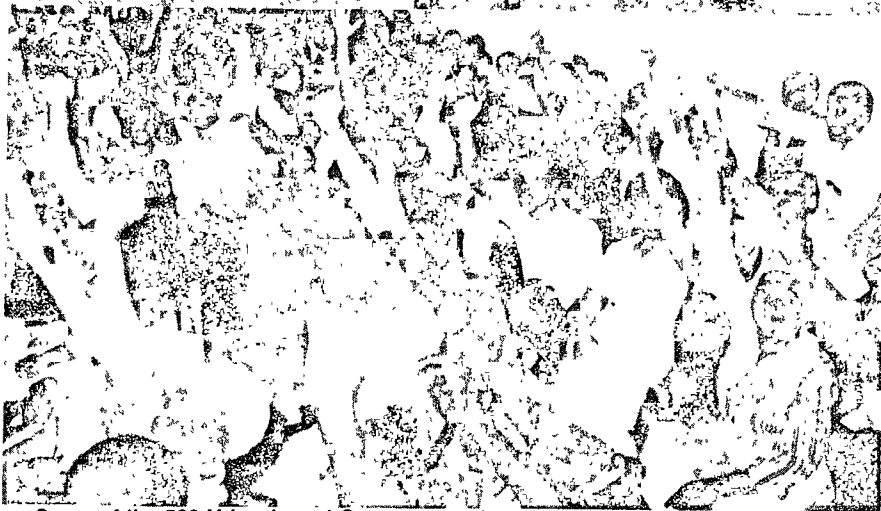
For convenience, the description of the system will be divided into the aspects of personal health care, environmental health services and costs.

PERSONAL HEALTH CARE

The existing system can be represented diagrammatically as shown (Fig. 1) AT DISBURC L.T.I. (population up to 100 000)



# Solidarity pledged



Some of the 560 H Lewis and Company workers who were fired yesterday.

Pic by JUDAS NGWENYA

# Lewis workers fired

By SELLO ROBATHATA

**MORE THAN 560** workers were yesterday fired at H Lewis and Company in Kempton Park after they had ignored management's ultimatum to return to work by 8am.

According to the factory manager, Mr M M Steyn, the workers went on strike after a time clerk was fired for allegedly forging his clock-card. He said the clerk misused a position of trust and was also supposed to go on leave on Monday.

When Mr Steyn was asked why the workers had been fired he said "They were told to come back to

work but they refused, what can you do with workers who do not want to work? We are now going to close the department as it was not bringing any money in after all. We will only remain with the other departments."

A spokesman for the African Food and Canning Workers' Union (AFCWU) said that trouble at the factory started about a month ago when the union was organising members at the factory. Some were being fired and matters came to a head when the workers felt that others were being victimised for joining the union.

When the time-clerk was

fired, workers decided to down tools on Tuesday, and the night shift also joined in the strike. The workers then called on their union to come and solve the dispute with management, but management said it would have talks only if the workers returned to work.

On Wednesday the union officials met with management and they were again told that talks would only be held if the workers returned. Management threatened to fire the workers if they had not returned to work by 8am yesterday. Workers ignored this.

He said management also said that all the migrant workers at the factory would be sent back to the homelands. Management is also alleged to have said that it would no longer go ahead with the building of a R600 000 hostel for the workers.

When SOWETAN went to the factory yesterday, a group of men were talking to a white man about a kilometre from the factory.

when Mr Steyn was asked about this he said that they were contract workers.

The AFCWU spokesman said that the workers have decided not to return to work until management has solved the problem with the union. Management has said that it was just waiting for the workers to fetch their money.

The workers yesterday held a meeting at the Lutheran Church in Moriting section, Tembisa where they pledged solidarity with the dismissed worker and to continue with the strike.

# 'Be fr ye pr

MINISTERS should be free before they preach freedom to their congregations, a visiting American priest, Pastor Fred Price, said in Johannesburg this week.

He was addressing more than 1 000 black and white

Argus Correspondents  
JOHANNESBURG. —

Nearly 10 000 workers have been involved in a nationwide wave of strikes this week. Of these, more than half were still away from work today, either on strike or because factories have been closed.

Centres of the unrest are Natal, where workers at three sugar mills in the Hulett group went on strike yesterday over pension-related demands, East

# 10 000 workers in wave of strikes

The Argus

02 OCT 1977

152  
London and the East Rand.

Most of the strikes are over proposed pension legislation affecting contribution payments, retirement and transfer of funds.

Workers have demanded immediate payouts, mis-

152  
200  
196  
21  
199  
16A  
trusting the Government legislation, and in some cases companies have had to restructure pension schemes and provide guarantees.

Other strikes have involved union recognition, dismissals and wages demands.

The Hulett walkouts — at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal north coast — follow on the heels of the pension-related strike by 1 650 workers at Sappis Mandini plant, which was settled yesterday.

Other outbreaks of labour unrest in Natal this week include strikes by 500 Sasso workers at Durban docks and 170 employees at four branches of Game Discount World in Durban.

And in East London the production of Mercedes

# Probe as 1 600 down tools at EL car plant

The Argus  
02 OCT 1981

Argus Correspondent

EAST LONDON. — A white worker was fired and a dismissed black reinstated today in an effort to bring 'justice' to the strike-hit Car Distributors' Assembly factory in East London.

The strike escalated yesterday when the entire black work force — about 1 600 men — downed tools, causing the factory to close.

The workers decided to stay on strike while the National Union of Motor and Rubber Workers negotiated their grievances with management.

The union is claiming unjust discrimination against blacks when disciplinary measures were taken after five violent incidents at the factory in the past 10 days.

The incidents were investigated last night by the managing director of CDA, Mr Leo Borman.

## DISMISSAL

A company spokesman said Mr Borman agreed with the apportionment of blame in each of the cases, but believed the disciplinary measures taken in two instances had been inappropriate.

He decided that a white employee who had been suspended for three days for attacking a black should be dismissed.

A black worker who had been dismissed for attacking a fellow black was too severely treated, Mr Borman decided. The worker would merely be suspended for two days.

Workers involved in all five incidents will be able to appeal today to a special committee set up at the factory after a four-hour meeting last night between CDA management and the union.

## EIGHT MEN

It will consist of four members from the union and four from management.

A company spokesman said both CDA and the union had agreed to abide by committee decisions.

The committee was under pressure to reach decisions today, otherwise the factory would remain closed on Monday.

All workers would be paid at 4.30 today, but only for time worked.

White and coloured workers, who had been unable to work because of the strike, would not be paid for shifts missed.

● 10 000 workers in wave of strikes. — Page 4.

'Honest'  
stranger  
vanishes  
with cash



# CDDA Closed as 1 600 strike

D.D. 2/10/51



**EAST LONDON — Almost the entire black workforce at the Car Distributors Assembly (CDA) factory here — about 1 600 workers — went on strike yesterday afternoon.**

Following discussions between management and the National Union of Motor Assembly and Rubber Workers a decision has been taken to close the plant. Discussions are due to begin this morning.

The strike followed a walk-out by the brasserie-plant division — on Wednesday morning over the dismissal of a black worker who had been involved in a scuffle with the white senior technical foreman. Workers alleged that the man — Mr. Today Dayman — was unfairly dismissed.

The workers who struck on Wednesday gathered in the factory canteen yesterday morning and walked out again at about tea-time. A spokesman for management confirmed that they were joined by about 60 employees from other plant divisions who also went home.

Representatives of management and the union met late yesterday afternoon and have decided to meet again this morning as a further attempt to bring about a settlement. The union and four representatives of management. The management spokesman said the committee would investigate specific matters regarding the case of Mr. Dayman which had triggered the strike.

## By PHILIP VAN NIEKERK

It is believed that the case of Mr. Wellington Tolent, Macanda who was allegedly involved in an altercation with security guards at the factory on Tuesday. This also concerned a spokesman said a rumour had spread to the effect that Mr. Macanda had died after being assaulted by the security men but this was not so.

Mr. Macanda was among 37 workers laid off at the end of last month because of redundancy. He was asked to leave the plant but refused and attacked a

security guard who defended himself with a rubber baton.

He was taken to Pretoria Hospital where he later discharged himself and, contrary to rumours that he had died, was having his bandages changed in the hospital yesterday.

Several workers interviewed yesterday said they had attended a mass meeting at the home at 136 of the street it had been decided to go on strike until the issues had been resolved. They said workers had not walked out as a body but had left in dribs and drabs throughout the day until mid-afternoon when the remaining black workforce had walked out.

The management spokesman said the decision to close the plant today had been taken by the union officials who wanted no one at work while investigations were going on.

He said both management and the union had undertaken to abide by the decisions made yesterday. It is understood that it will comprise Mr. Leo Boroman, the managing director of CDA, and three management officials as well as Mr. C. J. Fazzie, the branch organiser of the union and three members of his executive.

The union has undertaken to have all necessary witnesses available and management has agreed to reverse any decisions taken in the past, should they prove unjust.

He said nobody would be paid for time not worked and this would include those who were on strike since Wednesday.

There were no spokesmen for the union available after the discussions last night.

A Group of workers walk out of the engine department at CDA yesterday morning.

3/10/81  
Workers

return

DURBAN — Workers returned to Sappi's Tugela pulp and paper mill at Mandeni, Zululand, yesterday, ending the work stoppage over pension fund contributions which started on Wednesday.

A spokesman for the mill said both the morning and afternoon shifts reported for work and that the mill was fully operational.

A statement released by Sappi Kraft management said the Posa- affiliated Paper, Wood and Allied Workers Union put forward management's proposals to workers on Wednesday night.

Sappi has agreed to arrange a bank guarantee to refund pension fund contributions paid up to Wednesday to any black workers who leave the mill before retirement age.



DO 7/10/81  
**Strike on  
at Hulett's**

**DURBAN** — Workers at Hulett's, Amatikulu and Darnall plants stayed away from work for the second time in four weeks yesterday over protracted disputes involving pending legislation on pension funds.

A spokesman for the group said workers stayed away at both plants yesterday, temporarily disrupting production.

The protest was peaceful and without incident, and the police were not called.

At Amatikulu, 500 workers downed tools and 300 were involved in a similar work stoppage at the Darnall plant.

"Discussions are continuing between worker representatives and management, Mr Ron Phillips, the group's public relations manager, said."

DO 2160/81 152  
Police on standby

DURBAN — Police were on standby at a chain discount store here yesterday as a precaution against any possible outbreak of unrest following the dismissal of 141 striking workers.

A spokesman for the store said there were no incidents and the police were recalled after the workers, who are understood to have tried to enter the store in protest over their dismissal, later dispersed.

A spokesman for the firm, Mr John McDonald, said yesterday that management had been forced to fire the workers because they refused to return to work.

"They were considered to have dismissed themselves by their conduct. Management had no option but to take the step of firing them," he said.

— SAPA

1 100 workers involved in stoppages

# Pension row closes mills

NM  
2/10/81

~~151~~ ~~152~~ ~~153~~ ~~154~~

## Mercury Reporter

A SERIES of work stoppages involving more than 100 mill workers rocked Hulett's Sugar Ltd yesterday when three of their mills — including their biggest at Amatikulu — were forced to close down.

According to Mr Ron Phillips, group public relations manager, the workers at the three mills demanded immediate payment of their pension fund contributions.

Hulett's management have taken a firm stand not to pay because of an indus-

trial council meeting which took place yesterday afternoon to discuss the pension fund question and because of the proposed 'trust account' scheme that management offered to workers when a series of stoppages affected the same mills last month.

Mr Phillips said the 7 a m shifts did not start work yesterday at both the Amatikulu and Darnall mills. During the morning, workers at the Mount Edgecombe mill downed tools.

At the Felrton mill, shop stewards called for a meet-

ing with management to discuss pensions, but production did not stop, Mr Phillips said.

The Government's draft Preservation of Pension Interests Bill caused a series of stoppages at Hulett's mills last month.

It has led to a threat of legal action against Hulett's by the National Union of Sugar Manufacturers and Refining Employees.

During last month's stoppages, Hulett's offered to keep pension money in a trust account until such time as it was possible to ensure that the 'final Gov-

ernment legislation could not have the effect of preventing employees from withdrawing their contributions on leaving the company.

The National Union of Sugar Manufacturers and Refining Employees rejected the scheme and insisted that workers wanted to withdraw their pension contributions.

They threatened to take the matter to the Industrial Court.

Union officials could not be contacted for comment yesterday.

100 workers

2/10/81

refuse pay

(152)

(5)

at stores

Mercury Reporter

WORKERS dismissed by Game Discount World on Wednesday returned to the West Street and Brickhill Road stores yesterday but refused to accept their final payments or leave the premises until police were called in, the president of Game, Mr John Dobbin, said yesterday.

About 60 dismissed workers returned to their usual positions at the West Street store yesterday, as did about 40 at the Brickhill Road store, he said.

Game management said that, because of the intimidation they believed had taken place, workers were welcome to reapply for their jobs.

# Strikers close down major Reef factory

RDM 3-10-81  
By STEVEN FRIEDMAN

THE strike wave gripping the country this week continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines, closed its 3 400-worker plant after a strike in protest at dismissals

Meanwhile, the strike at Mercedes Benz manufacturers CDA in East London continued with management disclosing that 2 600 black workers were on strike. It was announced late yesterday that Posatu's National Union of Motor Assembly and Rubber Workers is to recommend a return to work after talks with CDA.

The 1 100 workers at three Hulet's sugar mills continued their strike over the Government's proposed pension legislation.

And most of the strikers fired by Durban chainstore Game Discount World were refusing to apply for re-employment, although a management spokesman told Sapa 23 of 141 sacked workers

had done so.

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours.

About 200 workers struck in protest on Thursday and were later fired. The strike then spread to most of the company's 700 black workers.

A company statement said the decision to close the factory had been taken after the 200 fired workers had refused to leave company premises and workers had become "unruly".

Yesterday morning all but one factory gate was locked and the 200 were "screened out". But they ignored management instructions to collect their pay. The factory was then closed "for safety reasons", the statement said.

A TMSA spokesman confirmed that "most" black workers had refused to work but said management believed that only the 200 had downed tools voluntarily.

According to TMSA, only the

To Page 3

50 3/10/81  
**CDA hearings**  
**resume today**

772  
152  
~~152~~

**EAST LONDON** — The joint management-union appeals committee which is investigating alleged incidents of discrimination and unfair dismissals at Cap Distributors Assemblies (CDA) here will resume proceedings this morning.

The committee, which comprises four members from management and four members from the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, was set up last week following a walk-out at the plant of 2,600 workers.

Mr C Fazzi, the branch organiser of the union, said yesterday that Mr Les

Kettledas, the East Cape regional secretary from Port Elizabeth, would be joining the hearings today.

Mr Fazzi said all workers would be returning this morning and that the union would report back to them on the negotiations at 5.30 pm in the Kadaville Hall in Duncan Village.

He also said that the coloured workers at the plant were solidly behind the Black workers and had marched but with them on Thursday. "I just want to clear up any impression that there was racial division between African and coloured workers," he said — DDR

DD 3/10/81  
152

# Strikes spread on Rand

JOHANNESBURG — The strike wave this week continued to escalate yesterday as Telephone Manufacturers of SA. (TMSA) the biggest Springs employer outside the mines, closed its 3 400 worker plant after a strike in protest at dismissals

The 1 100 workers at three Hulett's sugar mills continued their strike over the government's proposed pension legislation

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours

About 200 workers struck in protest on Thursday and were later fired. The strike then spread to most of the company's 1 700 black workers

A company statement said the decision to close the factory had been taken after the 200 fired workers had refused to leave company premises and workers had become "unruly"

At Hulett's, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed government pensions legislation — continued yesterday

The general secretary of the National Union of Sugar Refining and Manufacturing Employees, Mr Selby Ntshande, said the strikes appeared to have been sparked when pensions contributions were deducted from workers' September pay packets

The strikes are the second on the pensions issue to hit the three Hulett's mills — at Amatukulu, Darnall and Mt Edgecombe, in a month

About 40 of the dismissed workers returned to work at two branches of a discount store in Brickhill Road, Durban

The 140 workers were dismissed when Game management took a hard-line following work stoppages on Monday — DDC

CT  
3/10/81

# Plant closes as strikes in SA escalate

Down Correspondent

JOHANNESBURG — Strikes in the country continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines, closed its 3 400-worker plant after a strike in protest at dismissals.

Meanwhile, the strike at Mercedes Benz manufacturer's CDA in East London continued with management disclosing that 2 600 were on strike.

It was announced late yesterday that Fosatu's National Union of Motor Assembly and Rubber Workers was to recommend a return to work after talks with CDA.

The 1 100 workers at three Hulett's sugar mills continued their strike over the Government's proposed pension legislation.

And most of the strikers fired by Durban chainstore Game Discount World were refusing to apply for re-employment, although a management spokesman told Sapa 23 of 141 sacked workers had done so.

## 'Playing cards'

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours.

A TMSA spokesman confirmed that "most" black workers had refused to work, but said management believed that only the 200 had downed tools voluntarily.

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account.

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily.

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process.

"Workers asked us to negotiate on their behalf but management has refused to speak to us until Monday. We will try to talk to them then," he said.

TMSA's spokesman denied any knowledge of assaults by company officials on strikers.

At CDA in East London the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300 worker plant remained closed.

Mr Leo Borman CDA's managing director, said production would resume on Monday and any worker who did not report for work would have dismissed himself and would have to apply for re-employment.

In future, workers engaged in "wildcat" strikes rather than official union-sanctioned disputes would be fired, he said.

## Dismissal

Workers struck in protest at a dismissal and the NUMARW has since raised four other sackings with the company. The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers.

Mr Borman announced that he had found that all the dismissals had been "correctly carried out", but that two workers had been incorrectly disciplined. As a result, one worker has been reinstated.

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return.

At Hulett's hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pension legislation — continued yesterday.

The general secretary of the National Union of Sugar Refining and Manufacturing Employees, Mr Selby Ntsibande, told Sapa the strikes appeared to have been sparked when pensions contributions were deducted from workers' September pay packets.

The strikes are the second on the pensions issue to hit the three Hulett's Mills — at Amatikulu Dairy and Mount Edgcombe, in a month.



# Employers may ask for shelving of pension Bill

THE Government may be faced with requests by Natal employers that it delay for several years its proposed Bill "freezing" employee pension contributions.

Movos are most among Durban companies to ask the Government to put the Bill on ice for three to five years.

Since the Government announced it was going ahead with the Bill, employers' opinion has in Natal, at least, been in a waver. It has been in the minds of many of the black workers' demand to withdraw from pension funds to meet the provision of the Bill.

The strikes at three Hulett's super mills and V&S paper mill this week were partly a result of pension protests on the part of black workers.

By STEVEN FRIEDMAN

Trade unionists have warned that the pension Bill issue is causing tension throughout the industry and have asked that workers are now beginning to question the whole matter in view of the fact that the Government has not yet passed a resolution calling on the Government to delay the Bill for three to five years.

He adds that the matter is being looked into by the Government and that the Bill will be considered at the end of the year.

## Examining

The Natal Chamber of Industry is also examining the pension issue in the light of the Bill.

When the Bill was released some weeks ago, management sources expected it to allow workers to opt out of pension funds. It is felt that all pension money paid into funds until the Bill is passed would not be affected by the freezing provision.

But since the Bill has been released there has been a wave of strikes in protest against the Bill and some industries such as the Transvaal clothing industry have allowed workers to opt out of pension funds without demanding that they be kept.

The Federated Chamber of Industry has called for provident funds to be exempted from the Bill and for workers to be given the choice in negotiation with their employers of opting for a pension fund covered by the Bill or a provident fund which would not be covered by it.

The FCI is understood to be negotiating with the authorities on this suggestion.

# Strike shuts Reef plant

From Page 1

200 workers have been fired "We will have to see what happens on Monday," its managing director, Mr Fred Williams, said

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 600 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process

"Workers asked us to negotiate on our behalf, but management has refused to speak to us until Monday. We will try to talk to them then", he said

TMSA's spokesman denied any knowledge of assaults by company officials on strikers

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300-worker plant remained closed

Mr Leo Borman, CDA's managing director, said, production would resume on Monday and any worker who did not report for work would have "dismissed himself", would have to apply for re-employment

In future, workers engaged in "wildcat strikes" rather in official union-sanctioned disputes, would be fired, he said

Workers struck in protest at a dismissal and the NUMARW has since raised four other sackings with the company. The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been "correctly carried out" but that two workers had been incorrectly disciplined. As a result, one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Hulett's, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes over proposed Government pensions legislation continued yesterday

# Country hit by wave of strikes

Star 3/10/81  
 152  
 192  
 146  
 139  
 189  
 135  
 327

Union leaders have recommended that about 2,600 striking workers in East London should return to work on Monday, according to management spokesmen.

The workers were among at least 5,000 who brought production to a halt at six strike-hit factories in various centres of the country yesterday.

A statement released last night by the management of Car Distributors Assembly in East London said the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers had re-

commended a full return to work. Union spokesmen could not be reached for comment on the management statement.

### Dismissal

Management announced yesterday that 2,600 workers had brought the plant — which employs 3,300 — to a standstill and that those not back at work on Monday would face dismissal.

A joint committee representing management and the NUMRW sat all yesterday to hear appeals against disciplinary measures taken after five recent instances of

violence at the plant.

At the start of the session, CDA Managing director Mr Leo Borman announced that after examining the records in the five cases, he had decided to dismiss a white worker originally suspended for attacking a black colleague, and to commute a other black worker's dismissal to suspension.

And at the Huletts' Amatuku, Darnall and Mount Edgecombe sugar mills, about 1,100 workers are still on strike in a demand for the immediate return of their pension contributions.

After a meeting in Durban yesterday, the industrial council for the sugar industry decided to appoint a sub-committee to discuss the dispute on Monday.

Management at Telephone Manufacturers of SA (Temsa) in Springs yesterday reversed an earlier ruling that the 1,400 workers on strike at the plant had "dismissed themselves" by ignoring return-to-work deadlines.

A Temsa spokesman said the plant would open on Monday, and that talks would be held with the Electrical and Allied Workers Union and the Tucsa-affiliated Radio Television, Electronic and Allied Workers Union.

### APPEAL

At the H. Lewis food company in Kempton Park, where 580 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management.

Stressing that the workers still considered themselves in the employ of the company, an AFCWU spokesman appealed to management to follow...

other milling companies by negotiating conditions for a return to work.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardvlei appeared in the Krugersdorp Magistrate's Court yesterday charged with incitement to strike under the Industrial Conciliation Act.

# MERCEDES WORKERS GET INTO GEAR AGAIN

~~106~~ ~~129~~ ~~135~~ ~~250~~ ~~197~~ ~~192~~ 152

Arms 3/10/81

## Weekend Argus Correspondent

JOHANNESBURG. — Striking workers at the Mercedes car plant in East London will return to work on Monday after negotiations between the management and the union.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the National Union of Motor Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed to call on workers to return to work.

Talks would be concluded on Monday morning, said union leader Mr Cornelius Fazzi.

About 2 600 workers were on strike at the plant, resulting in its closure. The management has warned that those who do not return to work face dismissal.

Production remained at a standstill at six strike-hit factories yesterday as at least 5 000 workers in various centres continued their industrial action.

## Pensions

At the Huletts Amatulu, Dazall and Mount Ediscombe sugar mills about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions.

The industrial council for the sugar industry has decided to appoint a sub-committee to discuss the dispute on Monday.

The management of Telephone Manufacturers of South Africa (Temsa) in Springs reversed an earlier ruling that the 1 400 workers on strike at the plant had 'dismissed themselves' by ignoring return-to-work deadlines.

The dispute was touched off by the dismissal of three men on Wednesday, allegedly for playing cards on duty.

A Temsa spokesman said the plant would be open on Monday and that talks would be held with the Electrical and Allied Workers' Union and the Tuisa-affiliated Radio, Television, Electronic and Allied Workers' Union.

## WEEKEND ARGUS CORRESPONDENT

And at the H. Lewis Food Company in Kempston Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers' Union is still seeking talks with the management.

An AFCWU spokesman appealed to the management to follow the example of other milling companies by negotiating conditions for a return to work.

The company has said it will negotiate with the union if there is a return, but has reportedly warned that 150 workers may be permanently laid off.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipardsvlei appeared in Krugersdorp Magistrate's Court yesterday charged with incitement to strike.



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# Back-to-work call by union

**EAST LONDON** — The local branch of the National Union of Motor Assembly and Rubber Workers has backed a call by management at the strike-hit Car Distributors Assemblies (CDA) plant here for a full return to production on Monday morning.

Yesterday Mr Leo Borman, the managing director of CDA, said full production would resume on Monday and anyone not returning to work would be regarded as having dismissed themselves.

In a statement following an all-day hearing of a joint management-union appeal committee which has been set up to look into alleged cases of unfair labour practices, the local branch organiser, Mr C Fazzi, and three members of the local union executive have recommended that workers return to work.

A spokesman for CDA said there had been a miscalculation of figures and that 2 600 workers had walked out on Thursday afternoon and not 1 600 workers as was earlier reported. He said that in the pressure of the moment management had underestimated the black workforce by a thousand.

Mr Fred Sauls, the general secretary of the union in Port Elizabeth, said the union fully backed the stand taken by the

workers in the dispute. He said the basic issue was that management had been using different criteria in dealing with black workers from those used when dealing with white workers.

It is understood that the appeals committee meeting yesterday was inconclusive as only two out of five cases involving disciplinary actions taken against workers involved in incidents of violence over the past two weeks were dealt with. The hearings will be continuing.

Mr Borman said that in two cases the guilty parties had been incorrectly disciplined and it had been decided to reinstate a black worker and fire a white worker. These cases were also subject to appeal.

He said, however, that in one case — that of Mr Wellington Mealla — charges of assault had been laid both by Mr Mealla and by the company security officer and that there could be no ruling until the legal aspects had been cleared up.

"Whatever the recommendations of the appeal committee CDA will commence full production on Monday morning and anybody not reporting for work will be regarded as having dismissed himself from the employ of the company."

"The practice of wildcat strikes cannot be lightly regarded as they are costly to workers as well as to the company and such strikes will in future constitute a dismissal for all concerned." — DDR

# Strikers will return to work

Sunday Tribune 4/10/81

~~182/1007~~ 152

Tribune Correspondent

STRIKING workers at the CDA car plant in East London will return to work tomorrow after extensive negotiations between management and the workers union.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the Fosatu-affiliated National Union of Motor

Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed after talks with management to call on workers to return to work tomorrow.

Talks would be concluded tomorrow morning, Union organiser Cornelius Fazzi said.

About 2 600 workers went on strike at the car plant, resulting in its closure.

Management has warned that those who do not return to work face dismissal.

# EL motor workers out again

Ev Post 5/10/81

192 152  
140A

By SANDRA SMITH

**EAST LONDON —**  
**About 1 200 work-**  
**ers at the strike-hit**  
**Car Distributors**  
**and Assemblies**  
**walked out at**  
**lunchtime today,**  
**according to a**  
**spokesman for the**  
**company.**

He said the employees, who clocked in this morning but then later refused to resume work, were being addressed by organisers of the National Union of Motor and Rubber Workers Union of South Africa (Numarwosa), when they walked out.

The trouble started when a total of 240 workers at CDA's "B" Plant gathered in the canteen this morning demanding the reinstatement of Mr Today Dayman, whose dismissal sparked off the original walk-out on Wednesday.

A full meeting was then organised by Numarwosa in an attempt to get the plants working again after negotiations with management had reached a delicate stage.

There had been no resolution of the reasons for the stoppage, but the union asked workers to return pending finally one way or the other.

Attempts to justify the union's negotiating stand fell flat today and the workers, after rejecting the explanations, walked out.

At first it appeared there would be an almost full return to work.

A plant spokesman said when the plant opened that only two areas were not up to strength.

The plant employs 3 300 workers.

Earlier, Mr Leo Borman, managing director of CDA, had asked the union for an official meeting to discuss the wildcat strikes.

He suggested that hearings of the joint union-management committee set up last week to hear appeals against disciplinary actions be suspended until the official union-management meeting had taken place.

Today's walk-out came despite an assurance by Mr C Fazzie, branch organiser of the union, that they would return today pending a report-back meeting this evening.

RDM 5-10 81

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# Triomf plant strike could hit farmers

By STEVEN FRIEDMAN

ALL 500 black workers at Triomf Fertiliser's Chloorkop plant outside Kempton Park have been on strike since Friday — a development which threatens financial losses to Eastern Transvaal farmers.

But a Sunday newspaper reported yesterday that management at the plant was largely maintaining deliveries to farmers by loading fertiliser on to trucks themselves.

The report also said that Triomf's chairman, Mr Louis Luyt, had indicated that he was prepared to personally assist with the delivery of fertiliser to farmers.

## Wage rates

The strike comes at a time when fertiliser is greatly in demand among farmers, particularly in the Eastern Transvaal, after the recent rains and breaks in deliveries could cost them thousands of rand.

A worker source told the Rand Daily Mail yesterday that the strikers were demanding pay increases because they believed that present wage rates were not sufficient in the light of rises in the cost of living.

He said that the two issues which had immediately sparked the strike were worker dissatisfaction with the administration of a social club to which they have to contribute money, and dissatisfaction with their September wage pay-out.

"The workers do not know where the money for the social club goes and they are unhappy with the way the club is run. There is also dissatisfaction because workers who received their September pay only got paid in notes. This meant that workers who had previously been paid a particular amount only got this to the nearest rand," he said.

All of Triomf's black employees were contract workers who lived at a hostel in Tembisa. They would stay in their hostel rooms and refuse to work, he said.

## Persuade

Management representatives had visited the hostel to try to persuade workers to return but had failed. The workers had stayed away from work on Saturday which was a normal work day, he said.

"We now believe that management are going to send to the hostel to bring the strikers to work on Monday," he said.

Management spokesmen were not available yesterday but the plant's managing director, Mr Lukas Fourie, told a Sunday newspaper that the strike had come at "a very inconvenient time for farmers, particularly in the Eastern Transvaal".

me is reported to have said that Triomf supplies fertiliser to about half the farmers in the Eastern Transvaal, the Free State and northern Natal and that the strike had reduced the company's capacity to supply those regions by about 30% — 2 000 tons a day.

He said workers were demanding increases of about 35%, but that they had been given a 5% rise at the beginning of this month to compensate for rising living costs and had also received a 13% increase in January.

Workers would not listen to a request from management that they negotiate through their liaison committee, he said.



# The need to explain

AT LEAST 10 000 people were on strike last week. At the root of most of those strikes was the proposed pension fund legislation. The tragedy is that this situation need not necessarily have arisen. Here, after all, is a measure that can only benefit people in their old age. However, because the Government is involved, people have become suspicious of the move.

The labour situation in this country has in recent years become such a sensitive area that anything that can be used as an excuse to bring out grievances will certainly be welcomed. We have seen various plants coming to a standstill mostly because of lack of communication between management and employees.

Management, it seems, has not yet learned to communicate with its workers because in the past workers - particularly black workers - have been taken for granted.

The Government itself, having refused in the past to recognise that black workers have the same rights as any others, has not done much to improve this situation.

The recent crisis has been brought about mainly because people believe that nothing good can come out of the Government. As a result companies find that they have to deal with workers who have a long history of being at the wrong end of the Government's stick.

It is a situation which they can do very little about.

We have seen in the past people having to queue up and depend on Government pension in their old age. We have seen too how, because of short-term needs, people have resigned from jobs so that they can have their pension fund contributions paid out to them.

The proposed pension fund legislation will eliminate those problems as the pension fund contributions would now be transferred from one employer to another so that the final benefits for the worker will be that much better.

What is really needed now is a concerted effort by employers to explain the benefits of the proposed legislation. Only when that is done will the labour situation improve.

Ev Post 2/4/51

# Pupils to help during strike

Post Correspondent

JOHANNESBURG -- School boys will be used to help at the Triomf fertiliser plant at Chloorkop, outside Johannesburg where some 500 black workers have gone on strike.

A spokesman for Triomf, Mr Jaap Griesel, said the strike was illegal and disorderly and described the workers' demands for a 65% pay increase as 'absurd', as wage increases totalling 18% had already been granted this year.

The strike started last Friday when 150 black workers failed to start their 2pm shift. Others downed tools and more than 500 skilled and unskilled workers are now involved.

Mr Griesel said production had been maintained because senior management had pitched in and taken over strikers' jobs and the company would start employing holidaying schoolboys from today to help load transport vehicles.

Star 5/10/81  
**Strikers back - but not all at work**

**Labour Reporter**  
There were two wildcat strikes at Car Distributor Assemblies in East London when workers returned to their jobs after last week's strike. A company spokesman said 280 workers in the truck assembly plant gathered in the canteen today instead of working. Another 50 workers in the car body shop were on a "glow slow".  
The workers in the can-

teen were demanding the reinstatement of a man whose dismissal last week led to a strike of 2600 black workers.  
Work in the rest of the plant was normal today.

The managing director, Mr Leo Borman, said today disciplinary hearings were suspended pending an official management meeting with the trade union involved, the National Union of Mo-

tor Assembly and Rubber Workers.

No spokesman for the union could be contacted this morning.

The Mercedes plant strike began last week over staff dismissals. The management warned the strikers to return to work today and the NUMARW also appealed for a return to work.  
At the Telephone Manufacturers of South Africa

(Temsa) plant in Springs, only about 100 out of 1400 strikers reported for work early this morning. The strike began late last week in protest against the dismissal of three workers.

They have been given until the end of today to return to work or they will have been seen to have dismissed themselves, a Temsa spokesman said.

Production was still continuing as about 2000 workers had not gone on strike.

At **Triomf's Chloorkop** fertiliser plant in Kempton Park about 500 workers went on strike over wage demands on Friday.

And at four **Hulett's sugar mills** in Natal — Amatikulu, Darnall, Mount Edgecombe and Felixton — about 2000 workers continued their stayaway over pension demands.



Workers from Telephone Manufacturers of South Africa express solidarity at a meeting at the KwaThema Civic Centre, addressed by officials of Mawu.

# Car men due back

A FULL return to work today is being recommended by the National Union of Motor Assemblers and Rubber Workers at the Car Distributors Assembly Plant in East London.

Some 2 600 black workers at the plant went on unofficial strike last week bringing the plant to a standstill.

The back-to-work announcement came from Mr Cornelius Fazzi, union organiser in East London, and three members of the East London union executive who had been sitting with CDA management hearing appeals against disciplinary actions taken against five workers involved in separate incidents over the past two weeks.

The CDA Mercedes plant was one of at least six strike-hit firms across the country. More than 5 000 workers were on strike.

A spokesman for the Fosatu-affiliated union said they agreed after talks with management to call on workers to return to work today.

Talks would be concluded

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Meanwhile, Fazzi said about 1 100 workers are still on strike at the Hulets Amatikulu, Darnall and Mount Edgecombe sugar mills, in a demand for the immediate return of their pension contributions.

After a meeting in Durban, the Industrial Council for the Sugar Industry decided to appoint

a sub-committee to discuss the dispute today.

And at the H Lewis food company in Kempton Park, where 500 strikers were dismissed on Thursday the unregistered African Food and Canning Workers Union is still seeking talks with management.

Stressing that the workers still considered themselves in the employ of the company, an Afcwu

spokesman appealed to management to follow the example of other milling companies by negotiating conditions for a return to work.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Lupaardsvlei appeared in the Krugersdorp magistrates court last week charged with incitement to strike.

# Workers claim assault by cops

A NUMBER of workers claimed that they were assaulted by riot police when about 1 000 workers at Telephone Manufacturers of South Africa in Springs went on strike last week.

The strike started on Thursday at about 5pm after the three workers had been fired for allegedly playing cards. Workers claimed that the three had already knocked off work.

A spokesman for the workers said that at about 4.45pm on Thursday, workers were already getting ready to knock off and the three were just shuffling cards when a foreman called them and told them they were fired.

### LOCKED OUT

On Friday morning, workers were allowed into the company premises but those who worked in departments 26 and 27 were locked out. All workers then refused to work and gathered outside, singing freedom songs and shouting "Amandla".

Riot police were then called in and people started scattering and later converged again. Some of the workers were baton-charged. Mr Nhlanjha Phakadi, said that he had asked to talk to manage-

By SELLO RABOTHATA

ment as he was one of the worker representatives, but he was instead taken into an office by the riot police, who assailed him. He was bleeding from his head and his hands were bruised. After about two hours, the workers who were in the premises were allowed to go out and join the others. All decided to march to the Kwa-Thema Civic Centre where they held a meeting addressed by officials of the Metal and Allied Workers Union (Mawu).

Mr Monde Gint, chairman of Mawu, called for unity amongst the workers and asked those who belonged to parallel unions to resign and join Mawu. He told the workers that management was kidding itself when it threatened to fire the workers. "As long as we are united we shall overcome", he said.

A Temsa spokesman said the plant would open today.



Workers from Telephone Manufacturers of South Africa express solidarity at a meeting at the KwaThema Civic Centre, addressed by officials of Mawu.

Sowetan 1/10/81

# Wildcat strikes

Arms 5/10/81 ~~1981~~ ~~1982~~ ~~1983~~ ~~1984~~ ~~1985~~  
hit car plant ~~1981~~

Argus Bureau  
PORT ELIZABETH —  
Wildcat strikes by 330  
workers disrupted the  
troubled plant of Car Dis-  
tributor Assemblies  
(CDA) in East London  
today

Most of the 2 600  
workers at the large Mer-  
cedes plant, who went on  
strike last week over staff  
dismissals, returned today  
after they had been  
warned to return to their  
jobs as management was  
reviewing the cases and  
hearing appeals

The Fosatu-affiliated  
National Union of Motor  
Assembly and Rubber  
Workers (Numervosa)  
had also called on workers  
to return to work today.

But a spokesman for the  
company said from Johan-  
nesburg that 280 workers

of a section of the truck  
assembly plant gathered in  
the canteen today after  
clocking in. Another 50  
workers in the car body  
shop were on a 'go slow'  
strike.

The Argus correspon-  
dent in Johannesburg re-  
ports that at the Tele-  
phone Manufacturers of  
South Africa (Tensa)  
plant in Springs only  
about 100 out of 1400  
striking workers had re-  
ported for work early this  
morning

Workers stopped work  
at the plant late last week  
in protest against the dis-  
missal of three of their  
colleagues.

At Triomf's Chloropak  
fertiliser plant in Kempton  
about 500 workers went on  
strike over wage demands  
on Friday

# Unregistered unions blamed for increase in strikes

UNREGISTERED trade unions have been blamed by the Department of Manpower for the sharp increase in illegal strikes last year.

In its annual report for 1980, tabled in Parliament yesterday, the department said: "Unregistered trade unions were in practically all instances involved in these illegal strikes"

It said "there was unfortunately a sharp increase in the number as well as the extent, intensity and duration of illegal strikes and work stoppages during the year, which were concentrated markedly in the larger industrial centres and which were responsible for an undesirable loss of man-hours and production."

## Political

"There was also a substantial increase in the number of black workers involved in these strikes," the department said

There were indications that "the trade union movement was in certain instances being used to promote political objectives"

"The rising cost of living and the resultant effect on material living conditions, as well as dissatisfaction with existing levels of remuneration, were, however, contributory causes of illegal strikes"

"In certain instances an atmosphere of discontent was created where workers refused

## Political Staff

to continue their work but did not make specific demands or where work was stopped as a first step and the employer was then confronted with grievances and demands

"There were instances of objectives that were not always of a purely economic nature, of poor or defective channels of communication between employers and employees, and especially of the generation, in certain instances, of unrealistic expectations coupled with excessive and even irresponsible wage demands that were above the employers' ability."

## Trend

"This trend should, nevertheless, gradually become normalised especially where the full statutory machinery is used in an orderly fashion to settle disputes and where only a legal strike, as a last resort after all other attempts to find a solution by way of negotiation have failed and where there is no other way out, is the final step in the process of negotiation between employers and employees," the department said

It said there were 134 strikes involving 42 981 black workers in 1980 compared to 51 strikes involving 10 515 blacks in the previous year.

There were also 70 work stoppages involving 13 305 blacks compared to 45 disputes involving 4 379 blacks in the previous year.

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4 in court  
~~1927~~ (327) (152)  
on strike  
~~1927~~  
charges

By MIKE LOUW

FOUR men appeared in the Johannesburg Regional Court yesterday in connection with a strike held at the Toyota motor firm in Sandton earlier this year.

Appearing before Mr C Eksteen were Mr Charles Ngobese, 21, Mr Johannes Ngwenya, 24, Mr Wilfred Mkom, 45, and Mr Obed Mabaso, 40. They are charged with stopping colleagues from working and threatening them with violence.

They all pleaded not guilty to both charges.

Mr George Bizos, SC, for the defence, said his clients would deny there was any incitement. They would say negotiations were being held between representatives of the workers' union and management.

Mr Frans Rathaga told the court Mr Ngobese had, on January 7, told him not to work and had threatened he would be killed if he went to work. Union members had prevented him from working the next day.



# Labour unrest: FCI gives guidelines

Star 6/10/81

By Drew Forrest

The powerful Federated Chamber of Industries (FCI) has issued guidelines to its members as a short-term response to mounting labour turmoil over the Government's proposed pensions legislation.

Last Friday, about 400 workers struck at the Hulett's Felixton mill in a demand for the immediate refunding of their pension fund contributions. About 2 000 workers at four Hulett's mills in Natal — Felixton, Darnall, Amatukulu and Mount Edgecombe — are now on strike over the issue.

In its guidelines, issued to various regional chambers last week, the FCI stresses that black workers see the compulsory transfer and preservation of pensions proposed in the Government's recent draft Bill as "depriving them of access to savings."

As a first response to worker unrest on the pensions issue, the FCI recommends "meaningful negotiation with employee representatives."

These representatives should be offered the "three-way choice" of

- Remaining in the existing pension fund without being paid out

- Resigning and reclaiming pensions contributions, with attendant loss of long-term benefits

- Opting into a "savings fund," with similar benefits to a pension fund, but which would yield a lump-sum payment on resignation.

Companies hit by unrest should stress to workers that the draft Bill may still be amended, and that industry is negotiating with the authorities to have it changed, the Chamber recommends.

FCI sources said this week that the guidelines were intended as a bridging measure in the current pensions-related unrest

# Row over *Star 8/10/81* handling of Triomf strike

By Drew Forrest

A row has erupted over the management handling of the two-day strike at Triomf Fertilisers in Chloorkop where about 500 workers were dismissed on Tuesday.

In an open letter to the group's executive chairman, Mr Louis Luyt, the South African Chemical Workers Union criticises what it describes as the "crude and reprehensible" approach of management to the dispute.

SACWU general secretary Mr Dan Tau alleged in the letter that after workers had been dismissed police and armed company personnel visited their hostel in Phombisa "Under extreme duress," he claims, the workers boarded trucks and were taken to the factory under police escort to collect their pay.

Mr Tau wrote that some workers were re-employed while the rest were placed under the supervision of armed management representatives. After being taken back to the hostel, he says, the latter group of workers were given 10 minutes to pack their belongings before eviction.

The allegations were yesterday strongly denied by Triomf general manager Mr J J Becker. "Police were there but that is their prerogative," he said.

He said workers had returned to the plant of their own free will and more than 300 had been re-engaged.

Answering union charges that management had refused to deal with SACWU, Mr Becker said it was company policy to talk to unions representing its employees but "in this case the union no longer has members at the plant."

Jan 6/10/81  
**Car plant halted  
by new strike**

**Labour Reporter**

The big CDA car plant in East London was hit today by yet another wildcat strike which saw close to 3 000 workers downing tools

Production was at a standstill Today's strike was one of a number which started over disputes with management over worker dismissals

The 414 hourly-paid workers at the commercial vehicles plant were told they had been dismissed, and 971 other hourly-paid workers were warned to return to duty tomorrow or face dismissal.

Another 1 100 workers at the passenger plant were told to return by Thursday or face dismissal

The strike scene also spread to Fort Elizabeth today where about 200 workers at the SA Bottling Company plant went out on strike over the issue of dismissals

Management would not comment on the unrest which reportedly involved the Macvusa-linked General Workers Union of South Africa

At Boksburg Brewery about 200 workers were still on strike today and have been warned by management to return by the end of the day or be paid off

At the four Hulett's sugar mills in Natal about 2 000 workers were still on strike over pension grievances

The Telephone Manufacturers of South Africa (Temsa) plant in Springs was taking on a new workforce following yesterday's dismissal of about 1 000 workers for joining in last week's sympathy strike Only 140 workers were retained from the original workforce

The strike at Johnson Tiles at Olifantsfontein also continued today over the issue of worker dismissals. At Triomf's Chloekon fertilizer plant at Kempton Park about 500 contract workers were dismissed yesterday after refusing to meet management's return-to-work deadline.

The Triomf dispute centred around wage demands

# WALK-OUT AGAIN

DISCUSSIONS between workers at the Car Distributors Assemblies Plant in East London and trade union leaders broke down yesterday, resulting in another walk-out by 1200 workers.

A company spokesman said that representatives of the National Union of Motor Assembly and Rubber Workers were addressing workers, the meeting was disrupted by a worker from another section urging them to go home.

Shortly before lunch-time, 1200 workers, black and coloured, downed tools and left the plant, leaving about 2100 at work, with production continuing.

The managing director of the plant, Mr Leo Borman, and representatives of the union were continuing talks in an attempt to break the wave of wild cat strikes at this plant.

## Workers get the sack

ONE hundred and forty workers at the Telephone Manufacturers of South Africa (Pty) Limited yesterday returned to work and 1600 were said to have dismissed themselves.

A TMSA spokesman said 140 workers were considered for their jobs as they had voluntarily returned and that of the 1600 strong work-force only those who returned today would be considered for re-employment.

Management is said to have reached an agreement with the white-run Electrical and Allied Workers Union and the Radio and Television Workers Union which most of the workers have denounced in favour of the Metal and Allied Workers' Union (Mawu).

The strike at TMSA started on Thursday last week after three workers were fired for allegedly playing cards during working hours. Workers claimed that the three had already knocked off.

# Stay off work or die - evidence

Four former employees of Toyota appeared in a Johannesburg Regional Court yesterday charged under a rarely used section of the Riotous Assemblies Act.

It is alleged that the men tried to prevent workers at the Toyota plant in Sandton from going to work.

The men are: Mr

Charles Ngobese (21), Mr Johannes Ngwenya (24), Mr Wilfred Sibilangu (45) and Mr Obed Mabaso (40).

They all pleaded not guilty.

The first of 16 State witnesses, Mr Frans Rathaga, told the court that Ngobese had told them to stay away from work the next few days or they would "be killed".

# Strikes still

# hit Natal, East Cape

Argus Correspondent

JOHANNESBURG — Thousands of workers continued to strike today in Natal and the Eastern Cape and firms on the East Rand took on workers after dismissals of about 2 000 yesterday

A weeklong strike by more than 2 000 sugar workers at four of Bulch's five plants in Natal showed no signs of abating.

Plants at Amatukulu, Dainall Mount, Edgecombe and Felixton were shut as management considered recommendations by the Industrial Council sub-committee on a controversial pension fund scheme.

Amid growing frustration and impatience on both sides, the Chamber of Commerce has advocated a delay of at least three years in implementation of draft proposals in the pension scheme.

## DOWNED TOOLS

About 200 workers of the SA Bottling Company in Port Elizabeth downed tools today.

They said the company had appointed coloured workers in the place of four blacks dismissed last week during a dispute which led to a work stoppage.

The dispute was about wages and working conditions.

About 600 black and coloured workers at Cal Dis Distributors Assembly in East London ignored a union call for a full return to work today, a CDA spokesman said.

## WILDCAT

The plant, which employs 3 300, has been hit by wildcat strikes since last week.

The strike by 800 at Johnson Tiles in Ollantsfontein, near Pietermaritzburg, continued over a dispute involving worker dismissals.

At the Telephone Manufacturers of South Africa (Tomsa) plant in Springs, about 1 000 workers were told they had 'dismissed themselves' by not reporting to work.

Only 140 workers met the deadline and the company today began taking on a new work force.

## TRIOMF

Yesterday about 500 workers at Triomf's fertilizer factory in Kempton Park were dismissed after refusing to meet back-to-work deadlines and the firm was taking on new workers.

A standstill at GDA  
but workers resolve

Back

DD 4/12/71  
TO WORK TODAY

EAST LONDON — Production at the Car Distributors Assembly (CDA) plant here was back at a standstill yesterday afternoon when almost the entire black workforce of 2 600 went out on strike after reporting for duty in the morning.

But at a mass meeting of CDA workers in Duncan Village last night it was resolved to return to work today, though officials of the National Union of Motor Assembly and Rubber Workers said there will be a feeling of dissatisfaction among the workers.

Trouble at the plant began yesterday morning soon after the entire complement of workers clocked in for work. This followed a three day strike last week which shut the

plant and led to the formation of a joint march-mention in appeal, committed to investigate alleged cases of racial discrimination and unfair

A management spokesman said the works of the factory were still affected from the start of the day, 8 of the intake, without last Wednesday, about 280 workers immediately downed tools and demanded the reinstatement of Mr. Today. Day, a man, whose dismissal sparked the first walkout, and workers adopted a work to rule in the body shop

Before lunch-time a total of 1 200 black and coloured workers downed tools and went home. By mid-afternoon the majority of workers at the 3 000-acre plant had walked out effectively shutting production

The management spokesman said it would be wrong to prevent a parallel investigation into the alleged offence

At the meeting last night held in a packed Kadelle hall a majority of workers supported a resolution to return to work this morning. But some still expressed dissatisfaction that the matter of Mr Daynam had not been re-

Mr Les Kethledas, the East Cape regional secretary of the union, said it was in the interests of all the concerned parties that the issue be resolved soon. He said his union recommended a return to work by the workers but said he was not sure whether this would take place

The management spokesman said he would not comment on the strike or decide what action to take until they had had a report back from the union on last night's meeting —

DDK

Mr Fred Sants, the union's general secretary, said the workers had walked out because the investigation had taken a new turn. He said the white technical foreman who had been involved in a scuffle with Mr Daynam the incident which cost Mr Daynam his job had laid a charge of assault against him yesterday morning

Mr Sants said this had blocked the appeal committee investigations because management said they could not look into a matter which was the subject of a police investigation. He said the union felt an internal grievance procedure need not hamper the police inquiries



EAST LONDON — Workers at Car Distributors Assembly (CDA) who do not report for work today will be out of a job, management has warned following another day of strike action at the plant

Yesterday morning about 600 black and coloured workers ignored a resolution to return to work taken by workers at a mass meeting on Monday night. By lunch-time there had been a repeat of Monday's events as, department by department, almost 2 000 workers walked off their jobs

In a statement issued last night, the company said the plant would be open as usual today but recruitment to fill the posts of workers who remain absent would begin on Thursday morning. This

# Ultimatum DD 7/10/81 (152) (1/10/81) (1/10/81) to strikers

statement replaced an earlier one in which workers who did not return, were to be dismissed on a section-by-section basis

Mr Fred Sauls, the general secretary of the National Union of Motor Assembly and Rubber Workers, said it was the democratic right of workers to withhold their labour if they so chose. He added, however, that union officials had warned the workers that if they chose to continue the strike they must be prepared to suffer the con-

sequences

Mr Sauls said he had had to turn down a further management request for him to come to East London to discuss the situation as the local union officials had not called for him to come. "We are a democratic union," he said

"But the problem is simple — workers have asked management to resolve a grievance and management has not done that yet. The situation does not depend on my coming to meet the management of CDA, but on their review-

ing the dismissal of Mr Today Dayimani which is quite clearly what workers have been calling for all along"

Major W Brown, police public relations officer for the Border, confirmed that they were investigating a complaint of assault laid by Mr Leonhard Pierskalla against Mr Dayimani

Management has said the grievance committee cannot examine Mr Dayimani's case while the police inquiry is proceeding, but the union has disputed this, saying an internal grievance procedure need not interfere with their investigation

Meanwhile, the joint management-union appeal committee which is reviewing several other incidents continued its investigation yesterday — DDR

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# New approach needed

As a result of strike action, the Preservation of Pensions Bill will not now come into force for three years. Although government hopes that this delay will give managers time to convince workers of the advantages of preservation of pension fund benefits, employers do not take as sanguine a view of the prospects.

The issue is controversial. In the past, many black workers have viewed pension contributions as a form of "savings" to be used in times of unemployment. Black workers in industries with fluctuating demand for labour have reacted sharply to attempts to halt lump-sum payments of pension contributions.

An aggravating factor is that managements find it difficult to explain the concept of long-term pension benefits to unsophisticated workers. Many of these workers are from cultures in which elderly people are cared for through an extended family system and where the concept of long-term personal or family planning is alien.

The problem is exacerbated by the familiar process of culture shock. With industrial techniques becoming increasingly more sophisticated, all workers entering the modern sector are faced with the necessity to adapt. In many industries the need to introduce changes beneficial to productivity frequently meet with confusion or outright hostility — particularly when the need for, and implications of, the changes are all too often inadequately communicated to the workers.

In fact, the pensions issue is similar to changes of this kind — not technological, but having to do with long-term objectives which it is management's duty to explain clearly.

In addition, workers have a healthy suspicion that whenever government gets involved the workers come short. They point, for example, to great difficulties in obtaining money from the Unemployment Insurance Fund. Clearly government should do more to engender black confidence in its methods.

Having said this, it also appears, however, that some trade union leaders, perhaps feeling insecure about their own positions, are unwilling to play a constructive role in this issue.

It is important for employers to understand the fears that many black workers have of pensions preservation. But it is also vital that the leaders of unions representing these workers should display a more mature attitude towards the issue.

Clearly, the past practice of viewing pension contributions as a form of savings is undesirable. An essential

element of a free-market economy is that all individuals who are able to do so must provide for their own retirement. The failure of many citizens to plan for the future results in increased pressures for welfarism.

The FM accepts that many black employees are justified in complaining that they have little say in how their pension funds are administered. This is something which must be rectified through negotiation. However, the FM also believes that employees' representation on funds should be in proportion to their contribution to such funds. Efforts to obtain union control over funds is unacceptable. The appalling maladministration of pension funds by some trade unions in the US provides an example of how union leaders have sought to increase their power at the expense of their members.

Furthermore, it is highly irresponsible to advocate the kind of strike action over pensions which has been a feature of the past year. Thousands of workers have lost valuable long-term benefits as a result of strikes in which they demanded the immediate repayment of pension contributions. The flawed logic of people who have initiated such strikes must be condemned in the strongest terms.

Despite the three-year delay, some managements doubt whether it will be possible to achieve rational negotiations over this issue. They believe the pensions issue has been used by political organisations who are eager to provoke unrest — no matter what the cost may be to black workers themselves. Indeed, it is no secret that insurgent groups are anxious to mobilise support from black workers.

Employers appear to be divided over whether political forces lie behind the unrest. But they all agree that it is going to be difficult to find a solution. "We are struggling for answers," says Premier Milling (chairman Tony Bloom). He warns of the serious consequences for the pensions industry if workers continue to demand the withdrawal of pension contributions. For his group alone, this could amount to about R2m being taken out of the pension fund.

What does seem to be abundantly clear is that union leaders must act responsibly on the issue, always bearing in mind the long-term interests of their members. By delaying the Bill's implementation for three years, government has shown itself to be flexible. Many employers are going to great expense to help their workers understand the new system. It is now time for the union leaders to adopt a rational and mature approach which serves the interest of their workers, rather than that of the unions' own power structures.



**BOYCOTT CALL FM 4/11/81**  
1 000 traders in the PVW area agree not  
to stock Wil-on Rowntree products until  
management negotiates with workers  
dismissed after a strike over pensions

~~15/1~~ ~~15/2~~ ~~15/3~~

BOOM OVER

**LABOUR UNREST**

152

Over 20 000 workers, involving at least 40 factories, took part in labour disputes during October — one of the worst months ever for labour relations in SA

FM 6/11/81

1 000 SACKED (52) (200) (181)  
About 1 000 workers at the Dely plant in  
Durban lose their jobs after they refuse  
to resume work until their pensions are  
paid out FM 6/11/81

Post 6/10/81 (1520 1981) (4052)  
**600 workers ignore return call**

**EAST LONDON.** — About 600 black and col-  
oured workers at Car Distributors Assembly in  
East London have ignored a call by the Forth-  
affiliated National Union of Motor Assembly  
and Rubber Workers for a full return to work  
today, according to a CDA spokesman.

The plant, which employs a total of 3,300  
people, has been hit by a series of wildcat  
strikes since last week.

The spokesman said in Johannesburg that the

plant management had issued a further request  
today for head office officials of the Forth-  
based union to come to East London and  
discuss the strike situation. This request was  
first made by management on Thursday last  
week.

Strivings of a joint union-management griev-  
ance committee resumed today, the third day  
of talks. The union continuing to be repre-  
sented by the East London or Gamber and mem-  
bers of his executive committee — Sipha

# Nearly 7 000 stop work as strikes increase

Own Correspondent

JOHANNESBURG — Nearly 7 000 workers were on strike yesterday as the wave of stoppages which hit industry last week continued and, in some cases, escalated.

A strike at three Hulett mills in Natal spread to a fourth mill and, about 2 000 workers are now on strike, according to the company.

At Springs' biggest non-mining employer, Telephone Manufacturers of SA, only 140 of the 1 600 strikers returned yesterday and the rest have been fired.

An Olifantsfontein firm, Johnson Tiles, which employs more than 800 workers, was hit by its second strike in a fortnight yesterday, according to union sources, and Triomf Fertilizers fired its entire black workforce of 500 after they ignored a management appeal to return to work.

Workers for CDA in East London, the manufacturers of Mercedes Benz, returned in response to a union call but new unrest flared later in the day and between 1 500 and 1 800 workers joined a new strike.

At Hulett's, the strike at three mills spread to the Felixston mill and only one is now unaffected. The strikes have been sparked by proposed legislation to "freeze" employee pension-fund contributions until retirement.

## Talks hope

A company spokesman said hopes for a settlement were pinned on talks at the industry's industrial council between managements and the National Union of Sugar Manufacturing and Refining Employees.

At TMSA, which closed its plant on Friday after a strike by about 1 600 black workers over the sacking of three workers, a management statement said about 1 500 workers had been fired

after they failed to return. Workers who returned this morning would be considered for re-employment.

A spokesman for Fosatu's Metal and Allied Workers' Union said the company had refused a union request to negotiate on the dispute and that workers were refusing to return until the three were reinstated.

"They still regard themselves as company employees and they want Mawu to negotiate on their behalf," he added.

Management confirmed it refused to negotiate with Mawu. "As these people had already been dismissed for not working, they were no longer employees and had no interest in the matter," the spokesman said.

## 'Anti-union'

At Johnson Tiles the general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said workers had downed tools "because they were angered by consistent dismissals of unions' representatives".

Some management men had "adopted a consistently anti-union attitude, threatening union members and sacking worker representatives".

At Triomf's Chloorkop plant, where workers have been on strike since Friday, a company statement said worker representatives were told yesterday morning that management would discuss their grievances if workers returned by 1 o'clock.

The company had made transport available for the 500 workers "but they did not react and were discharged".

Dispatches to farmers had been resumed with the assistance of "more than 100 white schoolboys" and co-operatives and farmers had also offered help.

sv Post 6/16/87  
**Workers**  
ignore  
union call

EAST LONDON — About 600 black and coloured workers at Car Distributors Assembly in East London have ignored a call by the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers for a full return to work today, according to a CDA spokesman

The plant, which employs 3 300 people, has been hit by a series of wildcat strikes since last week

The spokesman said in Johannesburg that the plant management had issued a further request today for head office officials of the Port Elizabeth-based union to come to East London and discuss the strike situation. This request was first made by management last Thursday

Sittings of a joint union-management grievances committee resumed today — Sapa



# Unregistered unions blamed for strikes

CT 6/16/81

168/128

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Political Staff

**HOUSE OF ASSEMBLY —** Unregistered trade unions have been blamed by the Department of Manpower for the sharp increase in illegal strikes last year.

In its annual report for 1980, tabled in Parliament yesterday, the department said "Unregistered trade unions were in practically all instances involved in these illegal strikes.

"There was unfortunately a sharp increase in the number as well as the extent, intensity and duration of illegal strikes and work stoppages during the year, which were concentrated markedly in the larger industrial centres and which were responsible for an undesirable loss of man-hours and production.

"There was also a substantial increase in the number of black workers involved in these strikes," the department said.

There were indications that

"the trade union movement was in certain instances being used to promote political objectives."

"The rising cost of living and the resultant effect on material living conditions, as well as dissatisfaction with existing levels of remuneration, were, however, contributory causes of illegal strikes.

"In certain instances an atmosphere of discontent was created where workers refused to continue their work but did not make specific demands, or where work was stopped as a first step and the employer was then confronted with grievances and demands."

The report said there were instances of objectives that were not always of a purely economic nature, of poor or defective channels of communication between employers and employees and, especially, of the generation in certain instances of unrealistic

expectations, coupled with excessive and even irresponsible wage demands that were above the employers' ability.

"This trend should, nevertheless, gradually become normalized, especially where the full statutory machinery is used in an orderly fashion to settle disputes and where only a legal strike, as a last resort after all other attempts to find a solution by way of negotiation have failed and where there is no other way out, is the final step in the process of negotiation between employers and employees," the department said.

It said there were 134 strikes involving 42 981 black workers in 1980 compared to 51 strikes involving 10 515 black workers in the previous year.

There were also 70 work stoppages involving 13 305 black workers compared to 45 disputes involving 4 979 black people in the previous year.

# Sugar Shutdown

2/10/81  
2000  
152  
**2 000 workers  
now on strike**

**as fourth  
mill closes**

**(Mercury Reporter)**

A FOURTH Hulets sugar mill was closed down at the weekend by work stoppages, bringing the total number of sugar mill workers on strike to 2,000, according to Hulets group public relations manager Ron Phillips.

Mr Phillips said about 500 workers downed tools at the Felixton Mill and demanded to be paid out their pension fund contributions, the same demand made by workers at the other mills.

The only Hulets mill not affected by the work stoppages is at Empanen.

A meeting of a sub-committee of the industrial council for the sugar manufacturing and refining industry was held yesterday morning to discuss the Hulets work stoppages and the government's controversial draft Preservation of Pension Interests Bill.

The chairman of the industrial council, Mr Allan Phillips, said certain recommendations had been made to Hulets, but these could not be divulged until Hulets decided on them. Another meeting is to be held this morning.

## **Precipitously**

Mr Roland Freaker, Chamber of Industries executive director, told the Mercury that the chamber believed the draft Bill might be "too precipitously introduced".

He said the chamber had made representations to the Registrar of Financial Institutions, and intended to hold a meeting of member firms involved next week to discuss the draft.

These would probably include asking the Government to stipulate the proposed legislation for at least three years, or alternatively proposing a cut-off point for people earning a certain amount of money — probably \$1,000 a year — said Mr Phillips.

Production losses incurred in the series of stoppages could be made up, but this would involve extending the cane-crushing season into the off-crop season.

# Work back to normal at big EL motor plant

Ev Post 7/10/81 (152) (192) (140A)

## Post Reporter

EAST LONDON — Production returned to normal at the big Car Distributors Assembly plant here today after a company ultimatum to workers to return or be fired.

An ultimatum issued yesterday and directed at the firm's 2,300 workers urged them to return or risk losing their jobs. CDA would begin recruitment tomorrow, a statement read.

A spokesman for the firm said today that when the factory re-opened this morning, everyone appeared to be back at work.

There were isolated attempts at intimidation by militant workers outside the factory gates before they opened but these failed, he said.

The joint union/management committee set up to examine disciplinary procedures at the factory met again today to try to resolve the issues which are at the heart of the walkout and which at one time last week involved up to

2,300 workers.

The plant has been troubled by unrest for six working days. It was sparked by the dismissal of a worker, Mr. Today Dayimani, for allegedly assaulting a white foreman.

At today's continuing meeting between the firm's management and representatives of the National Union of Motor Assembly and Rubber Workers of South Africa, disciplinary procedures are likely to be discussed.

Today's session follows an all-night meeting of union officials in East London to discuss negotiating strategy.

Asked what the firm, which manufactures the entire South African range of Mercedes Benz vehicles, had lost as a result of production cut-backs caused by the week's unrest, the spokesman said it was not policy to reveal information of this nature.

Observers believe however, that losses could be substantial.

# Strikers reject ultimatum at bottling plant

Ev Post 7/10/81  
(152) ~~182~~ ~~183~~

By GRANT AUBIN

ABOUT 250 striking workers at SA Bottling today rejected an ultimatum to return to work or be dismissed

The workers were today refused entry to the plant in North End

They said there would be no return to work until Mr P H Gutsche, the firm's managing director, returned from overseas next week

A spokesman for the crowd gathered outside the gates said that when they arrived at the plant at 7am they were refused entry and "chased" away

Yesterday deliveries were reported to have been stopped, but today at least one truck was seen leaving the plant

The spokesman said the workers' main complaint was the employment of a man on Monday who was paid R10 for a four-hour shift

"This is what we want to be paid, R2.50 an hour — but, they start us at R15 or R17 a week," said a woman striker

The same woman complained that the firm had not been paying hospital bills of workers who had been injured at the plant

"If we have been hurt at work we get nothing, not even a cent," she said

Strikers complained bitterly about a woman, a former unionist, who was still working today

The spokesman for the crowd said that they were waiting for Mr P H Gutsche and Mr P R Gutsche, the firm's chairman, to return from overseas and they would not return to work until then

Workers claimed that the management was going to use them to train coloured workers, who would then replace them

The firm's acting manager, Mr J de Wet, could not be contacted this morning

An official of the firm told the Evening Post that they had "no hope" of contacting him as he was "very busy today"

Eighty workers at the Sydenham engineering yard of the General Post Office who walked out yesterday have been paid off

"They did not report for duty today and were paid off," said Mr G de Korte, Regional Director of the GPO

# 2 900 back Star 7/10/89 as EL firm reverses its decision

By Tony Davis  
Labour Reporter

Countrywide strikes today appeared to be abating as nearly 2 900 strikers returned to work at the large CDA motor plant in East London and disputes elsewhere were resolved.

Management at CDA reversed its decision to dismiss 414 hourly-paid workers and its back-to-work deadlines and this morning most workers were back.

Talks between CDA and the Posatu-affiliated National Union of Motor Assembly and Rubber Workers were being held to resolve the dispute which arose after several workers were dismissed last week.

Officials in the Huletts group, whose four Natal sugar mills are closed by 2 000 workers striking over pension grievances, were hopeful that the dispute would be resolved this week.

There were brief flare-up at two Boksburg firms yesterday — Stamcor and L F Metter — involving wages and staff dismissals.

At Stamcor a work stoppage over pay demands was settled and management said there had been no dismissals over the issue.

At the metal firm about 180 workers were involved in a brief strike which was resolved when management reinstated a dismissed worker.

About 160 workers at the Boksburg Foundry returned to work today after a dispute over the promotion of a shop steward. The worker was allegedly assaulted by four others as a result of his promotion, according to sources.

The four were subsequently dismissed.

At Telephone Manufacturers of SA in Springs and at Triomf's Chloorkop fertilizer plant, managements continued to take on new workers following the dismissal of about 2 000 employees at both firms this week.

There was also a brief stoppage at the Johannesburg manufacturing firm of Bowthorpe-Hellermann-Dentisch this morning over the issue of pay increases. Management said the issue had been resolved.

About 200 workers were involved in a dispute over dismissals at the SA Boring Company plant in Port Elizabeth yesterday.

And at Johnson Tiles in Oudtshoorn several hundred workers were dismissed after striking over "victimisation" of union members.

Star 7/10/87

# Labour unrest on East Rand

By Drew Forrest

The Cusa-affiliated SA Chemical Workers Union has entered the fray at the Triomf Fertiliser plant in Chloorkop and is seeking talks with management on the fate of 500 Triomf workers sacked this week after a two-day strike.

More labour unrest has erupted on the East Rand with a strike by about 70 members of the Fosatu Worker Project at Stone Platt Electrical in Boksburg. According to a Fosatu spokesman, they are demanding a R14 weekly wage increase.

At Boksburg foundry 170 workers have decided to continue their strike until management agrees to take them all back. A Metal and Allied Workers Union spokesman said the company had offered to take back all the strikers except four men accused of assaulting a fellow worker.

The strike began on Monday.

At the Telephone Manufacturers of SA plant in Springs most of the 1500 workers dismissed on Monday after a three-day strike are still refusing to re-apply for their jobs or collect their pay, according to a Fosatu spokesman.

Labour Reporter

Hulett's Refineries in Durban, one of the country's largest producers of refined white sugar, was shut down at noon today after 400 workers struck over pension grievances.

The shutdown effectively means 1100 workers not at work and

Star 7/10/87 52 (11) 1000  
**'Pensions' shut Hulett's**

management was reported to be holding urgent talks with worker representatives.

This comes at a time when Hulett's was hoping for a breakthrough in the strikes which have shut

down four of their Natal sugar mills

About 2000 workers at the four mills are also out on strike over pensions. They apparently fear impending pension legislation.

Both the Durban Chamber of Commerce and Natal Chamber of Industries have called on the Government to defer pension legislation.

The Registrar of Financial Institutions, Mr Naas van Staden, is flying to Durban on Friday to discuss the pension issue,

Argus Correspondent

COHANNESBURG. — The countrywide strikes today as almost to work at the CDA motor plant in East Timon and demurs elsewhere were being resolved. Management at CDA re- versed its decision to

# CDA workers return, other strikes abate

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demurs 414 hourly paid workers and its back-to-work headlines, and this morning a majority of workers were reported back at work.

Officials in the Huletis group — whose four Natat sugar mills are closed as a result of strikes by about 2,900 workers over pensions grievances — were hopeful the dispute would be resolved this week.

At Stamford in Boksburg there was a work stoppage over pay demands but the dispute was settled yesterday.

About 150 workers at L and P Meller, also in Boksburg, struck briefly but returned to work when management renunciated a dismissed worker.

About 160 workers at the Boksburg Foundry returned to work today after a dispute resting on the provision of a shop steward.



ABOUT 10 000 Pamphlets in support of the boycott of Wilson-Rowntree sweets were distributed at white schools in the Peninsula yesterday

The pamphlets, issued by the Hatfield branch of the Wilson-Rowntree Support Committee and printed by the SRC Press at the University of Cape Town, gave a summary of events surrounding the strike by 500 workers at the sweet factory in East London.

#### 'INJUSTICES'

It called for support from all people who oppose injustices such as those which led to the unfair dismissals at Wilson-Rowntree.

The pamphlets were handed out at the gates of most white schools on the first day of term yesterday.

#### UNEMPLOYMENT

A cartoon on the front page of the four page pamphlet called on 'Mum to please forget the fruit gums'.

The pamphlet claimed that one of the reasons for the readiness with which

10000

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pamphlets

handed out

152 115 311

at schools

Wilson-Rowntree was prepared to dismiss 500 of their employees was that they had no trouble finding replacements as East London has one of the highest levels of unemployment in South Africa.

To attempt to force the management to give in, the trade union representing the workers and the workers have called for a boycott of Wilson-Rowntree sweets.

# Black cane men hard hit by strikes

Mercury Reporter

7/10/81

BLACK farmers in KwaZulu and North Coast cane growers have been hardest hit by the series of work stoppages which have closed down four of Hulett's sugar mills in Natal recently.

According to Mr Peter Sale, general manager of the Sugar Association, sugar mills paid cane farmers for the amount of sucrose (cane sugar) they extracted from their cane after it had been crushed at the mill.

'After cane has been cut, the sucrose level begins to drop. The longer it takes for the cane to be crushed, the more sucrose is lost and consequently the more money the grower loses'

Mr Sale said that cane farmers would obviously stop cutting cane while the strike lasted, but any cane that had been cut just before the strike would be deteriorating in value while the mills remained closed

Mr E Morrison, general manager of the Cane Growers' Association, said he believed most of the sugar farmers on the Natal North Coast were being affected by the strike, particularly cane farmers in KwaZulu

'A lot of cane has been delivered to mills or is stacked on farms and is losing money all the time. Farmers who have burned their cane fields before cutting will also be losing money'

He said the average cane grower could deliver 200 tons of cane a week, worth about R4 000 monthly

The strike was therefore affecting farmers' cash flow, possibly to the tune of more than R1 000 a week

He said that cane cutters

## Sugar union to report to mill workers today

Mercury Reporter

REPRESENTATIVES of the National Union of Sugar Manufacturers and Refining Employees would be reporting back to workers at the four Hulett's mills closed by the recent work stoppages at 7 a.m. today, the public relations manager of Hulett's, Mr Ron Phillips, said yesterday.

The union representatives would be addressing workers following an industrial council meeting which took place yesterday afternoon, although what they would report was not known.

The Hulett's strike, involving more than 2 000 workers,

is nearly one week old. Four of Hulett's five sugar mills have been closed down.

Workers are demanding immediate repayment of their pension fund contributions in reaction to the Government's draft Preservation of Pension Interests Bill.

The same demands were made at a series of stoppages which closed the mills last month, and an offer by Hulett's management to place pension money in a trust account was rejected.

Union secretary Selby Nsibandze could not be contacted yesterday.

were also losing money because they would not be collecting their cutting bonuses while the mills were closed

Mr Tony Ardington, chairman of the Cane Growers' Association, who owns a sugar farm at Nyoni near the Amatukulu mill, said that everyone in the area had cane that had been cut and

burned.

'Unless cane is crushed soon it may lose all its value, which will involve a substantial amount of money'

Mr Ardington said that after cane was cut it lost 2 to 3 percent of its sucrose value a day for the first few days, after which it deteriorated more rapidly

# Game would not meet me claims union secretary

## Mercury Reporter

THE general secretary of the Commercial Caterers' and Allied Workers' Union, Mrs Emma Mashini, said yesterday that Game management had refused to meet her to discuss the firing of 140 employees last Wednesday.

Mrs Mashini also said that the company had dismissed a man who was not involved in last week's work stoppages and 're-dismissed' two people who had tried to reapply for their jobs on Tuesday.

Mr John Dobbin, president of Game Discount World, yesterday denied Mrs Mashini's dismissal claims and said the company would only consider recognising the union if they applied for registration.

Mrs Mashini, who is from the union's head office in Johannesburg, said she had telephoned the management and tried to arrange a meeting to discuss the recent dismissals and increases in workers' wages.

She said the company agreed to negotiate with her later in Johannesburg, but refused to see her while

she was in Durban.

Mr Dobbin told the Mercury that management 'refused to meet in a situation of confrontation', but would like to talk to Mrs Mashini after things had settled down.

Mrs Mashini also said that an employee, Mr Sipho Khathini, had been dismissed on Friday although he had had no part in last week's work stoppages.

He believed he had been dismissed because a manager had accused him of 'inciting strikers', she said.

Mr Dobbin said Mr Khathini, a scooter driver, had been dismissed following complaints of 'erratic driving'.

His dismissal was not connected to the work stoppages, he said.

Mr Dobbin also denied Mrs Mashini's claim that two people had been 're-dismissed' on Tuesday, saying that although they had been dismissed last Wednesday their applications were presently being considered.

The deadline for Game employees dismissed last week to reapply for their jobs expired at 5 p.m. yesterday.

# Back to work for some but more unrest erupts

CT 8/10/81 192 148A 129 143 31  
152 200 186 134

**Own Correspondent**  
JOHANNESBURG — The current wave of labour unrest which has hit several centres seemed on the wane yesterday as thousands of workers returned to work or were expected to return either last night or this morning.

However, unrest broke out at another East London plant yesterday and employer sources were apprehensive that it could spread further.

Some 2 600 workers returned to work at CDA, the Mercedes Benz manufacturing plant in East London, and it was hoped that 2 000 striking workers at four Huletts sugar mills in Natal would also return.

But workers at an Epol plant in East London went on strike yesterday following a demand that their pension contributions be paid out to them.

A spokesman for Huletts said yesterday 2 000 workers at its four Natal sugar mills were still on strike in protest against the government's proposed pensions legislation. But proposals decided

on at a meeting of a sub-committee of the Industrial Council for the sugar industry earlier this week were being communicated to them.

He said the company had agreed temporarily to suspend worker pension contributions while the issue was being investigated further by the industrial council.

Meanwhile, a short stoppage occurred at the Huletts refinery in Rossburgh while worker representatives discussed the pensions issue with management. All 1 100 workers downed tools but returned to work later, the spokesman said.

At CDA, normal production continued throughout the day after a series of strikes over the past week.

A joint union-management committee had completed its investigation into three of the five disputes about disciplinary actions taken before the strikes broke out.

In a fourth case, the worker concerned had failed to appear and the fifth was subject to a police investigation following the filing of assault charges.

A spokesman for Tele-

phone Manufacturers of SA in Springs, which fired 1 600 strikers on Monday, said yesterday about 250 workers had returned.

Several hundred prospective new employees had come to the plant and were being interviewed.

He said the company would take back all 1 400 strikers but not 200 workers who were fired after ignoring an ultimatum to return to work last week.

A union spokesman said yesterday nearly 400 workers at Johnson Tiles in Olfantsfontein who were fired after striking were prepared to return to work — provided a union shop steward, whose dismissal sparked off the strike was reinstated.

He claimed the entire work force of nearly 400 had been dismissed and fewer than 20 workers had returned.

Mrs Emma Mashinini, secretary of the Commercial, Catering and Allied Workers' Union said yesterday about 150 workers at three Game Stores in Durban who went on strike last week had still not returned.

# 'Force' was used on fired workers

THE SA Chemical Workers' Union claimed yesterday that fired strikers at the Triomf Fertiliser plant at Chloorkop were "forced" by armed company officials this week to return to work or to leave their hostels and return to the homelands. RDP 8 10 21 152X143

Mr J J Bekker, a Triomf general manager, yesterday dismissed the allegations, saying officials had been supplied with guns for their own protection when they went to a hostel in Tembisa.

About 500 workers were fired from the plant for taking part in a wage strike this week. A company statement yesterday said that "more than 300" had been re-employed and that work was back to normal.

The SACWU's general secretary, Mr Dan Tau, said company officials "forced" workers on to lorries and took them to the plant where some of them were "forced to collect their pay".

"They were divided into two groups and the one was told to start working again while the

Labour Reporter

other was taken back to the hostel and told to pack their bags and leave. They were told to go to the station and return to the homelands.

"At no stage were they given any choice as to whether they wanted to work or go."

Mr Bekker yesterday described SACWU's claims as "a lot of nonsense."

Company officials had gone to the Tembisa hostel to ask workers whether they wanted to come back.

When workers arrived at the factory, they were given the option of being re-employed or leaving the company.

Star 8/10/67  
~~Star 8/10/67~~  
Traders in Mamelodi and  
Atteridgeville townships  
near Pretoria are boycot-  
ting Wilson-Rowntree pro-  
ducts in their shops as  
part of a countrywide  
campaign against the  
sweets firm for its dismis-  
sal of about 500 workers  
at its Port Elizabeth  
branch earlier this year  
About 100 township

8/10/83  
Stormy  
meeting  
likely over  
pensions

Mr Naas van Staden's statement that there was no possibility of the withdrawal or undue deferment of the Preservation of Pensions Bill could cause a storm at his meeting with Natal employers

Mr van Staden, the Registrar of Financial Institutions, is to meet the employers in Durban tomorrow to discuss the pensions issue, which has touched off six recent strikes in the province involving about 5 000 workers

While it is not certain what line employers will take at the meeting, the Durban Chamber of Commerce last week announced that it favoured a three-year to five-year deferment of the law to educate workers on its implications. Both the Natal Chamber of Industries and the Huietts group are known to share this view

However, in an interview with our Durban correspondent, Mr van Staden said the legislation "would go through as certainly as I am sitting on this chair". He added that it was "utter nonsense" to suggest that the Government was rethinking its plan

**LEGISLATION**

It is understood that the Government would like to enact the legislation next year and promulgate it in January 1983

Natal employer sources said yesterday that tomorrow's meeting is likely to be "fiery"

Mr van Staden did, however, distinguish between a "savings promise" and a "pensions promise"

This is broadly in line with the views of the Federated Chamber of Industries which has recommended to the Government that workers be allowed to choose between pension funds which would be subject to preservation and provident funds which would not

# 300 fired men get jobs back

CT 8/10/81

(152) (83) (43)

Own Correspondent

JOHANNESBURG — Fired strikers at the Triomf fertilizer plant at Chloorkop were this week forced by armed company officials to return to work or to leave their hostels and return to the homelands the SA Chemical Workers Union claimed yesterday.

Mr J J Bekker, a Triomf general manager yesterday dismissed the allegations. He confirmed that company officials who had visited workers at their hostel in Tembisa, had been armed but said they had been supplied with guns for their own protection only.

About 500 workers were fired from the plant for taking part in a wage strike this week. A company statement yesterday said that "more than 300" of them had been re-employed by the company and that work was back to normal.

## Visited

The SACWU's general secretary Mr Dan Tau, said yesterday that the workers who are all contract workers, were visited at the Tembisa hostel this week by armed company officials.

They were then forced on to company lorries and taken to the plant where some of them were forced to collect their pay.

They were divided into two groups and the one was told to start working again while the other was taken back to the hostel and told to pack their bags and leave. They were told to go to the station and return to the homelands.

"At no stage were they given any choice as to whether they wanted to work or go. The company decided that for them.

Mr Tau claimed that the SACWU represented a majority of the fired men but

that management had refused to negotiate with the union.

The general secretary of the Council of Unions of SA, Mr Piroshaw Camay, said later that as contract workers, the strikers could not remain in the area for more than 72 hours after they were fired.

"Time is running out for them and we fear they will be bundled off to the homelands."

Mr Bekker yesterday described the SACWU's claims as "a lot of nonsense". He said workers had returned to the plant voluntarily on Tuesday and had gathered outside the gate. Management had begun talking to them.

## 'Appointment'

"A union man then arrived. He was told that we would not talk to him because he did not have an appointment and because he did not represent any of our workers as all their supposed members had been dismissed."

Workers had then left the plant. Company officials had gone to the Tembisa hostel to ask workers whether they wanted to come back.

"They all eagerly said they did. They were never forced to. Although the officials had guns this was to protect them only," Mr Bekker said.

When workers arrived at the factory they were given the option of being re-employed or leaving the company. "Once again there was no compulsion. More than 300 asked to be re-employed and they are working normally."

Mr Bekker said that the hostel was run by the local black administration board rather than Triomf but that workers who lost their jobs were not legally entitled to live there.



# 2000 Natal sugar workers end strike over pensions

Star 8/10/81

(152) 186 188 300 192 140A 173

## Labour Reporter

About 2000 workers ended their strikes at four Hulett's sugar mills in Natal today after reaching agreement with management on pension contributions.

The workforces at Darnall, Amatikulu, Mount Edgecombe and Felixton went on strike a week ago with workers demanding immediate pension payouts.

But in a settlement reached this week management agreed to suspend temporarily any further pension deductions from pay cheques and to continue negotiating worker demands for refund-

ing pension contributions. The Hulett's refinery near Durban was hit by a brief work stoppage yesterday, also over pension demands.

Talks continued today at East London's large CDA car plant where 3300 workers have been involved in a number of work stoppages.

An appeal board, established to discuss worker dismissals which sparked off the strike, yesterday examined several cases. The board was temporarily suspended pending review of two other dismissals.

The Epul firm in East London was hit by a one-

day pension strike yesterday when about 235 workers downed tools.

Another East London firm, TFM, which handles motor products, had a work stoppage after about 50 workers downed tools in sympathy with seven of their colleagues who had been dismissed, reportedly for being unproductive.

At the Telephone Manufacturers of SA (Temsas) in Springs and at Bramble's Kempton Park fertiliser plant, managements continued today to recruit new workforces after more than 2000 workers had been dismissed.

● See Page 9 for more labour news.

Star 8/10/81  
Delight at  
acquittal  
of Toyota  
workers

Trade unionists yesterday expressed "delight" at the acquittal of four former employees of the Toyota Marketing Company in Sandton who had been charged under a rarely-used section of the Riotous Assemblies Act.

A spokesman for Fosatti's Metal and Allied Workers Union said the Johannesburg magistrate's judgment "brought home the fact that workers strike because they are aggrieved not because they are intimidated".

Mr Charles Ngobese, Mr Johannes Ngwenya, Mr Wilfred Sihlangu and Mr Obed Mahaso, all of Alexandra township, had pleaded not guilty to charges under section 10 of the Riotous Assemblies Act.

In terms of this section it is an offence to try to compel anybody not to do what he is legally entitled to do.

It was alleged the men tried to prevent workers from going to work during a stoppage at the Toyota plant in January.

As the first case in many years under the so-called "anti-picketing" section of the Act the case aroused widespread interest in labour circles.

Mr C J Ecksteen acquitted Mr Ngwenya and Mr Sihlangu because none of the eight State witnesses gave evidence of "noteworthy value".

Although Mr Ngobese and Mr Mahaso were unsatisfactory in giving evidence this did not strengthen the State's case against them, the magistrate held.

DO 8/10/81 (152) (192) (160A) (139) (186)

# CDA workers go back

EAST LONDON — It was believed that the possible incorporation into the Ciskei of Berlin and pineapple lands in the white corridor was again being considered by the Van der Walt Commission, the city councillor in charge of the industrial portfolio, Mr Donald Card, said yesterday

At the same time workers at two more companies on the West Bank — Epol and TFM — went out on strike

A spokesman for CDA said there had been a normal absenteeism rate at the plant yesterday. He said there were several attempts at intimidation to prevent workers from entering the factory but these had "soon petered out"

He said an attempt to overcome the effects of the strike would be made

through overtime work. "But before the strike there was already a backlog of several weeks, particularly Mercedes-Benz passenger vehicles, and we hope to remedy this situation by the second quarter of next year"

He said the joint management — National Union of Motor Assembly and Rubber Workers' grievance committee had successfully resolved three of the cases it had investigated but that the case of Mr Today Daymani would not be looked into until the police had completed their investigations following the laying of a complaint by the technical foreman, M L Pierskalla

At Epol the entire day-shift refused to work yesterday morning, demanding the return of their pension fund contributions. Management

from East London and from the head office in Johannesburg were busy discussing the situation last night and deciding what measures to take

Officials of the African Food and Canning Workers' Union (AFCWU) which claims the membership of the majority of black workers at the firm, said over 200 workers were involved but a spokesman for Epol said there were 150. The AFCWU officials said workers were also complaining about their working conditions

At TFM, which supplies components to the motor industry, the entire black workforce of 55 walked out following the dismissal of seven workers yesterday morning

Mr R Alford, the managing director of TFM, said the seven workers had been discharged because

they had not been productive and, despite repeated warnings, had not fallen into line. He said the others who had walked out had discharged themselves but he would be prepared to start re-employing them today

Several workers said there had been a grievance about overtime between a foreman and the paint-shop department. They said when they asked to speak to management, Mr Alford had sided with the foreman and dismissed the seven workers in that department

They said the rest of the workforce had walked out yesterday morning after management had failed to substantiate the dismissals, but Mr Alford said the liaison committee had been informed, in front of the entire workforce, of the reasons why

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# Workers in place of 180 strikers being recruited

Post Reporters

ABOUT 180 postal workers on strike at the North End and Spaldham engineering yards have been deemed to have "dismissed themselves" and the recruitment of a new labour force has begun.

This was learnt today from the Regional Director of the General Post Office, Mr G de Korte.

The strike began this week after members of the workers' liaison committee were dismissed.

Mr De Korte said the workers, by not reporting for duty, "had not kept to their side of the contract, and had thus dismissed themselves".

The Post Office had had no problem recruiting new workers and some of them had already started working.

Workers claimed that members of the liaison committee were dismissed because of their membership of the General Workers' Union of South Africa (Gwusa).

At the S.A. Botling Company some 250 workers on strike since early this week have still not returned to work.

The acting manager of the firm, Mr J de Wet, today

again said he had no comment to make.

The spokesman for the Gwusa could not be reached for comment on the strikes.

In East London, a strike at the giant Mercedes-Benz manufacturing plant, G.D.N., ended yesterday, but industrial unrest continues to simmer in the city.

The entire black workforce

of about 200 at the dog-food firm, Epsil, stopped work yesterday, demanding the return of their pension fund contributions. They returned to work today.

Epsil's director of operations, Mr A T Hamby, said that workers would have the choice of having their pension contributions paid out next Friday or of remaining in the fund.

At the motor component manufacturing firm of TFM in East London the entire black staff walked out. They will be returned from tomorrow if they so choose.

The TFM walkout came after seven workers were dismissed yesterday morning. They had complained about overtime in the paint-shop department.

# Understand black unions, says industry head

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(157)  
(2)

Agricultural Correspondent

EMPLOYERS in South Africa were being challenged to understand the aspirations of emergent black trade unions yesterday, chairman of the Federated Chamber of Industries Labour Affairs Committee, said yesterday.

Mr Ironside, who was speaking at the 25th annual congress of the South African Timber Growers Association in Pietermaritzburg, said employers and trade unions had still to come to grips with the problem of creating an industrial community.

Employers would have to demonstrate their sincerity and willingness and would

have to accept that organised labour movements would exert a strong influence on employment practices in the future.

While stoppages had increased the number of man-days lost in 1961 had increased sharply.

This meant that strikes were of longer duration and indicated better union organisation, he said.

Most of the strikes were technically illegal but this pointed only to the inability of the present structures to cope with the real labour situation.

The post-Weinhan new dispensation had neither diminished nor removed conflict. Declaring strikes to be illegal simply

clouded basic issues that should be addressed.

Mr Ironside said management had a responsibility to get strikers back to work and then to negotiate.

Arbitrary action and calling in the police did nothing to resolve the cause of the strike.

He said stoppages were invariably connected with shop floor issues — unresolved grievances, unfair dismissal or discipline and often poor supervisory practices.

Anonymous communication was often the cause of unrest and employers had to be clear and decisive.

Distorted information had to be correct-

ed immediately with the help of employers. Mr Ironside said that the registration of unions had to be kept on a voluntary basis and that there was a strong case for separating the issue of registration and representation.

Black trade unions too had a responsibility to find solutions for they had a vested interest in a stable society.

It was important for the establishment not to view all trade union action as political.

Employers often reacted to worker pressure or reaction as irrational which might be quite logical and understandable when seen from the worker's point of view.



## Negotiation needed

As strike action by black workers over government's planned pensions legislation spreads the Federated Chamber of Industries (FCI) has issued guidelines to its member chambers in an effort to defuse the mounting turmoil over the issue.

Labour unrest over government plans to enforce the preservation of pension benefits has spread to Natal where crushing has been halted at four of the five Hulett's sugar mills in the province.

The Durban Chamber of Commerce and the Natal Chamber of Industries recently proposed that the pensions legislation should be postponed for three to five years to allow industrialists time to explain its provisions to black workers. Amid growing concern among managements in Natal Registrar of Financial Institutions Naas van Staden will meet a broad spectrum of the province's employees in Durban on Friday.

The FCI perceives that many black workers have a legitimate reason to be concerned because they see the compulsory transfer and preservation of pensions as depriving them of access to savings on which they can rely in times of unemployment. It emphasises the need for meaningful negotiations between managements and employee representatives over the issue.

It is opposed to a lengthy postponement of the implementation of the legislation and has issued guidelines which could help employers defuse unrest over pensions in the short term. It believes that employees should be offered a choice of:

- Remaining in the existing pension fund without being paid out
- Resigning and claiming pension contributions despite the attendant loss of long-term benefits
- Agreeing to opt for a savings fund which would have similar benefits to a pension fund, but which would give workers the option of receiving a lump sum payment on resignation.

The FCI believes that these three options give employers the opportunity to defuse unrest in the short term through negotiation with employees. Once an accord has been reached in the short term managements will be in a better position to achieve the long-term goal of convincing employees, through negotiation, of the advantages of preserving their pension benefits.

The issue is a complex one and to enable employers to have effective negotiations with their workers it is likely that the Bill will have to be amended. Government appears to be amenable to the savings fund option, but the implications of this still have to be explored including the tax implications.

Meanwhile there have been charges that the misunderstanding over the Bill is the result of a lack of liaison between manage-

ments and workers. Hulett's group public relations manager Ron Phillips denies these accusations vigorously saying "Nobody could have tried harder than we did to inform workers of the changes in our pension plan." He blames the government's sudden presentation of the Bill for the recent unrest. "There was no consultation with employers. Suddenly they sprang it on us, he claims.

Hulett's workers have asked the company to suspend pension deductions from their pay packets and refund all their contributions to date. This is in spite of assurances from the company that the money will be invested in a separate trust account until the provisions of the Bill can be clarified.

The strike, which has come at the height of the milling season has caused cane to pile up at the company's idle mills. Efforts are being made to divert cane to other mills outside the Hulett's group for crushing. Phillips tells the FCI that the company is not too concerned about the situation at this stage because production losses can be made up by simply extending the length of the crushing season.

# Strikes at East London firms settled

EAST LONDON — Managements at both Epol and TFM expressed confidence yesterday that their strike-hit factories would resume production today.

Both factories were hit by strikes on Wednesday and were not working yesterday.

At the Epol factory, where about 100 workers downed tools in demand of the return of their pension fund contributions, it was agreed to resume work today.

The branch manager of the factory, Mr R. Kreuzsch, said that following talks between the management and the African Food and Canning Workers Union (AFCWU) yesterday it was agreed to end the strike.

"I think the workers were concerned about their pension fund being transferred automatically to another company if they leave us."

At the TFM motor component factory, where the entire workforce of 55 went on strike over the dismissal of seven workers on Wednesday morning, work is also expected to return to normal today.

The managing director of the factory, Mr R. Alford, said most of the workers had returned for work yesterday.

Mr Alford said on Wednesday that those who had walked out had dismissed themselves, but that he would re-employ those who wanted to return to work.

"Almost all the workers came back today and after discussions it was decided there would be no work today and they could come back tomorrow to start

work," Mr Alford said.

Meanwhile, there was a full workforce turnout at Car Distributors Assembly (CDA) yesterday with all sections of the plant working normally.

A spokesman for the company said the only absenteeism from the factory was "the normal dozen or so off work that one can expect in a factory that employs close on 3 000 workers."

Meanwhile, a spokesman for Hulett's said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work.

This came after the firm had agreed to suspend their pension contributions pending further negotiations over the issue.

On the Reef, the dispute between the Building, Construction and Allied Workers' Union and Johnson-Tiles, a British multinational, took a new turn when several workers accused the company of sending police, and administration board officials to their hostel to arrest them on Tuesday night.

The workers were among those fired on Monday after striking over the dismissal of a union shop steward whom they believe has been victimised.

A police spokesman yesterday confirmed that policemen had gone to the hostel to assist board officials in a "general search" of the Johnson workers, but said no attempt had been made to arrest anyone — DDR.

DD 9/16/81 (152)

# Bosses urged don't use force

UMTATA — The state and employers should encourage the use of legitimate pressure by workers

This would help workers accept negotiation as a strategy, the head of the industrial relations unit at the University of Port Elizabeth, Prof R van der Merwe said in a lecture at the University of Transkei

It was crucial workers saw that responsible bargaining was better than irrational confrontation and violence, he said

He questioned statements by senior South African security policemen that they would not tolerate "wildcat strikes" or other industrial "actions against the law"

It seemed the authorities were defining "actions against the law" as any industrial action outside the established machinery which could cover all conflicts involving unregistered unions

He called on employers to commit themselves to settling disputes by negotiation — not state intervention

"It is equally important that the state shares this commitment, and does not interfere in this process as a result of misunderstanding of its fundamental nature"

Some government officials apparently still believed lasting labour peace could only be achieved through consensus and common purpose among employers

However, "black labour's aspirations, and indeed any labour aspirations in a free enterprise society, can only be explained and managed via a conflict model at present". As a result a very serious gap in strategy was becoming apparent

"For example, the state's involvement in breaking strikes via police action and the arrest and

detention of worker leaders, is its reaction to what it sees as a threat to consensus

"By using force more overt conflict is created, and the system moves further away from constructive solutions, based on the limited conflict of collective bargaining"

This was not in the interest of employers

It was unfortunate that too many employers still found the strike-breaking reaction convenient in the short term

"Any such ill-conceived tactics are ultimately destructive both economically and politically," he said — DDR



**LOCAL NEWS**

**STRIKE WAVE**

(152)

Over 10 000 black workers strike in growing labour unrest in the Transvaal, Natal and the eastern Cape over pensions, wages and working conditions. Meanwhile employers sack 2 000 workers for illegally absenting themselves from work. FM 9/10/81

## GENERAL NEWS

# Five reasons why workers go on strike

How  
9/10/81

~~129~~

152

In a little more than a week the country has been hit by about 18 strikes involving more than 13 000 workers.

There is no single reason for the industrial unrest but several factors have contributed to the strikes.

- These are
- Impending pension legislation
  - Union recognition
  - Worker dismissals
  - Wages and working conditions
  - Workers resorting to the "strike weapon" as a means of effecting change

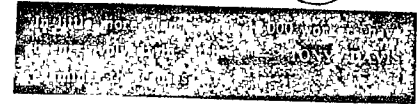
The controversy surrounding the pension issue arises from proposed legislation.

Workers have expressed distrust for any government influence over their pension contributions and have resorted to strike action to force managements to pay them out their contributions.

In turn, managements have told workers that they must resign to collect their contributions.

The incidence of pension-related strikes is greatest in the Eastern Province and Natal where four Hulett sugar mills were closed for a week when about 2 000 workers demanded their pension contributions.

Management settled by placing a temporary freeze on pension deductions and expressed willingness



to negotiate on the return of contributions.

Hulett's refinery, near Durban, also had a one-day pension strike.

The pension-related unrest prompted Durban-area employers, the Durban Chamber of Commerce and the Natal Chamber of Industries to suggest that the Government defer proposed legislation.

But the Registrar of Financial Institutions, Mr Naas van Staden, who was scheduled to meet employers in Durban today said that the pension legislation would not be on duly deferred.

Dismissal of workers has also caused several strikes.

Often the workers see the dismissal of their colleagues as arbitrary and demand their immediate reinstatement.

Labour experts feel that managements should ensure that unions or other worker representative bodies are consulted about decisions to dismiss workers so as to avoid sympathy strikes.

Not all strikes over worker dismissals are as simple as they appear. Strike action over a dismissal

may be a sign of deeper unrest.

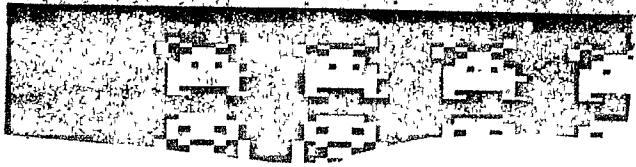
Managements also find themselves in a difficult position when workers who they say have "dismissed themselves" refuse to collect their final pay and continue to demand reinstatement.

Government labour officials sometimes blame workers for resorting to strikes, rather than going through in plant procedures or labour inspectors to settle grievances.

Some strikes have arisen over wage and working conditions and some managements have claimed that there has been "misunderstanding" about earlier negotiated settlements by the workers.

Sometimes, unions are accused by managements of creating unrest at companies where there was previously industrial peace.

The rash of new labour legislation during this session of Parliament could have caused confusion between workers and employers as both sides attempted to feel their way around new labour frameworks.



# Union blamed in test case

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152  
202

Labour Reporter

The Maritzburg Supreme Court case involving the rights of migrant workers reopened this week with a company official accusing a union of causing unrest and intimidating workers.

The Fosatu-affiliated Sweet, Food and Allied Workers' Union brought the case to court earlier this year, representing 181 workers in their dispute against the Union Co-op Sugar Mill at Dalton Natal

The union and workers are contesting the company's decision to expel them arbitrarily from their compounds after a strike at the end of March

The strike started after workers protested management's decision to cancel free food rations to workers after wage increases had been introduced

Mr Charlton said the company's profits had already been seriously affected by increases and drought.

The issue at stake is a company's right to expel workers from housing quarters without adequate notice

The case continues

# Sacked strikers refuse to accept

Ev Post 9/10/87

## their dismissal

152 ~~187~~ 189 ~~186~~ 300 192

Post Reporters

WHILE SA Botling is hiring staff to replace the 250 workers who are on strike, workers claimed today that had not been dismissed.

Striking workers confirmed they had been told to collect their pay yesterday but were adamant that they could not be dismissed until the managing director, Mr P H Gutsche, returned from his overseas trip next week.

They have refused to collect their pay.

Meanwhile, SA Botling management continued to keep a tight-lipped silence on the situation.

The acting manager, Mr J de Wet, who has consistently refused to comment on the strike, could again not be reached today.

A spokesman for the striking workers told the Evening Post that yesterday management had told them to collect their wages.

He said they would not go back to work, or accept the money, before the company met the General Workers Union (Gwusa) to discuss the strike.

They also refused to speak

to Mr De Wet, saying they would discuss the strike only with Mr P H Gutsche. SA Botling will not recognise Gwusa.

The union said today it was willing to discuss the issues.

Although the plant was reported to have struggled with deliveries earlier in the week, several large trucks were seen leaving the plant today.

The strikers said two busloads of black workers were brought in from the townships on Wednesday.

Of the original 250 on strike only one had returned to work and she slept at the plant, they said.

Some of the workers' complaints were that:

- They were told they would not receive year-end bonuses.
- They had never been told their hourly rate of pay. They are demanding R2,50 an hour.
- Coloured workers were being trained to replace blacks.

Meanwhile, in East London production was back to normal at TFM Motor Components and Epol Dog Food today after both factories were hit by strikes on Wednesday and were not working yesterday.

About 150 workers at Epol downed tools on Wednesday

demanding the return of their pension fund contributions.

The branch manager of the factory, Mr B Kreusch, said today after talks between management and officials of the African Food and Canning Workers Union yesterday it was agreed the workers would return to work today.

The company's director of operations, Mr A T Hambly, said yesterday those workers who still wished to withdraw from the company's pension scheme by Friday next week could do so.

Mr Kreusch said all workers had returned today and production was proceeding normally.

It was incorrectly stated in yesterday's Evening Post that the workers had returned yesterday.

At TFM Motor Components, 55 workers who downed tools after the dismissal of seven paint shop workers were re-employed today.

A spokesman for the company, Mr J Melton, said production had returned to normal. White employees had completed essential tasks yesterday and production had not been seriously affected by the strike.

# Meeting will decide response to sacking

137  
138  
152

**SOWETAN Reporter**  
SPRINGS workers have called for a general meeting tomorrow to plan a response to the sacking of 1600 Telephone Manufacturers of SA (TMSA).

In a statement issued by Fosatu yesterday, the Springs local chairman Mr Chris Dlamini, said the TMSA dispute revealed the ugly side of labour relations in South Africa.

"TMSA's management has itself acknowledged to workers that the dismissals which started the stoppage were not in accordance with the companies grievance procedure yet they still refused to take

them back," he said.

The company is falling into the trap of thinking it can use the old white registered unions like the Radio and TV Workers Union and the Electrical Workers Union to control African workers.

Mr David Sibabe, Mawu's general secretary who was mandated by 1600 council workers to negotiate with the company confirms the attitude of TMSA in the statement.

"The company refused earlier to meet with Mawu because the union wanted worker representatives to attend. Instead it insisted on negotiating with unions

which had been rejected by TMSA's black workers.

"The only message the unions gave TMSA workers was they had been dismissed and then money would be paid into the industrial council," Mr Sibabe said.

At the Fosatu meeting in Springs, where the call for a general meeting was made, workers denounced TMSA's attitude.

"Their attitude could do nothing but damage to labour relations in the whole of Springs. We appeal to other companies to intervene," Mr Dlamini said in the statement.

# SA labour disputes slowly subside

RDM 111 81 152

By RIAAN DE VILLIERS

THE strike wave which has hit several parts of the country subsided further yesterday as 2 000 workers at four Hulets sugar mills in Natal and 283 workers at Epol in East London returned to work

But disputes arising out of dismissals of striking workers are continuing at several plants

Workers fired by Johnson Tiles, a British multinational, after striking earlier this week yesterday accused the firm of sending police and East Rand Administration Board officials to arrest them in their hostel in Tembisa township on Wednesday night. They said they were released after other workers demanded to be arrested with them

Workers claimed army troops were present — but a police spokesman denied this, saying a few black constables might have been in camouflage uniforms

## Pensions

The spokesman confirmed that police had accompanied board officials on a 'general search' of Johnson workers but denied any attempts had been made to arrest workers. Johnson Tiles spokesmen were not available for comment

A spokesman for Hulets said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the Government's pension legislation had returned to work after the firm had agreed to suspend their pension contributions pending further negotiations on the issue

Mr A Hambly, operations director of Epol said 283 black workers who had gone on strike at its East London plant in support of a demand that their pension contributions be paid out to them had agreed to return to work today

This came after negotiations with elected worker representatives and officials of the African Food and Canning Workers' Union

The spokesman said the firm had agreed the contributions could be paid out if the workers still wanted this in a week's time

## Resign

Workers would have to resign and would have to be re-employed in the process, which meant they would forfeit their service benefits but the

company was investigating ways of preserving their benefits, he said

About 800 former workers at Telephone Manufacturers of SA in Springs yesterday decided at a meeting not to return until the firm negotiated with their trade union about the reinstatement of three workers whose dismissal sparked off their strike

A spokesman for the Metal and Allied Workers' Union said the dispute was deadlocked as management was unwilling to meet with the union

A spokesman for TMSA said 400 of the 1 600 workers fired after the strike had returned by yesterday and 100 new workers had been taken on

Star  
Spreng  
bans  
meetings

9/10/81  
East Rand Bureau

In a bid to curb labour unrest, Mr P L le Roux, chief magistrate of Springs, has banned all meetings — other than sports and religious meetings — from 11 am tomorrow until midnight on Sunday.

At least 10 people are believed to have been arrested for alleged assault and intimidation of workers at Telephone Manufacturers of SA (TMSA) in Springs.

Colonel J van Niekerk, head of the Security Police on the East Rand, said that police were still investigating allegations of assault and intimidation of TMSA workers who had been going to work despite strike calls by sacked colleagues.

Colonel van Niekerk said "The banning order applies to all public meetings with the exception of sports and religious meetings."

CT 9/10/81

# Wave of strikes subsides

## Own Correspondent

**JOHANNESBURG** — The strike wave which has hit several parts of the country subsided yesterday as 2 000 workers at four Hulett sugar mills in Natal and 283 workers at Epol in East London returned to work.

But disputes arising out of the dismissal of striking workers are continuing at several plants.

Workers fired by Johnson Tiles, a British multinational company, at Verceing have accused the firm of sending police and East Rand Administration Board officials to arrest them at their hostel in Tembisa on Wednesday night.

A spokesman for Hulett said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work.

This firm agreed to suspend their pension contributions pending further negotiations.

Mr A Hambly, operations director of Epol said 283 black workers who had gone on strike at its East London plant in support of a demand that their pension contributions be paid out had agreed to return to work.

This came after negotiations with elected worker representatives and officials of the African Food and Canning Workers' Union.

The spokesman said the firm had agreed that the contributions could be paid out if the workers still wanted this in a week's time.

Workers would have to resign and would be re-em-

ploved which meant that they would forfeit their service benefits — but the company was investigating ways whereby their benefits would be preserved.

The dispute between the Building, Construction and Allied Workers Union and Johnson Tiles took a new turn when workers accused the company of sending police and Erab officials to their hostel to arrest them.

The workers were among those fired on Monday after striking over the dismissal of a shop steward whom they say has been victimized.

They claimed the policemen and board officials said the company had sent them to the hostel superintendent then produced a list of people the company did not want back and these men were told to get into police vans. They were released after other workers demanded to be arrested with them, they said.

They were told to report to the factory yesterday to be paid off, but decided at a later meeting not to go. They said workers were demanding unconditional reinstatement for themselves as well as the shop steward.

A police spokesman confirmed that policemen had gone to the hostel to assist Erab officials in a general search of the workers, but no attempt had been made to arrest anyone.

A union spokesman said yesterday the firm had rejected a request for a meeting. He added the union would inform the British Trade Union Council of the dispute.



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# Court told workers hid from intimidators

**Pietermaritzburg Bureau**  
SOME workers from a Dalton sugar mill hid in canefields and plantations in an effort to escape intimidators who forced a strike at a factory, the Supreme Court here heard yesterday.

Mr Tony Charlton, general manager of the Union Co-operative Bark and Sugar Company, told Mr Justice Booysen that some black workers, scared of reprisals from militant strikers during the upheaval at the factory in March and April, had hidden in canefields and plantations to escape their attentions.

After the strike began on March 31 when workers demanded compensation for free rations which had been withdrawn by management, the main body of workers had been given almost two days to get back to work or face the prospect of being treated as trespassers on company property.

On the Thursday he had addressed workers a few hours before the deadline expired and they were still 'militant', Mr Charlton said.

He admitted, however, that no threats had been made against the negotiating staff and no property had been damaged during the work stoppage.

After 2 p.m. when the men had shown no indication of leaving the premises, the police arrived and the men were taken away in police vans without incident.

When Mr Alec Erwin, then general secretary for the Federation of South African Trade Unions had telephoned him and asked if the workers — who had been released on bail — could return to their com-

pany homes he had refused, Mr Charlton said.

He had felt 'very negative' towards Mr Erwin who he blamed for precipitating the first strike for 50 years at the company, he said.

Some of the workers had gone to the factory the following day and were taken away to their homelands and railheads by company trucks and hired buses under police escort, he said.

Mr Charlton denied claims they had been intimidated by a police squad of men in camouflage uniforms and carrying automatic weapons.

The hearing continues to-day.

DD 10/15/81

# Strikes over at Epol plants

152 186 179 188 J

**EAST LONDON** — Production at two recently strike-hit factories, Epol and TFM, was back to normal yesterday

Both factories were hit by strikes on Wednesday and on Thursday managements of both Epol and TFM expressed confidence that production would be resumed yesterday

The managing director of the TFM motor component factory, Mr R Alford, said "As far as production is concerned everything is going ahead full scale"

Mr Alford said 80 per cent of the workforce of 55 who went on strike on Wednesday over the dismissal of seven workers were back at work yesterday

It was back to full production at the Epol factory where about 150 workers downed tools in demand of the return of their pension fund contributions

"All is back to normal today, with the normal percentage of absenteeism," said the branch manager of the factory, Mr R Kreuzsch — DDR

# Weekend meetings ban in strike-hit Springs

RDM 10/10/81

Mall Reporters

ALL public meetings, except sport and religious gatherings, in the Springs magisterial area have been banned this weekend after more than a week of labour unrest in the town

At least five black workers were arrested in connection with a strike at Telephone Manufacturers of South Africa (TMSA)

A security police spokesman said yesterday the arrests had been made in connection with "serious cases of assault and intimidation" which had apparently resulted from the strike

## Injuries

He said two men were in hospital with serious injuries. At least five men had been arrested and more arrests were expected

The ban on meetings, issued by the Chief Magistrate of Springs, prohibits all public gatherings other than sports and religious events in the Springs magisterial district. The order, made in terms of the Riotous Assemblies Act, came into effect at 11am yesterday and will be effective until Monday morning.

It follows a series of meetings

in the Kwa-Thema township by TMSA workers. A security police spokesman said the ban was decided upon because of fears of violence at meetings

## 'Interference'

The ban affects a mass meeting called by the Federation of South African Trade Unions (Fosatu) this afternoon to discuss "solidarity action" arising from the strike

A Fosatu spokesman said last night the ban was clearly aimed at preventing the meeting and countering the "increasing solidarity of Fosatu unions in Springs". He condemned the move as "direct interference by the State in the resolution of labour disputes through workers discussing their problems" and called on the State to keep out of labour disputes

## Cards

The unrest at TMSA, the biggest non-mining employer in Springs, started last week after three workers were fired for allegedly playing cards during working hours

About 200 workers in the same department went on strike and were dismissed after ignoring an

ultimatum to return to work. More workers joined the strike until all 1 600 black workers had downed tools

The rest of the work-force was fired on Monday. Since then, the company has been attempting to re-employ all but the 200 initial strikers but the bulk of the workers have pledged not to return until all fired workers are reinstated.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said yesterday friction had started among workers on Thursday and it was understood that violent incidents had taken place

In addition to the ban on meetings, he said the chairman of Fosatu's Transvaal Region, Mr Chris Dlamini, had been served with a special order instructing him not to attend any gatherings over the weekend

No confirmation of this could be obtained from the police

# Secret meetings held on Pension Rights Bill

N.M. 10/11/31

## Mercury Reporter

THE Natal Chamber of Industries and representatives of the Chamber of Commerce had secret meetings yesterday with the secretary of Financial Industry Union, Mr. Kaas van Staaden, and Mr. Piet van der Merwe of the Department of Manpower, over the Government's draft Preservation of Pension Rights Bill.

This followed reactions by the chambers to the Government's draft Bill last week during the pension-related work stoppages which closed four of Hatlet's sugar mills.

A spokesman for the Chamber of Industries said yesterday that discussions with Mr van Staaden and Mr van der Merwe had been 'good', but that the nature of the discussions could not be divulged.

Mr Roland Peakes, executive director of the Natal Chamber of Industries, was not available for comment yesterday, and according to the spokesman, neither was Mr van Staaden. Mr Shelby Nshande, secretary of the National Union of Sugar Manufacturers and Mining Employees which re-

presents workers involved in the Hatlet's strike, said yesterday he was satisfied with the industrial council meetings held this week to discuss the pension issue.

He said the outcome of the meetings would have an important effect on the workers' pensions and the Government's Pension Bill.

Mr Nshande described the stoppages as a successful and historical event for workers in the sugar industry.

He said the workers demands were still the same they wanted a full re-

fund of their pension contributions, but were happy with Hatlet's temporary suspension of contributions and had returned to work.

Commenting on the week's pay that most mill workers had lost, Mr Nshande said that workers viewed it as a worthwhile sacrifice.

Asked why mill workers for other sugar mills had not joined the stoppages, Mr Nshande said that it was not part of our strategy — details of which obviously cannot be disclosed.

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11/10/81

Not only are Black workers becoming increasingly conscious of their potential power as workers, employers are also now more sharply aware of it than ever before

The hardline anti-union stance of the vast majority of employers so evident only a year ago is slowly beginning to be eroded by worker power

Unions are finding access to factories easier than in the past while the number of companies that have signed recognition agreements with Black unions has jumped from only two in 1979 to about 70

Also significant is the fact that managements are becoming steadily less willing to toe the Government's line in handling Black unions

At least one company ignored a specific urgent request by the Minister of Manpower, Mr Fanie Botha, not to recognise an unregistered Black union

There is a growing trend among managements to regard a union's standing on the factory floor as the main criterion in deciding whether or not to recognise it, not whether it has official approval from Pretoria

Growing numbers of employers seem to feel they simply cannot wait while Pretoria tries to sort out the mess it has made of the post-Wiehahn industrial law

But although there is a new realism abroad among some employers, they are also profoundly worried that Blacks, denied political, but now granted economic rights, will use trade unions as political instruments

But the company would not agree to bargain about wages at plant level, arguing that this must take place in the industrial council for the chemical industry

The company finally acceded to the union's demands after an overwhelming vote by the workers to strike in their support

The significance of this was that the company capitulated to the threat of a strike before the union had to call a strike to demonstrate its strength

Before a strike was due to start, a nation-wide boycott of Colgate products had been set in motion by Fosatu to back the union's demands, and thousands of "boycott Colgate-Palmolive" stickers were distributed with lists of the company's products

Acting Transvaal branch secretary of the union, Chris Bonner, said Colgate could be highly vulnerable to the boycott since it was operating in an intensively competitive market

And the union had decided on a strike levy on its 3 000 members across the country to help its Colgate members during the strike

Officials and shop stewards of other Fosatu unions on the increasingly-militant East Rand reported at the time that their members were wearing boycott stickers on their overalls in other factories — sparking, they claimed, fears among other companies that a Colgate strike could spill into their own factories

Solidarity across factories is one of the significant new trends among Black workers. Last year a sympathy strike — the

Chef Gatsha Buthelez's Inkatha movement — began to affect its share price adversely

Success breeds success in the union movement

Mrs Maggie Magubane whose Fosatu-affiliated Sweet, Food, and Allied Workers' Union recently signed a historic agreement with Kellogg in Springs in terms of which the union will in future be consulted over retrenchments, says "Workers and my township neighbours read or hear about our agreement and then come and ask us to help them organise a union that works like our union"

The two main exponents of "community-linked unionism" are outside the main groupings

They are the Motor Assembly Components Workers' Union of SA (Macwusa), which is based in Port Elizabeth but now expanding to the Sigma motor plant in Frictoria, and the SA Allied Workers Union (Saawu), whose power-base is East London

Both say factory issues cannot be divorced from community issues

Illustrating what "community-linked unionism" implies, Macwusa's Spho Pityana says that if slum and disease conditions in the townships make a worker ill so that he takes sick leave, the employer must be aware of these community problems

Both Saawu and Macwusa suffer severe harassment with more than 200 — mainly Saawu — members or officials having been detained without trial at one or other time this year

Even so, they are growing



**Blind singer Steve Kekana . . . will play alongside Juluka at the benefit concert**

By DAVID NIDDRIE

SOUTH AFRICA'S best-selling singer is to give a benefit concert this week in support of sacked Wilson Rowntree sweet workers.

Blind Soweto singer Steve Kekana almost unknown to white music fans in South Africa, has sold almost 2-million LPs and singles, notching up several gold discs, in the past three years.

He has agreed to play at the "Wilson Rowntree Benefit Concert" at Wits University on Thursday. Alongside Juluka, a group formed by a white Wits lecturer and black migrant labourer, popular with both black and white audiences

The organisers of the concert say it will net R2 000 to support the sweet workers, who are demanding their jobs back.

The company management says the sweet workers dismissed themselves in February after going on strike over the sacking of three fellow workers.

Kekana, dubbed "South Africa's Stevie Wonder" after the blind American singer told the Tribune he had agreed to sing at the benefit because "I may need help sometime myself, so I should help the workers while I can."

I am a member of the public myself, so I must

help other members of the public when they're in trouble and need money."

Although Kekana is largely unknown to white South African audiences — the benefit concert will be his first concert in South Africa outside a township — his latest single "Raising My Family", one of his first in English, is currently number three on the Swedish record charts and is moving up the charts elsewhere in Europe.

Since he began playing English, Kekana has had two songs "Colour Me Black" and "I'm A Working Man", banned by SABC, although his vernacular songs still get much air time.

**Steve's  
sweet  
news  
for  
all  
music  
fans**

**Kekana  
benefit  
concert  
for  
Rowntree  
workers**

S Tribune  
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# Workers claim assault by police

Casefile 12/10/11

A NUMBER of workers have claimed they were assaulted by riot police when about 1 000 workers at the Telephone Manufacturers of South Africa in Springs went on strike in solidarity with three of their colleagues who were fired (15.2/1408/1992).

The strike started on Thursday at about 5 pm after the three workers had allegedly been fired for playing cards, although workers claim the three had already knocked off.

On Friday morning, all the other workers were allowed into the company premises, but those who worked in departments 26 and 27 were locked out. The others who were allowed in also refused to work and gathered outside and began singing freedom songs and shouting "Amanda". Riot police were called in and people started scattering and later converged again.

Mr Nhlamhla Phakathi, said he had asked to talk to management but was instead taken into an office by the riot police who allegedly assaulted him.

# Dismissed Ev P. 12/10/51 workers being (124) (52) ~~200~~ replaced

## Post Reporter

THE Post Office is still recruiting to replace the 180 workers at the North End and Sydenham engineering yards which it claims dismissed themselves last week.

A spokesman for the Post Office could not say whether all dismissed workers had been replaced.

Meanwhile about 200 workers at the SA Butling plant in North End are still hoping to return to their posts apparently after being dismissed for striking earlier this month.

No one at the company has been prepared to comment on the situation and it is presumed that the workers have been fired.

An organiser for the General Workers of South Africa (Gwusa), which claims to represent workers at the plant said they hoped to talk to the company's new managing director Mr P H Gutsche when he returned from an overseas trip.



# Two major strikes <sup>12/10/81</sup> in Natal so far this month

## Mercury Reporter

NATAL has had two major industrial strikes since the end of last month as well as work stoppages in the city centre

The issue behind the industrial strikes, the Government's proposed pension legislation, has also received attention from the Natal Chamber of Industries and the Chamber of Commerce this month

The Chamber of Commerce is considering plans to ask the Government to shelve the pension Bill for at least three years

More than 100 Game employees stopped work on September 28 in a bid to get a wage increase and to gain

recognition from Game management for the Commercial Caterers' and Allied Workers' Union

More workers joined the stoppages the next day, and on September 30 Game fired more than 140 people

Game management later reported that it had rehired more than 40 and that dismissed workers would be considered for re-employment, but at least 100 workers have not returned and the union was trying to organise a meeting with Game management

On September 30 about 800 workers downed tools at Sappi Kraft's pulp and paper mill at Mandini, de-

manding the immediate repayment of their pension fund contributions

During the day the number of workers on strike reached more than 1 200

Workers returned the next day after Sappi management organised a bank guarantee to ensure pension money repayments

On the same day a series of work stoppages involving more than 1 100 workers forced three of Huletts sugar mills — at Mount Edgecombe, Amatikulu and Darnall — to close down

Two days before Mr Tommy Vogel of the Huletts group had warned that the attitude of black workers was hardening against the

proposed pension Bill

The number of workers on strike increased to 2 000 when a fourth Huletts mill at Felixton closed last weekend

All the workers had returned by Thursday after Huletts management called a temporary moratorium and agreed to refund pension contributions for September and halt them for October

The National Federation of Workers reported a six-hour work stoppage at the Sasko bakery in Melmoth on Thursday, but after refusing to comment the management denied that the stoppage had taken place

# Delay of pensions bill to end unrest

Own Correspondent

**JOHANNESBURG** — The government will delay implementing its controversial Preservation of Pensions Bill until at least 1965 following recent labour unrest on the issue throughout industry and employer calls for a postponement to avert more unrest.

But yesterday, only a day after the government announced it would delay the measure, workers at a Durban stevedoring company stopped work as management attempted to allay their continuing fears on the pension issue.

The decision to delay implementation of the bill — which seeks to "freeze" employee pension contributions until retirement — has been welcomed by Natal employers, who bore the brunt of recent strike action against it.

## Three years

At a meeting on Friday, the Durban Chamber of Commerce and Natal Chamber of Industries asked the Registrar of Financial Institutions, Mr Naas van Staden, to delay the bill's implementation for at least three years.

But some local employers, as well as a union spokesman, expressed scepticism about the move and said they feared it might not avert more unrest.

The delay in implementing the bill was announced in a weekend statement by Mr Van Staden, who yesterday stressed that the government was determined to press on with the measure, but was prepared to allow a three year period for employers to allay worker fears.

In the statement, he said reaction to the draft bill —

published in late August — "seems to indicate that a great deal of uncertainty still exists, among certain groups of employees regarding the effects which the proposed measure will have on their pension interests".

It had therefore been decided 'to grant to pension funds a period of three years after the proposed bill has been passed to afford, in this way, employees who are members of such funds the opportunity to become fully conversant with the benefits which preservation holds for them'.

This means that "should legislation be passed during 1962 already, the provisions thereof will become operative only during 1965".

## Preserved

Employees who wanted to voluntarily opt for their pension contributions to be preserved immediately the bill became law would be entitled to do so.

The bill provides that all pension contributions paid after it becomes law will be preserved. Employees will not be able to withdraw them when they leave a job but will be entitled to an accumulated pension pay out when they retire.

This sparked unrest throughout industry as workers demanded to opt out of pension funds to avoid preservation. Hundreds of thousands of Rand have been paid out to workers and many have struck when employers rejected this demand.

Businessmen have also reacted sharply to some aspects of the draft bill.

Mr Van Staden said yesterday the government was still committed to the bill. Its sole aim is to provide em-

ployees with a bigger sum of money on retirement. We are trying to give them more than they have now and I cannot see how anyone can object to that'.

But he added that the bill had been 'mis-understood in many quarters, including in some which ought to have known better' and the government had therefore decided on a delay. We do not want to cause disruption, he said.

Natal employer spokesmen have welcomed the move and said it would help to defuse labour unrest in the province.

But the general-secretary of the SA Allied Workers Union, M Sam Kikipe, said workers saw this as 'a tactic' and added "They are still unhappy".

Several Transvaal employers also said they were sceptical about the move.

## Suspicious

"We are negotiating with our workers on this issue and we would like some sort of official document to prove we are not pulling the wool over their eyes," the Labour relations officer of a leading group said.

He added that "black workers are so suspicious of government intentions that I doubt whether even that will help".

Another industrial relations man echoed this and said "The problem remains that black workers do not trust government intentions".

And yesterday workers at Durban company Grindrod Cotts stopped work for some hours to discuss pension fears with management despite the announcement.

South 13/10/61 (152)

# More Durban strikes

WORKERS employed by a Durban stevedoring firm and a Pinetown quarrying company went on strike yesterday, the South African Allied Workers Union has reported.

First reports said hundreds of workers employed by Grindrods had stopped work. The second firm hit by the strike is Ridgeview Quarries.

A spokesman for the quarry said about 30 employees were involved and that negotiations had taken place. He would not comment on the reasons for the strike.

Mr S K Kikine, general secretary of the S A Allied Workers Union, said the issue at Grindrods was over demands by workers to have their pension contributions refunded without having to resign.

He said that workers were not satisfied by reports that the Government had deferred implementation of the controversial Pensions Bill for three years.

"They see this as a tactic, they are not happy and they want their pension money."

He said Ridgeview Quarries employees were protesting over the non-payment of a wage increase which, they said, they had been promised and also over the non-recognition of a union they had formed.

The managing director of Grindrod Coits stevedoring, Mr F W K Ross, said yesterday afternoon the workers were "not on strike as such" but had simply "held up" work in order to discuss with management problems relating to the Pensions Bill.

# Strikers seek recognition

80 13/12/81  
PORT ELIZABETH — The Eastern Cape was hit for the third time in eight days by a "recognition strike" when about 180 Uitenhage workers of Motorvia yesterday morning refused to work unless their union was recognised.

The workers, mostly drivers for the company which sub-contracts for Volkswagen, are members of the Transport and General Workers' Union, a Fosatu affiliate.

Last week Port Elizabeth workers of the SA Bottling Company and the General Post Office decided not to return to work unless the General Workers' Union (Gwusa) was recognised.

Yesterday morning 80 convoy drivers of Motorvia decided to leave the com-

pany immediately and bussed home to Bloemfontein and Thaba Nchu.

The other 100 workers were mainly from the Eastern Cape.

Workers not only demanded union recognition, but also asked for a minimum wage of R50 a week for local drivers, as well as higher wages per trip for convoy drivers.

Worker spokesmen, however, stressed that union recognition was of prime importance. If recognised, the union could take up wage demands, they said.

A few women employees of the company apparently stood in for some of the drivers involved in yesterday's walkout.

Mr Edwin Maepe, a Fosatu organiser for the

union, said a letter was sent to the company two to three weeks ago asking for recognition of the union, which is registered, but no reply has been received as yet.

Yesterday afternoon, however, a senior company spokesman agreed to meet him today.

In Durban the South African Allied Workers' Union yesterday confirmed that workers at a quarrying company in Cato Manor had gone on strike over wage increases.

"We have been told that since the union was not a registered body it would not be recognised by the company," said Mr S K Kikine, secretary of the union.

However, the workers

resumed work later in the day.

Mr S Strydom, the quarry manager, said workers had been granted a wage increase in September.

In more Natal unrest, 80 workers left the premises of Hulett's Aluminium in Pietermaritzburg after a dispute involving the proposed pension legislation.

A company spokesman said "The legislation was again clarified and they were told that their contributions would only be returned to them if they resigned from the company."

"As a result, some 40 employees returned to work and the remaining 80 resigned," he said — DDC

## STRIKES ANALYSIS

(152) F M 1511/81  
By August this year a minimum of 101 illegal strikes involving 67 482 workers occurred in SA according to a report just released by the National Development and Management Foundation (NDMF). This figure is based on press reports, and is believed to be conservative.

Johannesburg and the DWV were hardest hit, with Natal a close second. The number of strikes per month has been increasing steadily as has their duration.

Police intervened in 20% of reported strikes, 41 of which are reported as having been sparked by wages and poor working conditions. Solidarity strikes were the second most important cause (23), and there was much unrest over the now scrapped preservation of pensions legislation.

**STRIKE FIGURES**

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There have been 119 illegal strikes involving 78 000 workers to date this year, according to the National Development and Management Foundation of SA

FM 13/11/81

**WORK TO RULE**

While thousands and thousands of workers have lost significant long term benefits because of the strikes, the pension industry itself has not been adversely affected. But industry spokesmen agree that if the current trend were to continue it could have serious repercussions both for the industry and the economy of the country as a whole.

The immediate reason for the withdrawal of the Bill was the unfavourable social climate it had engendered. Now opinions differ as to whether the withdrawal of the legislation will stop industrial action over pensions. Certainly it appears that there is no reason for further disruption over the issue. But until an equitable solution is found the situation will remain ripe for exploitation by those wishing to promote labour unrest.

The FCI, which added its voice to those calling for the abandonment of the Bill, believes the necessary reforms to the pension system must be left to the processes of negotiation and competition. The principles of freedom of choice and self-governance in labour relations, which imply negotiation between employers and employees with minimum intervention from the state, are the only sound basis of achieving meaningful improvement in social-security benefits for all workers.

#### Militant unions

Everyone is agreed that consultation, clarification and negotiation are essential prerequisites for the development of a sound pensions system. Like the FCI, employers and the pension industry will be wanting to demonstrate to employees the advantages of the preservation system in the context of private pension funds. They are however hesitant to push any concrete proposals, preferring to approach the issue as flexibly as possible.

However, the stance of several unions is more explicit and uncompromising. A spokesman for Saawu, an East London-based unregistered union, says the workers do not trust government or employers and that the only way in which that trust can be won is through direct negotiation with worker representatives reflecting the demands of the workers themselves.

Although Saawu has not yet formulated an official position on the pension issue, it denies that workers are confused about pensions. They support the idea of a national non-contributory state-run pension scheme, the spokesman adds, and it is the duty and responsibility of the government to provide for the needs of pensioners instead of wasting money on things like defence.

This view has been echoed by other representatives of the unregistered trade unions. Fosatu, for example, says that private pension schemes should be seen as supplements to and not substitutes for public pension schemes.

This week the Fosatu-affiliated Metal and Allied Workers Union, whose members have been involved in numerous pension strikes on the East Rand, resolved that the pension

fund be controlled by workers organisations only. Fosatu as a whole representing about 80,000 workers has resolved that there be a majority of worker representatives on private pension funds.

These resolutions purport to represent the views of their members. If they do, they reflect the gulf that exists between employer and employee understandings of who should be responsible for pension and within the private sector how pension funds should be structured and who should control them.

PENSIONS (300) (152)

## The rifts remain

FM 13/11/81

The government's decision to withdraw the proposed draft Preservation of Pensions Bill is the sequel to a year of virtual continual industrial unrest as workers struck in support of demands for the refunding of their pension contributions.

# Strike fortnight leaves its mark on SA industry

IN THE last two weeks more than 20 strikes have swept across South Africa and this week alone, 2,000 of 7,000 workers involved in work stoppages were sacked.

In an escalating wave of strike action that has gripped the country, the East London plant of Mercedes Benz Manufacturer-Car Distributors' Assembly, was brought to a virtual standstill on Tuesday by its third strike in less than a week.

And three of the biggest sugar mills in Natal and Zululand, owned by the Huletts group, were forced to close for a day.

Since mid-September, a battery of country-wide strikes has been reported.

By CHARLOTTE BAUER

On September 22 more than 2,000 Black workers at Anglo-American's Seaw Metals plant in Wadeville went on strike.

The strike ended after management re-instated a Black worker who was fired after assaulting a White.

Following a wage dispute about 150 workers downed tools at a Grumair construction site in Sarzana, Natal.

On September 23, 10 striking workers at a Captain Dorego fish and chips outlet in Johannesburg returned to work after they were promised R5-a-week bonuses.

Five days later more than 100 workers stopped work at Game discount

stores in Durban, demanding higher wages. This resulted in the dismissal of 141 striking workers.

On the same day about 400 metal workers at the Dorbyl Railway Products plant in Boksburg went on strike for an across-the-board increase.

They conditionally returned to work two days later.

Striking stevedores, employed by the South African Stevedores Services Company in Durban agreed to return to work after a shutdown at the docks.

The decision by the 950-strong workforce to return to work was conditional upon management meeting their liaison committee to discuss grievances.

200 workers at the SA Bottling Company in Port Elizabeth agreed to re-

turn to work after a 10% over higher wage demands.

More than 500 workers went on strike at Fowle Steel in Vanderbijlpark, Germiston, demanding the re-instatement of a colleague they claim was unfairly dismissed.

They later returned to work.

Workers at the Dorbyl plant in Boksburg downed tools for the second time in a week after their demands for an across-the-board increase were refused by management.

On October 1 about 800 workers employed by the Segri Paper Mills in Grahamstown refused to go on duty for the morning shift because they were dissatisfied with the new pension scheme.

At the milling firm, H. Lewis and

Company, a Tongaat group subsidiary in Kempton Park, about 500 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague. All were fired.

On the same day 700 workers quit the Car Distributors' Assembly plant in East London.

The action followed the dismissal of a fellow worker.

In Natal 600 Huletts' workers downed tools. The strike was sparked by protracted disputes involving pension fund legislation.

Striking workers at Telephone Manufacturing of SA in Swartburg caused the factory to be closed. The company sacked about 1,500 men.

## Black unions — spearhead of change

JOHN MARE BLURMAN: THE NEW WORKER POWER IN SA — AND THE CHANGING ATTITUDES OF MANAGEMENT

JUST two-thirds of the way through, 1981 is already well on the way to being another "year of the worker" — like 1980.

There have been at least 115 reported strikes by Black workers, while Black unions report that new members are flooding in faster than ever before.

At the same time, a rivalry between Black unions is building up, with militant, fast-growing, approaching members from moderate unions.

More and more union leaders are talking of the need to become involved in broader community — as opposed to strictly factory — issues, while some even joined in public political protests against the Republic Day "festivities".

As Driven Matthew, executive director of the Midlands Chamber of Industries in strike-prone Port Elizabeth puts it: "A wall has been built across the river. We've opened one sluice gate to reduce some of the pressure but kept all the others closed. So inevitable that all the pressure will now come through this one opening."

What Black unions have achieved in the last few months is tremendous.

Recent for instance the Chemical Workers' Industrial Union has been signing up to a battle against Colgate's, Bencin in Boksburg.

The union which is affiliated to the non-racial Federation of South African Trade Unions (Fosata) had been trying for a year to be recognised by Colgate

first ever in South Africa — spread right across the meat industry in Cape Town in support of worker demands in one factory.

The recent strike in the motor industry in Port Elizabeth was another step down the road for workers at General Motors and Ford downed tools in support of workers at Firestone, having

workers returned to work. Firestone is a subsidiary plant.

Consumer boycotts also have precedents the most successful being the boycott of F&W's and Mor's products to back the Food and Canning Workers' Union's demand in 1979.

The company gave in after the boycott — which had backing from a strong Black organisation all over the country, including

Last year's national workers strike brought the issue of industrial

into the home in Johannesburg. This year the number of strikes has increased as workers realised the potential for change.





# Pension law stalled but doubts linger on

By STEVEN FRIEDMAN

THE Government has delayed implementing its controversial Preservation of Pensions Bill until at least 1985, after recent industrial labour unrest on the issue and employee calls for a postponement to avert more unrest.

But yesterday, only a day after the weekend announcement of the delay, workers at a Durban stevedoring company stopped work as management attempted to allay their continuing fears on the pension

The decision to put off the Bill which seeks to prevent obtaining payouts of pension contributions until retirement — has been welcomed by Natal employers, who bear the brunt of recent strikes against the measure.

At a meeting on Friday, the Natal Chamber of Commerce asked the Registrar of Institutions, Mr Naas Staden, to delay the Bill's implementation for at least three years.

But some local employers, as well as a union spokesman, expressed scepticism about the delay and said they feared it would not avert more unrest.

The delay was announced by Mr Van Staden, who yesterday said the Government was reluctant to press on with the Bill but was prepared to allow a three-year period for employers to allay worker fears.

In the statement, he said reaction to the draft Bill — published late August — "seems to indicate that a great deal of uncertainty still exists among certain sections of employees regarding the effects which the proposed Bill will have on their pension interests".

## Benefits

It had therefore been decided to grant to pension funds a period of three years after the proposal Bill has been passed to allow, in this way, employees who are members of such funds the opportunity to become fully acquainted with the benefits preservation holds for

them. This meant that should legislation be passed during 1982, its provisions would not become operative until 1985.

Employees who wanted to opt for their pension contributions to be preserved immediately, however, became law would be entitled to do so.

The Bill provides that all pension contributions paid after it becomes law will be preserved. Employees will not be able to opt out when they leave

the industry, as workers' move sparked unrest throughout industry, as workers opted out of pension funds to avoid preservation. Thousands of thousands of pounds have been paid out to workers many whose employers had this demand have

struck

## Disruption

Businessmen have also reacted sharply to some aspects of the draft Bill.

Mr Van Staden said the Bill had been "misunderstood in many quarters, including in some which ought to have known better" and the Government had therefore decided on a delay. "We do not want to cause disruption," he said.

Natal employer spokesmen have welcomed the move and say it will help defuse labour unrest in the province.

But the general secretary of the SA Allied Workers Union, Mr Sam Kikine, said workers saw this as "a tactic" and added "They are still unhappy".

Several Transvaal employers were also sceptical.

"We are negotiating with our workers on this issue and we would like some sort of official document to prove we are not pulling the wool over their eyes," the labour relations officer of a leading group said.

He added that "black workers are so suspicious of Government intentions that I doubt whether even that will help".

# Managers drive forklifts at strike-hit plant

By GRANT AUBIN

SENIOR management at the strike-hit SA Botling plant in North End, Port Elizabeth, yesterday drove forklift trucks to ease the backlog in deliveries

According to an informed source, three of the firm's managers, Mr J de Wet, Mr P Pretorius and Mr E Smit, as well as foremen and checkers, drove forklift trucks at the plant yesterday to ease the distribution problem

Some of the 250 workers involved in a strike at the plant for almost two weeks claim the strikers have been fired by the firm

A fullscale recruiting cam-

13/10/79  
11A 15a 12a  
paign has resulted in only three of the former employees being rehired workers say

The firm's management has consistently refused to confirm that there is a strike, or to explain its attitude and actions towards those involved in the dispute

Last week reporters were told there would be no statements until the return from overseas of the firm's chairman, Mr P R Gutsche, and managing-director, Mr P H Gutsche. They have returned but were today unavailable for comment

A spokesman for the General Workers Union of South Africa said a meeting was held with management today

"We were accused of influencing workers to strike. One of the Gutsche's said we made him cross by going on strike while he was on holiday," he said

Mr Gutsche then said he could rehire some workers

"We told him he must take all of them back," the spokesman said

# More out in dispute over pension refunds

(152)

13/10/81

RDM  
12. Mail Correspondent

THE Allied Workers' Union yesterday confirmed that workers at a Durban stevedoring firm and a Cato Manor quarry had gone on strike over pension refunds and wage increases

Union secretary Mr S K B Kikine said hundreds of workers at the Maydon Wharf and Point Road branches of the stevedoring firm struck early yesterday after demanding pension refunds

The quarrymen claimed promised wage increases had not been paid and the company refused to let them join the Building and Allied Workers' Union, apparently because it was not registered.

A number of Indian employees joined the quarry strike because they did not want to be intimidated

Quarry manager Mr S Strydom said workers had been warned that they faced dismissal if they did not return to work. They had had a pay rise last month, he added.

Police watched the quarry while management discussed the grievances

Mr F K W Ross, director of manpower at Grinrod Cotts stevedoring, said Maydon Wharf and Point Road workers were not on strike but had been delayed because of negotiations with management over pension refunds

About 700 workers at the two branches had requested unconditional pension refunds

"Management had heard their grievances and it was agreed that an answer be given today," he said yesterday

The proposed pension legislation, which led to labour trouble at Hulets sugar mills on the North Coast, spread to Maritzburg yesterday where 80 workers left Hulets Aluminium

A company spokesman said they had been expressing concern over the proposed legislation for two weeks

About 120 hourly-paid employees at the plant had approached the company's personnel officers with the request that their pension contributions be repaid, the spokesman said

"The proposed pension legislation was again clarified and they were told their contributions would only be returned if they resigned," the spokesman said

"As a result, some 40 employees returned to work and the remaining 80 resigned."

"Those who resigned were given cheques for their pension contributions and will receive their outstanding pay tomorrow"

More than 1 800 people are employed in the plant.

# Springs strike: hundreds re-apply after unrest

Labour Reporter

ABOUT half the 1 600 workers fired after a strike at Telephone Manufacturers of SA (TMSA) at Springs ten days ago have applied for re-employment a management spokesman said yesterday.

The strike led to a ban on meetings in Springs over the weekend and the arrest of nine workers, allegedly as a result of violent incidents in KwaThema township. A spokesman for the Federation of SA Trade Unions said Fosatu unionists were attempting to secure bail for the arrested workers.

Meanwhile, two more brief work stoppages were reported from Durban and a union spokesman said the 150 workers fired after striking at Game Discount World in that city two weeks ago were still refusing to return to work.

And our Port Elizabeth correspondent reports that about 180 workers at Motor Via, a components firm which supplies the Volkswagen plant, struck yesterday in support of demands for recognition of Fosatu's Transport and General Workers Union.

This is the third strike concerning recognition in Port Elizabeth in the past eight days.

A TMSA spokesman said yesterday that about 900 black workers were now working at the company. Just under 800 of them were fired strikers who had applied for re-employment.

He claimed that there had been about 1 000 workers outside the factory gate yesterday morning seeking employment.

The spokesman added however, that "the situation is dynamic and it is not possible to predict how things will look tomorrow".

In Durban about 200 workers at stevedoring company Crundrod Cotts stopped work to discuss their demand that their pension money be refunded to them and the general secretary of the SA Allied Workers' Union (Saawu), Mr Sam Kikine, said they had struck in support of this demand.

But the company's managing director, Mr F Ross, said workers had not gone on strike but had stopped work in order to continue discussions with management on their pension demands. They had returned to work during the morning.

"We have been discussing the pension issue with our works council and will continue to hold talks," Mr Ross said.

A second firm, Pinetown based Ridgeview Quarries, was hit by a strike by about 100 workers yesterday.

Mr Kikine said the workers were striking because they had not received a promised wage increase and to back a demand for the firm to recognise Saawu.

A management spokesman said late yesterday that the strike had been resolved.

strike <sup>slow</sup> 12/10/81  
over 300  
pensions 152

Labour Reporter

Durban was the scene of another pension strike yesterday when an early shift of about 200 stevedores downed tools

And at a Pinetown quarry about 30 workers struck over wage demands

Management at Reppies, Grindrod and Cotts Stevedoring held talks with workers who had demanded payouts of their pension contributions

Work returned to normal at the dock several hours later after management agreed to investigate stevedore grievances and report back to workers next week

Earlier this month the South African Stevedores Company (Sascco) was hit by a strike affecting 950 workers

A Sascco spokesman said this week that talks with the workers had been held and grievances worked out

The general secretary of the South African Allied Workers Union Mr Sam Kikeme said workers at Ridgeview Quarries in Pinetown went on strike because management had not paid them a new wage increase and also because workers were trying to have their union recognised by the company

The company spokesman confirmed talks were held with workers yesterday

The Reppies group dock strike followed hard on the visit last Friday to Durban by the Registrar of Financial Institutions, Mr Naas van Staden, to discuss the pension unrest and impending legislation

Mr van Staden met the Natal Chamber of Industries and Durban Chamber of Commerce. Both chambers and workers have called for a deferment of the pension legislation because of the widespread unrest

Their pleas appear to have been met as Mr van Staden subsequently announced that next year's pension legislation would not be fully enforced for another three years — until 1985 — giving pension funds time to adjust to the changes

Both Natal and Eastern Province have been the scene of pension-related strikes this year, stemming from worker mistrust of Government interference in the funds.

END OF PAPER

Star 13/10/87  
Nine in court for assault

Labour Reporter

Nine people appeared in the KwaThema Magistrate's Court yesterday on charges of assault with intent to do grievous bodily harm following a strike at the Telephone Manufacturers of South Africa firm in Springs this month.

The case was postponed until next Monday and a spokesman for the Fosatu-affiliated Metal and Allied Workers Union which raised bail for the nine said dismissed TMSA workers and the union still sought negotiations with management.

About 1 600 workers were told they had 'dismissed themselves' after workers conducted a sympathy strike in support of three dismissed colleagues.

TMSA has been taking on a new work force and more than 500 were taken on after a week's rehiring.

Last weekend the Springs Chief Magistrate, Mr P L. Le Roux banned meetings in the Springs area — a move which was seen as an attempt to stop former TMSA workers from meeting on Saturday.

# Wrong sweet gets on schools boycott list

CT 13/10/81

Staff Reporter

A PAMPHLET distributed to Cape Town schools last week publicizing the boycott of a manufacturer's sweets has drawn a bitter reaction from a competitor whose confection appears on the list.

The product appearing in a list of Wilson-Rowntree sweets, was Mars Bar, manufactured by Mars Ltd, a British company.

The distributors of Mars Bar, contacted the president of the University of Cape Town SRC, Mr Laurie Nathan this weekend to tell him that Mars Bar had been incorrectly included in the list.

A director of the distributing company, Mr H Henneck, said he had been angry at the mistake because the manufacturers of the product had been unfairly prejudiced.

"We don't want to make a fuss about this, but I feel that when students do their homework, they should make sure they do it properly."

The Harfield Wilson-Rowntree boycott support committee yesterday issued a public apology to the distributors of Mars Bar for naming the product in the pamphlet.

"We call on all consumers not to boycott Mars Bar, but to maintain the boycott of Wilson-Rowntree sweets. We trust that the distribution of Mars Bar has not suffered through this unfortunate error."

The support committee said the purpose of the boycott was to pressure management into opening negotiations with dismissed workers at the Wilson-Rowntree plant in East London.

137 138 139 140 141 142  
Firms hit as labour unrest continues  
20/13/10/81 (12)

Labour Reporter

About 100 workers at the Uitenhage motor components firm, Motoravia, went on strike yesterday over wage demands and union recognition

A spokesman for the Fosatu-affiliated Transport and General Workers Union said the union had a majority representation at the plant. Workers also demanded better wages, he said

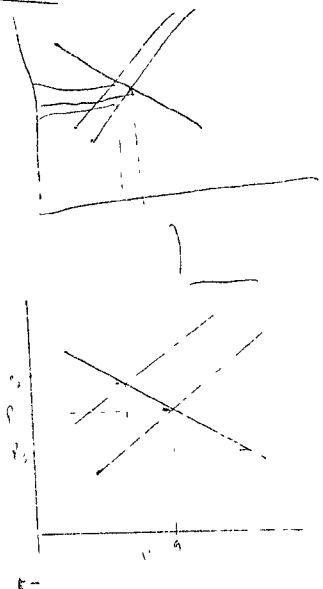
The SA Bottling Company plant in nearby Port Elizabeth continued today to take on a new workforce after the dismissal last week of about 250 workers

A worker delegation was expected to meet management at Johnson Tiles in Ouhantsfontein after dismissal of about 600 workers earlier this month

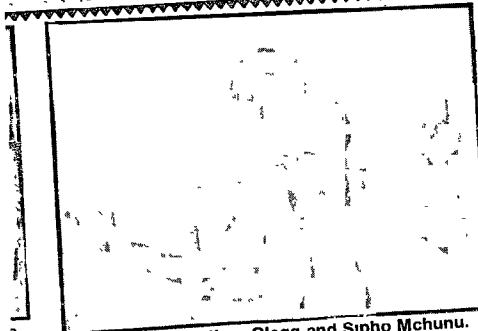
A union spokesman said workers hoped to return to work tomorrow if the dismissed employees were taken on again

About 1000 black employees of the Natal Fanning Extract Company at Melmoth were on strike today over proposed pensions legislation

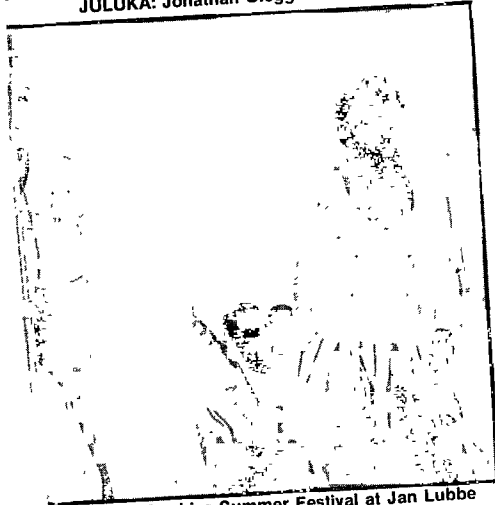
And in Maritzburg, 120 Hulett's Aluminium workers struck for some hours yesterday, also over the pensions issue







JULUKA: Jonathan Clegg and Sipho Mchunu.



ing at the Tembisa Summer Festival at Jan Lubbe the weekend.

# Concert for dismissed WR workers

Sowetan, 14/10/87

(15) (18) (4) (17)

Some of the household names on the local music-scene will be featured at a concert to raise-funds for the dismissed Wilson-Rowntree workers at the Wits Great Hall tomorrow at 8 p m

South Africa's biggest selling recording star Steve Kekana, Juluka, Nyanga and the Billy Mashego/Lazrus Kgagudi group have offered their services free of charge

The project was jointly concertized by the Voice of Wits and the university's Students Representative Council. The aim is to raise money to help support several hundred workers dismissed after a labour dispute at the plant in East London several months ago. A campaign, which includes a call to boycott all Wilson-Rowntree products has been launched to support the workers

Heading the bill is Juluka who have recently returned from a successful tour of Germany. Their act will include a migrant labour dance and songs from their album Universal Man and material that appears in their new album

Steve Kekana, the country's most popular recording star, will be making his first appearance outside the townships, although this concert will have a fully integrated audience. Steve—a blind singer, has more than 14 gold discs to his name

His music, in the style of "township soul", is characterised by the powerful rhythms of Mbaqanga coupled with pensive lyrics sung in a gentle voice. Kekana has an enormous following in the townships and this is a rare opportunity for people outside the townships to experience an aspect of popular ghetto culture

Nyanga promise to be the most visually exciting of the groups performing at the concert. Their songs have a new versatility generated by Aaron Friedman's keyboards and the jazz-fusion input of Martin Mitchell's bass, which adds a distinctive feature to group leader, Paul Chingman's unique African bush-rock sound

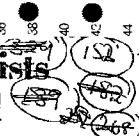
# PE trade unionists may be charged

**Labour Reporter**  
A number of trade unionists were detained in Port Elizabeth yesterday by the Security Police in connection with recent strikes in the area.

They are being held under the Criminal Procedures Act and a Security Police spokesman said there was a possibility they would be charged. The number of de-

tainees is not known, but police were able to confirm that Mr Themba Duze, an official of the Motor Assembly and Components Workers Union, was among those held.

A Security Police spokesman said the people were held in connection with strikes at two Port Elizabeth post office branches and the dispute at the SA Bottling Company.



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	STD10	5	14
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	SUBA-2	0	8
	STD3-5	5	3
	STD6-7	1	4
	STD8-9	8	15
	STD10	3	2
SKLDMAN	NONE	2	0
	SUBA-2	15	0
	STD3-5	2	0
	STD6-7	15	15
	STD8-9	1	1
	STD10	2	15
LONONMAN	NONE	15	3
	SUBA-2	1	4
	STD3-5	8	15
	STD6-7	3	1
	STD8-9	1	14
	STD10	14	4
SEWI	NONE	2	4
	SUBA-2	15	14
	STD3-5	1	2
	STD6-7	2	14
	STD8-9	15	0
	STD10	2	5
UNSKL	NONE	5	5
	SUBA-2	3	1
	STD3-5	4	13
	STD6-7	15	1
	STD8-9	1	4
	STD10	11	15
EXC	NONE	1	2
	SUBA-2	2	15
	STD3-5	15	0
	STD6-7	2	2
	STD8-9	15	14
	STD10	2	1
PRO	NONE	3	15
	SUBA-2	15	0
	STD3-5	2	1
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UCT

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# MAWU speaks up for 1 500 strikers

By Drew Forrest

The **Grant International Metalworkers Federation** has been consulted by one of its affiliates over the dispute at **Telephone Manufacturers of SA** in Springs where about 1500 striking workers were dismissed last week.

In a statement the **Metal and Allied Workers Union** said Temsa management's refusal to deal with the union officials and committee members "could only poison industrial relations in the Springs area."

The union said it had called on the **International Metalworkers' Federation** to draw Temsa's behaviour to the attention of its British parent companies, **Plessey and GEC**.

It also said two Temsa workers were arrested yesterday at the **Magistrate's**

**Court** in kwaThema, where nine colleagues charged with assault were applying for bail.

Bail was granted at R50 each for four women, and R100 each for the men.

In response to union charges a Temsa spokesman said management was not prepared to deal with "a union which has come forward for the first time in a troubled situation."

Talks would be held this week with the **Electrical and Allied Workers' Union** and the **Tucsa-affiliated Radio, Television Electronic and Allied Workers' Union**, which the company recognises.

Management was continuing to interview workers who had turned up at the factory gates. Nearly 1 000 workers — of whom 100 were new recruits — were back at work, he said.

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PTC

Story 14/10/81 (152)

# A slow return to work

## Labour Reporter

Workers are slowly returning to the Natal Tanning Extract Company in Melmoth where about 800 workers went on strike yesterday. But most strikers were still out.

The company's managing director, Mr Bill Zeller, said issues about working conditions had been "ironed out," but excessive wage demands were unacceptable.

About 100 drivers at the Motorria car components firm in Uitenhage continued their strike today over pay and union recognition. A meeting with management is expected today.

At the Johnson Tiles factory at Ollantsfontein, where hundreds were dismissed after a strike, workers queued for jobs today.

# Melmoth workers 14/10/81 152 232 fined after work stoppage meeting

## Mercury Reporter

POLICE arrested 75 workers at the Melmoth plant of the Natal Tanning Extract Company yesterday as the number of men involved in the work stoppage, which started at the weekend, grew to more than 1 000.

Brig M J Meyer, Divisional Commissioner of Northern Natal, reported that 75 of the company's employees had been arrested at the plant yesterday morning 'for holding an unlawful meeting'.

The men had appeared in court and had been fined R100 (or three months' imprisonment), he said.

## Comply

Mr A J Maphalala, organiser of the National Federation of Workers, said yesterday that workers had downed tools in a demand for better pay and working conditions.

These included a minimum wage of R8 a day for labourers, R12 a day for men employed in the workshop and R125 a week for drivers.

Mr H W Zeller, managing director of the Natal Tanning Extract Group, said that management had been able to comply with some working condition demands but would not agree to the increases.

Mr Maphalala said that because the workers were classified as farm labourers, trade union rights were not extended to

them and they were therefore not members of the National Federation of Workers.

Brig Meyer also reported that 58 employees at United Transport Zululand in Empangeni had stopped work. Management could not be contacted.

In Durban negotiations continued yesterday between Grindrod Cotts stevedoring management and worker representatives following Monday's work stoppage.

Mr F Ross, the company's director of manpower, said yesterday discussions on the issue of pension fund contributions were taking place.

Mr Sam Kikine, general secretary of the South African Allied Workers Union, said wage increases and recognition of an affiliated union were also being discussed.

## Resumed

Mr S Strydom, manager at Ridge View quarry in Cato Manoi, said all workers had resumed their duties following Monday's work stoppage.

At the Hulett's aluminium plant in Pietermaritzburg only a few of about 100 workers who resigned on Monday after a dispute with management over the Government's proposed pension legislation returned to the plant to collect their wages yesterday.

PD 157 M 87  
Strikers  
seek rise  
in pay 152

WITBANK — Workers at the South African Federated Timbers here have downed tools in demand for higher wages

This is the second strike in two weeks in the area. Last week workers at the Highveld Bus Company refused to work until a certain black supervisor was removed from the company because of his treatment of his co-workers

The workers, although dissatisfied, accepted a management proposal that the supervisor be stripped of some of his powers

The strike at Federated Timbers started on Monday when workers demanded a 20 per cent pay rise

The manager of Federated Timbers was not available for comment yesterday — DDC

Gwusa  
CV Post 15/10/81  
organiser  
released

Post Reporter

AN organiser for the General Workers Union (Gwusa), Mr Themba Duze, was released this morning after two days in police detention, but the six SA-Battling workers held at the same time are still in custody

Meanwhile, employees at the Imperial Cold Storage polony factory at Afoes returned to work today

About 180 workers, most of them truck drivers, at the conv firm of Motorvia in Uitenhage were still on strike today — contrary to reports that they would return today

The Port Elizabeth general manager of ICS, Mr P W du Toit, said the work stoppage at the firm had ended

Star 15/11/81

# Workers refuse to join union and lose jobs

Labour Reporter

Twenty-six workers at the United Tobacco Company in Industria, Johannesburg, lost their jobs today for refusing to join a union.

Because of a closed shop agreement in the tobacco industry, workers are required to belong to a trade union and, in the case of UTC, this is the Tuccsa-affiliated African Tobacco Workers Union.

A company spokesman said today that 23 workers were considered to have "dismissed themselves" for not joining the union, one worker was of pensionable age and allowed to collect his pension and two had not yet turned up to collect their pay.

Only one of the 27 workers who faced dismissal relented and joined the union yesterday.

The workers had told The Star they did not want to belong to the union because they had never met its officials and felt it had no effect at UTC.

At the Hulett's Aluminium plant in Maritzburg a strike by about 800 workers continued early today while management held talks with the

Posatu-affiliated Natal and Allied Workers Union.

Work was only going on in a few areas of the plant, a Hulett's spokesman said. Workers have demanded the reinstatement of 130 workers who resigned on Monday in order to receive their pension contributions.

At the Motorola Components firm in Glenhage, about 100 drivers were still out on strike over issues of wages and recognition of the Posatu-affiliated Transport and General Workers Union.

The union was holding a report-back to workers today on yesterday's talks with management.

The workforce at Natal Tanning in Melmoth was reported to be returning to work following a wage dispute by 800 workers this week.

A spokesman for the Motor Assembly and Components Workers' Union in Port Elizabeth said today they had no reports of any further Security of Police detentions of members since yesterday's dawn arrest of about 18 workers, including a union organiser Mr. Themba Duze.



SECTION

# Council fails to settle Iscor dispute

Star 15/10/81

9 (b)

144 125  
376 157  
152

### Labour Reporter

An industrial council for the steel industry sitting in Johannesburg this week failed to resolve a dispute between Iscor and the Black Allied Workers' Union

Tuesday's sitting followed a dispute at the Iscor plant in Newcastle, Natal, last month when the union accused Iscor of a lock out

The dispute started after Iscor had introduced a new two-shift system at the plant in place of a three shift system

Several shifts subsequently downed tools and were later warned they would 'dismiss' themselves if they did not return to work

At the industrial council for the Iron, Steel, Engineering and Metallurgical Industry this week, the union called for reinstatement with full pay of the 78 former Iscor workers it represented

But Iscor said it was willing to reengage workers on merit

"As far as we are concerned nothing was decided," a union official said

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower

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are prepared to pay for the goods  
one no above equilibrium price.  
However certain conditions have

# Striking workers arrested in East Cape

319  
15/10/81  
152

### Labour Reporter

Production stopped yesterday morning at Hulett's Aluminium plant in Swartburg when about 200 early-shift workers downed tools

The workers, who were demanding that management pay them out their pension contributions, stayed on the premises

Officials of the Fosatu-affiliated Metal and Allied Workers' Union went to the factory to discuss the dispute with the workers

Hulett's Aluminium was also hit by a work stoppage over pensions on Monday and 80 workers resigned to receive their contributions. Later they were joined by another 130 workers

Four Hulett's sugar mills in Natal as well as Hulett's Refinery near Durban, were hit by pension unrest earlier this month

About 800 workers at Natal Tanning in Melmoth started returning to work yesterday after striking last Friday over wage demands. Several were charged by police and later fined for conducting an illegal meeting

In the Motorva dispute at Uitenhage officials of the Fosatu-affiliated

Transport and General Workers' Union talked to about 100 drivers about their grievances

And yesterday, in Port Elizabeth at least 18 workers were detained by Security Police apparently for "intimidating" other workers

Police confirmed the arrest of Mr Themba Duze, an organiser of the Motor Workers' Union in connection with recent strikes at two Post Office branches and the SA Rail

ing Company  
A strike by about 300 workers at Imperial Cold Storage, Adair, over wage demands was also reported yesterday

At Johnson Tiles in Oribant, Lonsdale, former workers started streaming back to the plant on Tuesday afternoon to re-apply for their old jobs after a strike on October 5 over union recognition

A company spokesman said many of the 280 workers were taken on again but some were not because vacancies had already been filled by newly recruited labour

Mr J Joubert, Personnel manager at Johnson Tiles, said the firm was not anti-union but would deal only with unions that were representative of the work force

RPM 15 10 81

# Unions appeal for foreign aid over disputes

TWO local black unions have sought the help of powerful overseas labour organisations in an attempt to resolve disputes arising out of recent strikes on the Witwatersrand.

The Building, Construction and Allied Workers' Union has appealed to the British Trade Union Council to approach the British parent company of Johnson Tiles at Olifaantsfontein, where workers were fired after a recent strike.

A union spokesman said this week the TUC had secured an agreement from Johnson Tiles' parent company that workers would be reinstated and that the firm will meet the union.

However, he claimed local management wanted to re-employ selected workers only which the British unions "totally rejected". He also claimed the

## Labour Correspondent

firm had told fired contract workers to vacate their hostel in Tembisa township by Monday afternoon.

Company spokesmen could not be reached for comment. Meanwhile, the Metal and Allied Workers' Union has called on the International Metalworkers' Federation to intervene in its dispute with Telephone Manufacturers of SA (TMSA) in Springs.

TMSA is a subsidiary of General Electric Company and the union has asked TUC to approach GEC in an attempt to bring the local management to the bargaining table.

The union wants to meet the company to discuss the reinstatement of workers fired after the entire black work force of 1 600 went on strike recently.

Up to now, TMSA has refused to meet the union.

Nine people appeared in the Kwa-Thema Magistrates' Court on Monday on charges of assault following the unrest. They were released on bail, paid by the union, and the case was postponed to next Monday.

A spokesman for TMSA said yesterday almost 1 000 of the 1 600 dismissed workers had been re-employed, and about 100 new workers had been taken on.

RDP-1 15 10 46

# 18 unionists held in Cape over strike at plant

Labour Reporter

EIGHTEEN members of the Port Elizabeth-based General Workers Union of SA, including a union organiser, have been detained by police in connection with a strike at SA Bottling Company, a Coca-Cola plant in the city

This brings to 23 the number of unionists held by police in Port Elizabeth. Five officials of the Motor Assembly and Components Workers' Union of SA, Gwusa's sister union, have been held under Section 6 of the Terrorism Act for some months.

They include the union's chairman, Mr Dumile Makanda, and an organiser, Mr Siphon Pityana.

Police have confirmed the detention of the 18 and have said they will appear in court today charged with incitement.

A union spokesman said yesterday that eight Gwusa men, including a union organiser Mr Thembu Dusa, were held by police during a meeting in Kwazakhele township on Tuesday.

"They were all attending a workers' meeting at a hall in the township. Police arrived at the meeting, took them out and arrested them," the spokesman said.

The other seven detainees are all workers at SA Bottling. They are Messrs Albert Mkhayo, Monde Biko, John Mdozana, Elias Nxumani, Richard Sokutu, Brian Singaphi, and Dumani Kanga.

Since then 10 more workers had been detained, in police dawn raids on their homes yesterday, the spokesman added. Their names are not yet known.

Aug 15 1961

# Detentions a 'threat to peace'

THE detention of 19 trade union members and officials in Port Elizabeth this week would exacerbate tension in the volatile Eastern Cape, a spokesman for the General Workers' Union said in Cape Town today.

It has been proved time and again that the industrial peace is threatened by the detention of workers' leaders. This instance will be no exception, he said.

We call for the immedi-

ate release of the detained members and leaders.

The detainees are members of the unrelated General Workers' Union of South Africa (Gwusa) and workers of the SA Bottling Company and the General Post Office.

Colonel H. Snyman, an Eastern Cape security police officer, said they would appear in court on charges of intimidation.

He expected more strikers to be detained today.

Meanwhile, a deadlock

between workers and management at the Imperial Cold Storage factory at Alice was broken last night when workers settled on an 80c an-hour pay agreement.

At Motortia in Uitenhage, where 180 walked out on Monday because of non-recognition of Gwusa, workers were expected to return today following a management announcement that talks on union recognition would be held next week.

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# Pensions still creating problems in industry

Mercury Reporter

IN SPITE of the Government's decision to defer their Preservation of Pension Rights Bill until 1965, the pension issue is still causing unrest among workers in Natal industry.

The Hulett's Aluminium plant in Pietermaritzburg was shut down yesterday by what management called a 'partial work stoppage' involving 300 employees following the resignation on Monday of 130 hourly-paid workers.

According to Mr Frank Ferguson of Hulett's the men resigned 'in order to obtain payment of their pension fund contributions as they were concerned over the proposed pension legislation'.

Mr Ferguson said a reason for the stoppage was the reinstatement of the workers who had resigned on Monday.

'In this connection employees were informed that those who left the company's employment on Monday would be reinstated on repayment of their pension contributions which were paid to them at that time', he said.

Mr Ferguson said intimidation and coercion had taken place, and it was evident that many of the men on strike 'wished only to continue work in the usual manner'.

Afternoon and night shifts were cancelled because a bus carrying some of the company's employees was stoned.

In Durban workers at Grindrod Cotts Stevedoring returned to work yesterday after the management decided to repay their pension fund contributions.

DD 15/10/81  
East Cape  
strikes  
end

PORT ELIZABETH — Two Eastern Cape strikes ended yesterday after agreements were reached between trade unions and the managements of Imperial Cold Storage (ICS) at Aloe and Motorvia in Uitenhage.

Meanwhile, a security police spokesman confirmed yesterday that 18 people had been detained here this week.

A spokesman for the General Workers Union (GWUSA) said the detained people were SA Botting Company and Post Office workers.

The ICS deadlock was broken last night after talks between the management and the vice-president of Gwusa, Mr Sicelo Duze.

The workers had demanded a minimum wage of R1 an hour, but have now agreed to accept management's offer of 80c an hour "on the short-term".

The strike at Motorvia, where about 150 workers, mainly drivers, have been striking since Monday in an effort to have their union, the Transport and General Workers Union, recognised, has also been called off.

New talks about the recognition of the union are scheduled for next Wednesday. — DDC.